

Staff Scholarship Policy

Purpose

1. This Policy outlines the principles underlying Global Higher Education's (GHE) commitment to ensuring that academic staff engage in scholarly activity that maintains appropriate levels of disciplinary and pedagogical knowledge and skills and in so doing how GHE meets the standards, outlined in Domain 3: Teaching, of the various sections of the *Higher Education Standards Framework (Threshold Standards) 2021*, but in particular Section 3.2.3, to not only recruit academic staff with appropriate qualifications for their roles, but also to ensure that those staff remain equipped for their teaching and supervisory roles on an ongoing basis.

Scope

2. This Policy applies to all academic staff at GHE.
3. Further information about professional development of both academic and professional staff is contained in the **Human Resources Framework**.

Definitions

4. Definitions for key terms are presented in the Glossary of Terms which may be accessed on the GHE website at <https://www.globalhe.edu.au/policy>

Suite documents

5. This Policy is linked to the Staff Scholarship Procedure.

Policy

Principles

6. GHE is committed to ensuring that its courses:
 - a) engage with advanced knowledge and inquiry;
 - b) are informed by the latest developments in the relevant disciplinary area and in the pedagogy of the discipline.
7. To support this commitment, all academic staff at GHE are required to be skilled in teaching, learning and assessment practices directly appropriate to the discipline in which they will be teaching and are required to engage in an ongoing basis in academic scholarship that:
 - a) contributes to the advancement of disciplinary knowledge including within GHE;
 - b) enhances pedagogical practice including within GHE and develops academic staff knowledge of contemporary and emerging issues and practice for teaching and learning.
8. Academic Board has overall responsibility for overseeing the academic conditions that promote and maintain a culture of sustained academic scholarship at an institutional level.
9. The Board of Directors has responsibility for resourcing academic scholarship strategies on the basis of recommendations from Academic Board.
10. The responsibility for initiating and engaging in specific scholarly activities is shared by individual academic staff, Course Coordinators and the Academic Director.

11. Some scholarly activity, for example regular disciplinary seminar programs, will not require specific resourcing. The resourcing of other scholarly activities may include the re-allocation of workload and/or funding support where appropriate.
12. All academic staff are expected to participate in scholarly activities on an ongoing basis whether those activities are specifically funded or not.
13. The scholarly activity of individuals and across GHE will be monitored and reported to Academic Board on an annual basis. The activity of those staff members who have a specific professional development plan arising from an assessment of professional equivalence will be identified within any reporting.

Types of scholarly activities

14. GHE will expect and support academic staff to undertake activities including but not limited to the following activities recommended by TEQSA¹:
 - a) scholarly publication/communication such as literature reviews and conference presentations;
 - b) scholarly reviews of current state of knowledge or teaching in a field that contribute to course development;
 - c) original research in a discipline or on teaching and learning practices;
 - d) leadership of advanced professional development activities (through, e.g. presentations on the current state of knowledge, practice, or teaching and learning in a field, contributions to professional journals);
 - e) contributions to professional bodies or communities of practice in advancing knowledge and practice (e.g. development of new standards, knowledge resources or codes of practice);
 - f) involvement in relevant activities of scholarly academic societies, editorial roles or peer review (i.e. those concerned with advances in practice or knowledge);
 - g) undertaking higher level qualifications that lead to scholarly outputs, in particular higher degrees by research;
 - h) individual or collaborative activities, e.g. 'journal clubs', to remain abreast of developments in a field, combined with reflective practice;
 - i) undertaking advanced specialised practice or scholarly secondments.

¹ TEQSA Guidance Note: *Scholarship*, Version 2.5

Associated information

Related Internal Documents	Staff Scholarship Procedure Human Resources Framework Quality Assurance Policy Academic Staff Qualifications Policy Glossary of Terms
Related Legislation, Standards and Codes	<i>Tertiary Education and Quality Standards Agency Act 2011</i> <i>Higher Education Standards Framework (Threshold Standards) 2021</i> TEQSA Guidance Notes: <i>Scholarship</i> , Version 2.5 <i>Education Services for Overseas Students Act 2000</i> <i>National Code of Practice for Providers of Education and Training to Overseas Students 2018</i>
Date Approved	27 April 2020
Date Endorsed	5 June 2020
Date of Effect	5 June 2020
Date of Review	June 2026
Approval Authority	Academic Board
Policy Custodian	Academic Director
PinPoint DocID	2643

Change history

Version Control	Version 1.2	
Change Summary	11-May-20	v1.0 Draft approved by Academic Board (AB) 27-April-20 and recommended to the Board of Directors (BoD) for endorsement and endorsed 5-June-20 with administrative updates
	27-Jul-20	V1.1 administrative updates
	10-Oct-23	V1.2 administrative updates following TEQSA registration

Warning - Document uncontrolled when printed! The current version of this document is maintained on the AHE website at <https://www.globalhe.edu.au/policy>