

## Benchmarking Exercise - Equivalence of Academic Staff Qualifications and Experience

A desktop benchmarking exercise was undertaken to develop appropriate guidelines and criteria for Leaders Institute for recognition of professional and/or practice-based experience equivalence for teaching staff to Australian Qualifications Framework (AQF) qualification Level 7. A broad spectrum of seven (7) Australian Higher Education Providers was audited for the relevant criteria as outlined in the attached Table 2.

The recommendations emerging from the benchmarking exercise are provided in the attached Table 1. It will be noted that the recommendations are conservative in that they exceed the minimum equivalency observed in the sector through the benchmarking exercise. It is considered that the recommended alternative minimum qualifications are at AQL Level 7 +2.

A paper titled “*Draft Leaders Institute Guidelines for Recognition and Assessment of Equivalence of Academic Staff Qualifications and Experience*”, has been prepared and provided with this benchmarking paper to Leaders Institute to assist with development of appropriate Policy.

### References

Charles Sturt University, *Academic Staff Teaching Qualifications and Equivalent Professional Experience Policy*, viewed 8 December, 2015, <https://policy.csu.edu.au/view.current.php?id=00349>

Deakin University, *Schedule A: Academic Staff Qualifications and Equivalence Guidelines*, viewed 18 December 2015, [https://theguide.deakin.edu.au/TheGuide/TheGuide2011.nsf/91948311c4d53092ca25794800076ec8/270ac08231826fa2ca257d65000a66a7/\\$FILE/Schedule%20A%20-%20Academic%20Staff%20Qualifications%20&%20Equivalence%20Guidelines.pdf](https://theguide.deakin.edu.au/TheGuide/TheGuide2011.nsf/91948311c4d53092ca25794800076ec8/270ac08231826fa2ca257d65000a66a7/$FILE/Schedule%20A%20-%20Academic%20Staff%20Qualifications%20&%20Equivalence%20Guidelines.pdf)

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Melbourne Institute of Technology, *Guidelines to determine the equivalence of professional experience as compared to the Australian Quality Framework*, viewed 18 December, 2015, <http://www.mit.edu.au/about-mit/institute-publications/plans/recognition-equivalence-academicstaff-qualifications-experience>

Morling College, *Recognition of Equivalence of Professional Experience in Academic Staff Qualification Policy*, viewed 18 December 2015, [http://www.morlingcollege.com/wp-content/uploads/Academic%20Equivalence%20Policy%20\(Education\).pdf](http://www.morlingcollege.com/wp-content/uploads/Academic%20Equivalence%20Policy%20(Education).pdf)

RMIT. Equivalent, *Accreditation and Standing of Staff Qualifications. Teaching and Learning and Research*, viewed 18 December 2015, <http://mams.rmit.edu.au/nrivcmymg6ln.pdf>

University of Canberra, *Recognition of Equivalence in Academic Staff Qualifications and Experience*. Viewed 18 December 2015, [https://guard.canberra.edu.au/policy/download.php?file\\_id=2860](https://guard.canberra.edu.au/policy/download.php?file_id=2860)

University of Melbourne, *Guidelines for Assessing Equivalent Experience*, viewed 18 December 2015, [http://msl.unimelb.edu.au/\\_\\_data/assets/pdf\\_file/0003/981201/Approved\\_Guidelines\\_for\\_assessing\\_equivalent\\_experience\\_March14.pdf](http://msl.unimelb.edu.au/__data/assets/pdf_file/0003/981201/Approved_Guidelines_for_assessing_equivalent_experience_March14.pdf)

**Table 1: Recommendations to Leaders Institute for Academic Staff Qualifications to Teach at AQF Level 7.**

Alternative Minimum Qualifications	Comments
A Level 9 (Masters) qualification and with at least 1 years professional experience and/or teaching experience within the relevant profession in the last 3 years.	This meets the requirements by being AQF 9, which is AQF +2 levels above 7. One year's experience is recommended to bring some professional and practice-based experience to the program.
A Level 8 (Bachelor Honours Degree, Graduate Certificate, Graduate Diploma) qualification and with at least 3 years professional experience and/or teaching experience within the relevant profession in the last 5 years.	This meets the requirements by being AQF 8, which is AQF +1 levels above 7. Three year's experience is recommended to bring more significant professional and practice-based experience to the program.
A Level 7 (Bachelor Degree) qualification and current membership of the relevant profession and with at least 5 years professional experience and/or teaching experience within the relevant profession within the last 7 years, with at least 3 of those years at a senior level.	This exceeds the typical minimum equivalence typically cited within the sector where 3 years relevant teaching, research, and/or professional experience in the last 5 years is equated to 1 AQF Level.
A Level 7 (Bachelor Degree) qualification with high level professional qualifications (for example Fellow), and with at least 5 years relevant professional/teaching experience in the last 7 years.	This exceeds the typical minimum equivalence typically cited within the sector where 3 years relevant teaching, research, and/or professional experience in the last 5 years is equated to 1 AQF Level. It replaces/equates senior level experience with high level professional qualifications.
A Level 7 (Bachelor Degree) qualification plus an outstanding established professional reputation in the relevant professional field demonstrated by significant contribution to the discipline at a national level. This would be supported by at least 10 years managerial experience at a senior level.	This exceeds the typical minimum equivalence typically cited within the sector where 3 years relevant teaching, research, and/or professional experience in the last 5 years is equated to 1 AQF Level. It replaces/equates senior level experience or with high level professional qualifications with an outstanding established professional reputation.

**Table 2: Benchmarking of Minimum Equivalence to Teach at AQF Level 7**

Higher Education Provider	Minimum Equivalence to Teach at AQF Level 7
University of Canberra	<p>Level 7 qualification and current registration to practice within the relevant profession, plus either:</p> <ul style="list-style-type: none"> <li>• 3 years relevant professional experience in the last 5 years, or,</li> <li>• Enrolment in a relevant level 9 (masters) course, plus some relevant professional experience, together totalling 3 years.</li> </ul>
University of Melbourne	<ul style="list-style-type: none"> <li>• A person with substantial industry or teaching experience who is judged to have a depth of knowledge/skills in the area which s/he is teaching that is at one AQF level higher than the course.</li> <li>• A person with relevant industry or teaching experience who is undertaking a program to obtain a +1 qualification.</li> </ul>
Charles Sturt University	<p>Level 7 qualification (Bachelor Degree) and current (membership) registration to practice within the relevant profession (if relevant), plus one of the following:</p> <ul style="list-style-type: none"> <li>• 3 years relevant teaching, research, and/or professional experience in the last 5 years, or</li> <li>• Completion of at least two-thirds of a relevant level 9 (Masters) course plus some relevant teaching, research and or professional experience, together totalling 3 years</li> </ul>
<p>Morling College (Faculty of Education)  (5 years is referenced as being the minimum number of years)</p>	<p>Academic staff in the Faculty of Education are assessed on a combination of formal qualifications and professional experience. They must have formal qualifications to at least the same level as that being taught and also a number of years of professional experience in education.</p> <p>Professional experience, normally considered as years of teaching, will only be used to assess one Qualification Standards level above that being taught.</p>
Deakin University	<p>Bachelor Degree in a relevant area (AQF Level 7), plus either</p> <ul style="list-style-type: none"> <li>• Typically 5 years current relevant professional or creative experience in a role/s requiring advanced knowledge, highly developed skills and independent planning and management of people, processes and/or projects, or</li> <li>• Typically 5 years current experience successfully teaching a course in a related area at Level 7 or above informed by scholarship in the discipline and teaching and learning practice</li> </ul>

Melbourne Institute of Technology	<p>Level 7 qualification and current registration to practice within the relevant profession, plus either:</p> <ul style="list-style-type: none"> <li>• 3 years relevant professional experience in the last 5 years, or</li> <li>• Enrolment in a relevant level 9 (Masters) course, plus some relevant professional experience, together totalling 3 years.</li> </ul>
RMIT	<ul style="list-style-type: none"> <li>• Demonstrates a current, coherent and advanced knowledge of the theory and practice of their discipline or profession</li> <li>• Able to apply a critical analytical approach to complex problems to find solutions</li> <li>• Has contributed significantly to their profession or industry and/or has a track record of creative output</li> <li>• Has undertaken professional or practice based research or investigative projects, and demonstrates a developed knowledge of research principles and methodology</li> <li>• Has teaching qualifications and/or experience, and demonstrated ability to develop and communicate knowledge and ideas to a variety of audiences</li> </ul>