

Academic Scholarship Policy - Higher Education

Policy Code: ACA-039 **Version:** 3.0 **Effective Date:** 15 January 2019

Purpose:

In accordance with Section 1.4 of the Higher Education Provider Category Standards, all academic staff members in higher education institutions are required to be active in scholarship that informs their teaching and in research when engaged in research supervision. This policy defines the nature of academic scholarship at the College, the responsibilities of parties in relation to scholarship and the development of a culture of scholarship that is promoted and supported by the College. This policy applies to academic staff who are employed in any higher education capacity by any higher education entities owned by Study Group Australia.

Definition of “College” – *In the higher education sector, Australian College of Natural Medicine Pty Ltd trades as Endeavour College of Natural Health (Endeavour) and Wellnation; ACPE Limited trades as The Australian College of Physical Education (ACPE); Study Group Australia Pty Limited trades as Martin College and Martin Higher Education (Martin HE). For the purpose of this policy, any reference to ‘College’ or ‘the College’ should be considered a reference to each or any of these respective entities or trading names.*

Scope:

- All academic staff including permanent and contract academic staff

Policy Statement

Academic Scholarship is paramount within higher education institutions and is underpinned at the College by the relevant entities’ Strategic Plans and the [Academic Workload Policy](#). Academic Scholarship is considered to be intrinsic to the operations of institutions accorded higher education provider status and is enshrined in the Threshold Standards to which the College must comply as part of its regulatory obligations.

Scholarship is explicitly identified in the annual workload of each permanent academic staff member and is a mandatory element in permanent employment with the College, and in performance planning and promotion processes (where applicable).

For contract academic staff, the College collects, collates and encourages academic scholarship, and provides regular in-service opportunities which contract academics are

encouraged and expected to attend.

It should be noted that any scholarly activity conducted as part of paid work for other employers or as a contractor will not be included as part of the academic staff member's workload but may contribute to the academic's overall scholarly activity record and should be reported to the College.

Responsibilities

The responsibility for academic scholarship is shared by individual academic staff, managers and the College:

- Academic staff are responsible for developing and maintaining active scholarship and to retain records on all scholarly activities, a copy of which must be provided to the College. Academic staff must also ensure they fully apply themselves to any supported scholarly activities to ensure a positive outcome including sharing knowledge and skills gained from opportunities with other academic staff.
- Supervisors of academic staff are responsible for enabling and approving (where relevant) scholarly activities based on the needs of the role and the individual following consideration of departmental and organisational priorities and supported by the relevant entity Strategic Plan. Supervisors will ensure that scholarly activity is supported by workload allocations and assessed in performance reviews.
- The College is responsible for providing opportunities, resources and tools so that academic staff can continue to become proficient in their roles as tertiary educators (including an understanding of relevant pedagogical and adult learning principles), and keep abreast of current scholarly and professional advances in their field. The College will ensure mechanisms are in place to monitor scholarly activity amongst academic staff.
- The College is responsible for overseeing the financial and academic conditions that promote and maintain a culture of sustained academic scholarship.

Types of Scholarship

According to Boyer, there are four discrete but interdependent areas of scholarship:

- i. Teaching
- ii. Application
- iii. Integration
- iv. Discovery

The Tertiary Education Quality and Standards Agency (TEQSA) in its ['Guidance Note:](#)

[Scholarship of Teaching and Learning](#)' (May 2014) cites Rice's expansion of Boyer's framework to include Learning, which represents the impact of teaching on student learning. The College has adopted this approach by incorporating Learning with Teaching.

The four main types of scholarship as they relate to activity for academic staff are defined below.

The Scholarship of Teaching & Learning

This involves activities with intellectual merit that contribute to teaching and learning, or the understanding of teaching and learning. These could include creating original instructional materials, developing original curricula, incorporating new knowledge or new technology into existing courses, collection and analysis of benchmarking information relating to specific student cohorts or overall performance indicators, evaluating the effectiveness of pedagogical procedures (including peer review) and examining ethical and/or societal issues in the course context in an original manner.

The Scholarship of Application

Relates to contributions with intellectual merit outside the teaching role (including consultancies) that demonstrate the ability either to enrich knowledge and skills or to apply knowledge and skills in a particular situation. Evidence of achievement would normally include productive consultancies with outside groups resulting in innovative practical outcomes, acceptance by the profession of resources or techniques developed, or active participation in associations or industry bodies such as office bearer, consultant or presenter.

The Scholarship of Integration

Concerns original contributions that make connections between disciplines, create new contexts for viewing knowledge, or establish new models. Beyond simply collecting or cataloguing information and knowledge from various disciplines, contributions must reflect original insight, put apparently unrelated facts into perspective, or place specialised knowledge into a larger context.

The Scholarship of Discovery

Is the pursuit of original knowledge and creativity. This type of scholarship includes not only traditional research but also original and creative work in software development and in the literary, visual and performing arts. Evidence of achievement normally would include a higher academic degree, satisfactory progress toward a higher degree, leading or participating in research projects involving research grants, publication of original contributions to knowledge in refereed journals or books, refereed conference papers, creative or artistic works. The latter

may include exhibitions, performances, compositions, recordings, designs or software of an innovative nature and recognised international standard. Staff involved in this type of scholarship would usually be considered to be 'research active' under the [Research Active Staff Policy](#).

Support for Scholarly Activity

The College will support academic scholarly activity through any one or more of the following mechanisms:

- Funding – allocation determined within annual budgets in line with the [Professional Development Policy](#) or [Guidelines](#) (dependent on entity of employment). Funding must be applied for through the relevant processes set out in these documents. Contract Academics are **not eligible** for financial support by the College for scholarly activities external to the College. Contract Academics may be eligible for support for activities conducted internally only (this may include additional payment for time attending internal activities).
- Time – all permanent academic staff will be allocated time in their annual workload dedicated to scholarly activity. This may include allowance for additional scholarly activity leave or within working hours. Study leave where required must be applied for through the relevant processes set out in the relevant [Professional Development Policy](#) or [Guidelines](#) (dependent on entity of employment).
- Monitoring – the College will have in place mechanisms for all academic staff (permanent and contracted) to regularly report scholarly activity, regardless of where such activity is conducted or institution supporting the activity (e.g. a contractor will be expected to report on activities conducted at other institutions of employment if applicable). These activity reports will be reviewed on an individual basis as part of the performance review / appraisal process and the supervisor will be responsible for determining appropriate level of scholarly activity and workload in the upcoming performance review / appraisal period.
- Reporting - regular reports on academic staff scholarly activity will be presented to the College Council / Academic Board for monitoring purposes. College Council / Academic Board may make recommendations to the relevant Board of Directors regarding issues of academic scholarly activity.

Related Procedures:

Not Applicable

Definitions: **Scholarship:** academic activity for the purposes of maintaining current discipline knowledge and/or informing and enhancing the

quality of teaching and student learning. It includes keeping abreast of current developments in both discipline and pedagogy associated with the discipline and the dissemination of the results of scholarly activity. It may also include engaging in professional and community service activity relevant to the discipline. The major difference between *scholarship* and *research* consists in the former's focus on teaching and learning while the latter is primarily concerned with enhancing discipline knowledge for its own sake. According to TEQSA's *Guidance Note on Scholarship* (2014, p.2) ¹, the "core" of scholarship is "the maintenance of knowledge of current developments in the discipline, and transmission of this knowledge through effective, contemporary approaches to teaching and learning."

Culture of Scholarship: In support of the College's strategic plans and further development as it strives to move towards becoming a university, the College is required to demonstrate how it supports a culture of sustained scholarship. The College creates a culture of scholarship in the following ways:

- i. embedding scholarship within academic staff workloads, performance planning and promotion processes (where relevant)
- ii. professional development policy and activities, including conference support and study leave provisions
- iii. dissemination of scholarly activity by members of staff at meetings
- iv. awards recognising good teaching and learning practice
- v. promoting the establishment of communities of practice across the institution.

Further Information:

¹ TEQSA (2014a) *Guidance Note on Scholarship*. Retrieved from <http://www.tegsa.gov.au/for-providers/provider-resources> on February 17, 2015.

Related Policies:	Academic Workload Policy Professional Development Policy (Endeavour) Professional Development for Academic Staff Guidelines (ACPE)
Benchmarking:	WSU, RMIT
Supporting Research and Analysis:	TEQSA Guidance Note: Scholarship of Teaching and Learning: http://www.teqsa.gov.au/sites/default/files/ScholarshipGN_0.pdf
Related Documents:	N/A
Related Legislation:	Higher Education Provider Category Standards: https://www.comlaw.gov.au/Details/F2015L01639
Guidelines:	N/A

Policy Author:	Dean / Head of College & National Higher Education Compliance Manager
Policy Owner:	Dean / Head of College & Office of Research
Contact:	Amie Steel Associate Director, Office of Research amie.steel@endeavour.edu.au
Approval Bodies:	College Council (ACNM) Approval Date: 11 December 2015 Dean / Head of College (ACPE) Approval Date: 8 December 2015 Academic Board (Martin College) Approval Date: 2 August 2016
Ratification Body:	Academic Board (ACPE) Ratification Date: 8 December 2015
Policy Status:	Fully harmonised – combined existing policies for higher education harmonisation. Replacing – Academic Scholarship Policy (ACPE) and part of Academic Workload Policy (ACNM).
Responsibilities for Implementation:	<ul style="list-style-type: none"> • Director of Education • Dean / Head of College • Program Leaders • Heads of Faculty
Key Stakeholders:	<ul style="list-style-type: none"> • Director of Education • Dean / Head of College • Program Leaders • Heads of Faculty • Heads of Department • Academic staff – permanent • Academic staff – contractors / casual • College Council • Academic Board • Boards of Directors (ACNM & ACPE)