

 <p>S P Jain School of Global Management DUBAI • MUMBAI • SINGAPORE • SYDNEY</p>	<b>Academic Staff Qualifications and Professional Equivalence Policy</b>
Document Type	Policy
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## 1. Purpose

- a. This policy outlines the guidelines followed by the S P Jain School of Global Management for the assessment of academic qualifications and the equivalent professional experience. These guidelines are to be used in the recruitment and selection of academic staff for specific teaching for scheduled subjects/units in a study period or for a number of subjects/units across a course in a calendar year.
- b. The policy has been developed to comprehensively meet the regulatory requirements stipulated for academic staff qualifications and equivalence across all campuses.

## 2. Scope

This policy applies to teaching appointments of all academic staff, including full time/ongoing and casual/sessional/part time staff.

### **3. Policy**

#### **3.1 Academic Staff Qualifications and Professional Equivalence Guidelines**

- a. It will be expected that all teaching staff will have one AQF Qualification higher than the level they are teaching and in the field to which the course and/or subject relates to.
- b. In addition, teaching staff at the same AQF level of the course and with experience relevant to the field to which the course and/or subject they are teaching may be considered by a Selection Panel comprising the Vice President – Academic, the relevant course Dean and the Registrar.
- c. The appropriateness of the qualifications and experience of staff for specific teaching appointments for scheduled subjects/units in a study period or calendar year for all the courses will be assessed by the panel with reference to the criteria set out in the Table 1 below.
- d. Evidence to support decisions about equivalence of experience under clause 3.1b might relate to (but is not limited to):
  - i. experience in industry and professional roles
  - ii. professional qualifications, experience and standing
  - iii. registration to practice in the relevant professional field
  - iv. professional development and training
  - v. design, creative and technical achievements
  - vi. publications and presentations
  - vii. teaching experience and success
- e. All teaching appointments will be recommended by the Selection Panel to the Academic Board for approval.

**TABLE 1: CRITERIA FOR ASSESSING PROFESSIONAL EQUIVALENCE**

AQF Level being taught	Required AQF level (AQF+1)	Professional Experience Equivalent
<p><u>AQF Level 5-7</u> Diploma, Advanced Diploma, Associate Degree and Bachelor Degree</p>	<p>Level 8 - Honours, Graduate Certificates, Graduate Diplomas in the field to which the course and/or subject relates to</p>	<p>Level 7 qualification and where applicable, current registration to practice within the relevant profession (for example Accounting or Law). <u>PLUS EITHER</u> 5 years of relevant professional /industry experience in the field to which the course and/or subject relates to, attained in the last 5 years in a role requiring highly developed skills, expertise and management of people, processes or projects <u>OR</u> 5 years recent teaching experience in the field to which the course and/or subject relates to and at Level 7 informed by scholarship in the discipline area.</p>
<p><u>AQF Level 9</u> Master Degree ( By Course Work)</p>	<p>Level 10 - Doctorate by research or coursework in the field to which the course and/or subject relates to,</p>	<p>Level 9 qualification and where applicable current registration to practice within the relevant profession (for example Accounting or Law) <u>PLUS EITHER</u> 10 years relevant professional experience in the field to which the course and/or subject relates to, attained at a senior level in a role requiring highly developed skills, expertise and management of people, processes or projects. <u>OR</u> 5 years recent teaching experience in the field to which the course and/or subject relates at to and at Level 9 informed by scholarship in the discipline area.</p>
<p><u>Level 10 Doctoral Degree (Professional)</u></p>	<p>Doctoral Degree (Research) or (Professional) in a relevant area (AQF Level 10)</p>	<p>Not Applicable</p>

### 3.2 Staff Recruitment Policies

This policy is applicable in conjunction with the Recruitment of Academic Staff Policy, Promotion of Academic Staff Policy and the Staff Recruitment, Selection, Induction, Performance Review and Promotion Policy and Procedure.

### 4. Related Documents

- a. Staff Recruitment, Selection, Induction, Performance Review and Promotion Policies and Procedures
- b. Recruitment of Academic Staff Policy
- c. Promotion of Academic Staff Policy