

POLICY A1.4

SCHOLARLY ACTIVITY AND PROFESSIONAL DEVELOPMENT

1.0 INTRODUCTION

1.1 Context

The Australasian College of Health and Wellness (ACHW) is committed to nurturing a culture of scholarship and professional development throughout the academic staff of the College.

As stated in the *Freedom of Intellectual Inquiry and Expression Policy*, ACHW expects its academic staff to exhibit a strong commitment to scholarship and the professional development expectations of their academic disciplines. The pursuit of knowledge through intellectual inquiry and professional development is highly valued as a mark of institutional excellence.

Scholarship and professional development is expected to be demonstrated through a range of activities undertaken by the ACHW's academic staff and is overseen by the ACHW Academic Board and supported by the Chief Education Officer Higher Education Academic Services Manager and Head of School, ABS.

A commitment to scholarship and professional development is a joint responsibility shared by individual staff members, managers and supervisors, and ACHW.

Individual staff members are encouraged to seek appropriate opportunities for scholarship and professional development both within ACHW and externally.

1.2 Purpose

The Scholarly Activity and Professional Development Policy specifies the principles for engaging in scholarship and professional development that are directly relevant to informing both the content and methods of teaching at ACHW. This Policy provides a framework for the planning, approval, resourcing, review, and integration of scholarly activities for ACHW's operations.

The requirements for scholarship have been set and approved by the ACHW Academic Board. These requirements ensure the integrity, currency, and relevance of ACHW courses by providing that its academic staff have an informed and advanced understanding of relevant disciplines and how they are taught, learned, and applied in practice. This policy should be read in conjunction with the Scholarship and Professional Development Procedure.

1.3 Scope

This policy applies to all academic staff of ACHW, and its third-party partners involved in scholarly and professional development activity irrespective of employment status, location, activity or premises.

1.4 Scope Exceptions

None.

2.0 RESPONSIBILITIES

1. The ACHW Academic Board:
 - approves the Scholarly Activity and Professional Development Policy and associated procedures.
 - oversee ethical conduct and responsible practice in learning, teaching and scholarship.
 - approves plans, budgets and strategies relating to scholarship and professional development and the creation of an institutional climate of scholarship; and
 - receives reports about scholarly and professional development activities.
2. The Teaching and Learning Committee is responsible for implementing, monitoring, and making recommendations for improvement on, scholarship and associated professional development plans, budget, and strategies.
3. The Head of School, ACHW is responsible for:
 - developing strategies to support and sustain scholarship and professional development, both at the institutional level and at the level of individual staff.
 - making appropriate financial support available for scholarly and professional development activities.
 - promoting opportunities for engaging in scholarly and professional development activity; and
 - organising institutional activities to support scholarship.
4. The Head of School, ACHW will ensure scholarly and professional development activities are regularly discussed as part of an academic staff member's performance review and professional development plan.
5. Academic staff are responsible for:
 - demonstrating a commitment to engaging in scholarly and professional development activity.
 - identifying and pursuing scholarship and professional development opportunities which are provided to them, and
 - exploring improved disciplinary and teaching practice developments and using that knowledge to improve their learning and teaching practice.

3.0 POLICY

3.1 Policy Statement

1. ACHW is committed to supporting, promoting, and rewarding ongoing engagement in scholarly and professional development activity by all academic staff.
2. All academic staff are expected to engage in scholarship and professional development activities that inform their teaching, contribute to the design and delivery of ACHW courses and contribute to their discipline.
3. ACHW is committed to ensuring that Academic Staff hold a relevant qualification at least one AQF level higher than the course they teach or have equivalent professional experience. Where necessary, academic staff will be required to engage in professional development activities which assist in obtaining the requisite qualification.

3.2 Principles

ACHW is committed to the following principles that underpin this policy:

1. All academic staff are abreast with developments in relevant disciplines, in professional practice, and learning and teaching practices to build capacity for ACHW's current, emerging, and future educational needs.
2. Scholarly and professional development activities are directly related to the disciplines or field of education taught associated with ACHW courses or to the design, delivery, or evaluation of those courses.
3. All academic staff are encouraged, supported, and adequately resourced to undertake scholarly activities.
4. Scholarly and professional development activities are managed appropriately, taking into account academic staff workloads which are assessed against position requirements, student accessibility hours and are discussed as part of induction and performance review meetings.
5. Scholarship and professional development outcomes undertaken by academic staff are adequately shared, integrated into the ACHW's operations, reported and recognised.

4.0 DEFINITIONS

- **Scholarship** - a subset of professional development and is concerned with advances in knowledge and includes activities undertaken by academic staff related to gaining new or improved understanding, appreciation, and insights in the field of teaching and learning and disciplinary knowledge.
- **Professional Development** - a broad range of activities undertaken by academic staff such as enrolling in approved courses, reading, attendance at seminars or conferences and similar activities that improve their development as academic staff members.

5.0 REFERENCES AND ASSOCIATED INFORMATION

- ACHW Scholarly Activity and Professional Development Procedure
- Scholarship Plan
- Teaching and Learning Plan
- Workforce Plan

6.0 POLICY OWNERSHIP

Policy Owner	Chief Education Officer Higher Education
Status	Reviewed on September 2025
Approval Authority	ACHW Academic Board
Date of Approval	11/09/2025
Effective Date	15/09/2025
Implementation Owner	Head of School, ACHW
Maintenance Owner	Senior Compliance Manager Higher Education
Review Due	December 2027

7.0 AMENDMENTS

Version	Amendment Approval (Date)	Amendment Made By (Position)	Amendment Details
A1.0	22 January 2021	Academic Board	Review and rewrite - separating Policy and Procedure into two documents.
A1.1	1 June 2021	Head of School, ACHW	Inclusion of AQF+1 requirement for staff to engage in professional development requirements. Inclusion of staff accessibility requirements and linkage to workload management, induction, and performance management.
A1.2	25 June 2024	Academic Manager	Updates to staffing titles - continues to align with sector and operational needs.
A1.3	13 January 2025	Executive Director	Changes to staffing
A1.4	11 September 2025	Senior Compliance Manager Higher Education	Minor administrative changes <ul style="list-style-type: none"> • Update to staff titles • Template slightly revised following benchmarking