

SCHOLARSHIP POLICY

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Related Documents	Academic Integrity Policy GCA Employment Contract The UBSS Workforce Plan 2021-2023 available at: https://www.ubss.edu.au/media/1182/ubss-workforce-plan-2021-2023.pdf The UBSS Teaching and Learning Plan 2021-2023 available at https://www.ubss.edu.au/media/1953/teaching-and-learning-plan-2021-2023-ib.pdf
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1 Purpose

UBSS has a commitment to building a culture of scholarship throughout the organisation. Universal Business School Sydney (UBSS) is committed to providing the best teaching and learning experience for its students. It is imperative that all academic staff maintain the currency of their qualifications, knowledge of contemporary developments in their discipline or field and industry experience in their relevant discipline areas.

Creating excellence in scholarship means a commitment to systematic inquiry, critique, research and development in teaching, lifelong learning, research and consulting which in turn advances and publicly provides educational benefit to students, staff, organisations and the wider UBSS community.

2 Scholarship

UBSS acknowledges the **Boyer** model of Scholarship.

The Boyer model is broken into four components:

- **Discovery:** this is traditional based research. Whereby the intrinsic worth of acquiring knowledge for its own sake. There are no outcomes as such linked to teaching;
- **Integration:** the activity of giving meaning to facts. This can be seen as contextualisation of the knowledge itself or basic research;
- **Application:** concerns with making academic scholarship relevant to the wider social context. Which is the synthesis of information across disciplines, across topics within a discipline or across time;
- **Teaching:** which involves the systematic study of teaching and learning processes and application. This differs from scholarly teaching, which requires that the work be made public and available for peer review and critique.

3 Expectations of Academic Staff

It is an expectation that all UBSS academic staff will undertake a broad range of professional development activities. Scholarship is a subset of these professional development activities concerned with advances in knowledge, while research is in turn a subset of the various types of scholarship that is limited to generating new knowledge.

Standard 3.2.3 of the Higher Education Standards Framework states that staff with responsibilities for academic oversight and those with teaching and supervisory roles in courses or units of study must be equipped for their roles, including having:

- a. knowledge of contemporary developments in the discipline or field, which is informed by continuing scholarship or research or advances in practice;
- b. skills in contemporary teaching, learning and assessment principles relevant to the discipline, their role, modes of delivery and the needs of particular student cohorts; and

- c. a qualification in a relevant discipline at least one level higher than is awarded for the course of study, or equivalent relevant academic or professional or practice-based experience and expertise - except for staff supervising doctoral degrees having a doctoral degree or equivalent research experience.

Continuing research, scholarship and/or advances in practice are outlined:

- Research - advances in the concepts and understanding of a discipline for staff and others (e.g. through seminal influential papers, scholarly reviews etc.);
- Scholarship - academics keep up to date with developments in the field of education or discipline in which they teach. Scholarly engagement must also be at a level consistent with the level of teaching and learning concerned and embrace advanced understanding at, or above, that level.
- Advances in practice - academic staff have an informed and advanced understanding of the field and/or how it is taught, learned and/or applied in practice (e.g. new ways of practice that provide better solutions to existing challenges including innovations).

If a claim is made for scholarship through undertaking professional practice or related activities, those activities must meet a test of relevance to the discipline/field being taught and also be linked to advances in practice. It is expected that teaching staff will be actively engaged in both the process of scholarship (i.e. academic staff are engaged in continuing scholarship) and its outcomes (i.e. course design is informed by current scholarship)¹.

4 The UBSS Process

All UBSS academic staff have an individualised scholarship plan that is monitored in turn by the 'Office of the Dean'. The newly established Centre for Scholarship and Research (CSR) will;

- Monitor and record ongoing scholarship (and applied research);
- Oversee the repository of evidence;
- Encourage and mentor UBSS staff in scholarly pursuits;
- Gather around profile Fellows to contribute to writing, editing and refereeing;
- Ensure regular publications (at least bi-annual);
- Participate in discussions and forums centred on Scholarship.

4.1 Register of Staff Scholarship

- A register will record staff scholarship activities and translation of staff scholarship to educational practice year to date.
- In submitting evidence of scholarly activities, the links between the activities and the consequent improvements in specific curricula or other teaching-related outputs or activities, and to learning outcomes or other outcomes such as influence on practice must be clear.

¹ <https://www.teqsa.gov.au/sites/default/files/discussion-paper-making-assessing-claims-scholarship-and-scholarly-activity.pdf?v=1602477516>

4.2 Planning and Reviewing of Scholarship

- Individual scholarship planning is undertaken annually by the 'Office of the Dean' in conjunction with the CSR;
- The scholarship plan of each academic staff member will be considered – and approved - by the 'Office of the Dean';
- The Register will be used to record the progress of staff scholarship;
- The CSR will report to the Academic Senate on progress of the annual scholarship plan on a regular basis.

5 Roles and Responsibilities

The Dean is responsible for this document.

6 Document Change Control

Version	Change Description	Date	Author
v1	New Policy	September 2021	Anurag Kanwar