

Professional Experience to Academic Qualifications Equivalency Policy

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1. Purpose

- a. This policy sets out the principles for assessing whether an academic staff member's professional experience and expertise, and/or other professional qualifications, meet the requirements and professional competency to undertake their position or role with the University as set out in the [Academic Career Framework](#).
- b. Academic staff members who hold teaching, academic oversight or supervisory responsibilities in coursework programs, including as Course or Topic Coordinator, Teaching Program Director or other learning and teaching leadership role, are required to have minimum qualifications or assessed as holding equivalence through a combination of formal qualifications, professional experience and expertise to ensure that they meet the requirements of relevant Australian Qualification Framework (AQF) levels.

2. Scope

- a. This policy applies to all current and prospective academic staff members, including casual academic staff and academic status holders, who are teaching and assessing students enrolled in coursework programs and courses, including coursework programs and courses delivered by a third-party provider.
- b. It applies at all stages of an academic staff member's career, including pre-employment, performance review and development processes, and promotion.
- c. This policy does **not** apply to guest lecturers or staff involved in professional placement courses.
- d. Academic staff supervising higher degree by research (HDR) students are subject to the [HDR Supervisor Policy](#) and [Procedures](#).

3. Policy statement

- a. Flinders University recognises that professionally experienced academic staff provide a valuable contribution to a diverse and career-oriented learning environment. Professional experience and skills can complement academic credentials when determining the suitability of an individual to teach students at a specific level.
- b. The University acknowledges that in professionally focused fields, developing academic disciplines, or highly specialist programs, flexibility may be necessary in demonstrating that an individual meets the requirements and professional competency to undertake their position or role with the University. Any recognition of professional experience and expertise as an alternative to academic qualifications must remain consistent with, and must not diminish, the overall intent or general requirements of the Academic Career Framework.

- c. The Vice-President and Executive Dean or Portfolio Head (or delegate) is responsible for assessing and approving an academic staff member's qualifications and any claim of equivalent professional experience where this is sought as an alternative to the standard minimum academic qualification.
- d. Equivalence of professional experience to academic qualifications will be determined in accordance with the [Professional Experience to Academic Qualifications Equivalency Procedures](#).

4. Supporting procedures

Supporting procedures are part of this policy and provide additional detail to give practical effect to the policy principles.

[Professional Experience to Academic Qualifications Equivalency Procedures](#)

5. Related policies, procedures and documents

[HDR Supervisor Policy](#)

[HDR Supervisor Procedures](#)

[Charter for HDR Student and Supervisor Responsibilities](#)

[TEQSA Guidance note: Determining equivalence of professional experience and academic qualifications](#)

[Higher Education Standards Framework \(Threshold Standards\) 2021](#)

[Australian Qualifications Framework \(AQF\)](#)

[Flinders University Academic Career Framework \(includes Academic Profiles\)](#)

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* Unless otherwise indicated, this policy or procedures still apply beyond the review date.

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