

Australian College of Theology
Academic Staff Recruitment Policy

In addition to satisfying whatever criteria deemed appropriate by the employing college, the Memorandum of Understanding signed between the affiliated college and the Board of Delegates commits each college to ensure that academic staff recruited to join its staff as full-time, part-time or as casual members to teach ACTh awards or supervise ACTh research candidates should be well-qualified academically.

The Institutional Approval Criteria provides the academic qualifications that are required for teaching ACTh coursework awards and supervising research degrees.

The following policy articulates ACTh requirements contained in those documents.

Undergraduate Diplomas

The teaching staff should be qualified at the level of a Bachelor's degree awarded by an approved and reputable institution in a relevant discipline.

Undergraduate degrees, Master of Divinity, Graduate Diploma of Divinity, Graduate Diploma of Christian Studies

The appropriate qualification for lecturing shall normally be a research masters degree awarded by an approved and reputable institution in a relevant discipline.

An honours graduate in theology or ministry could teach at foundational level in the graduate's area of specialisation.

A research masters or doctoral candidate in theology or ministry could teach at foundational level in his or her area of specialisation.

A student engaged in the final stages of a research degree in theology or ministry could teach at advanced level in his or her area of specialisation.

Teachers who do not have a research masters degree shall at least have an appropriate coursework masters degree, and have demonstrated, by publication or other experience, sufficient expertise in the discipline in which they are to lecture.

Master of Arts (Theology), Master of Arts (Ministry), Master of Arts (Christian Studies)

A minimum academic requirement shall be possession of a research masters degree or its equivalent from an approved and reputable institution.

The proposed lecturer/supervisor should ordinarily have had several years of experience lecturing at the undergraduate degree level. Where this is not the case, special competence (evidenced, *inter alia*, by recent research, publication of articles in refereed journals or monographs) should be demonstrated in the proposed unit area.

Master of Theology

Colleges should ordinarily have met the faculty requirements to offer the undergraduate degrees of the ACTh. They should also demonstrate that individual supervision of MTh candidates would not place undue burdens on the staffing workload.

Supervisors of research masters candidates should normally have doctorates, either research or professional, from an approved and reputable institution, in a relevant field, and should be research active.

Colleges are advised to consult the ACTh's definition of research activity available on the ACTh website.

Doctor of Theology

A supervisor of a research doctoral candidate should normally have a research doctorate from an approved and reputable institution, in a relevant field, and should be research active.

Colleges are advised to consult the ACTh's definition of research activity available on the ACTh website.

Doctor of Ministry

The academic requirement for lecturers of units shall be possession of a doctoral degree, typically a DMin degree, or its equivalent in the field of ministry and practice (such as a DMiss), from a reputable institution such as the Melbourne College of Divinity, the Sydney College of Divinity, or a member institution of the Association of Theological Schools (USA). There must be a demonstrable academic and practical commitment to the field of ministry and practice and a profile of (refereed) journal articles and monographs in the field or the evidence of established leadership in Christian ministry.

Supervisors of DMin projects must be research active. Colleges are advised to consult the ACTh's definition of research activity available on the ACTh website.

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Dean
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