

16A. SCHOLARLY TEACHING FELLOWS

- 16A.1 The parties to this Agreement recognise the need for innovative approaches to maximise the range of employment options that the University can utilise to not only meet a dynamic and changing environment but also to provide current and prospective staff with suitable and sustainable employment opportunities.
- 16A.2 The purpose of Scholarly Teaching Fellow positions is to advance the University's goal of excellence in learning and teaching and to offer sustainable alternatives to longer term sessional academic engagements, including a transitional pathway for staff from sessional engagement to teaching and research appointments.
- 16A.3 The University is committed to a target of employing Scholarly Teaching Fellows equivalent to 5% of the reported sessional staff FTE as at 1 January 2014. The University will review the use of sessional teaching at the end of each year. Where more than 5% of the University's face-to-face teaching hours at Level B and above are being performed by sessional Teaching Associate staff (excluding staff who are students or who have other primary occupations) for two consecutive semesters, the University will, as far as operational requirements permit, establish sufficient Scholarly Teaching Fellow positions to bring the proportion of sessional Teaching Associate staff used for the University's face-to-face teaching hours at Level B and above to no more than 5% by the end of the following year.
- 16A.4 For the purposes of achieving this 5% target the University may continue to count any former Scholarly Teaching Fellow who is still employed in a teaching focused (Education Focused) role and notwithstanding that the staff member may have moved to a higher classification.
- 16A.5 Scholarly Teaching Fellow positions will be full-time or part-time and filled on a fixed-term basis or where appropriate on a continuing basis, except that a person may be appointed to a Scholarly Teaching Fellow position on a fixed-term basis as a replacement where the incumbent Scholarly Teaching Fellow is either on authorised leave of absence or is temporarily seconded outside or transferred within the University.
- 16A.6 A Scholarly Teaching Fellow will be employed primarily to teach and may be required to have teaching and related duties constitute up to 80% of his/her work allocation with the remaining 20% of his/her work allocation, over a year, available for scholarship and research and/or administrative responsibilities. A Scholarly Teaching Fellow may also be required to teach in all teaching periods including any Summer Teaching Period.
- 16A.7 The University will advertise Scholarly Teaching Fellow positions and will require appropriate evidence from an applicant to verify their eligibility to apply. The persons who will be eligible to apply for a Scholarly Teaching Fellow position will be existing or former academic fixed-term or sessional staff of any Australian university, who have had at least 12 months' academic employment in total in an Australian university or Australian universities (inclusive of periods of systematic and regular sessional academic employment) over the preceding five-year period. Provided that any person who has previously held a continuing academic appointment at an Australian or overseas university will be ineligible to apply. Scholarly Teaching Fellow positions will be filled through competitive merit-based selection processes.
- 16A.8 A Scholarly Teaching Fellow will only be appointed at and hold a Level A position and will be employed to teach on a trimester basis or otherwise throughout the year. The qualification requirements that apply to other academic staff at this level will apply to Scholarly Teaching Fellows as will the probation, incremental advancement, and performance development processes.