



RECLASSIFICATION OF “RESEARCH ONLY” ACADEMIC STAFF TO “TEACHING AND RESEARCH” ACADEMIC STAFF PROCEDURES 2011

Issued by: Provost and Deputy Vice-Chancellor
Dated: 29 November 2011
Last amended: 10 July 2017 (administrative amendments)
20 July 2023 (administrative amendments)
17 August 2023 (administrative amendments)

Signature:

Name: Professor Stephen Garton

1 Purpose and application

- (1) These procedures are to give effect to the [Reclassification of “Research Only” Academic Staff to “Teaching and Research” Academic Staff Policy 2011](#) (“the policy”).
- (2) These procedures only apply to those currently employed as “Research Only” Academic staff.

2 Commencement

These procedures commence on the day on which they are registered.

3 Interpretation

- (1) In these procedures:

Associate Dean	means an Associate Dean of a Faculty or a University school
Dean	means a Dean of a Faculty or a Head of School and Dean of a University school
Faculty	means a Faculty or a University school
HR	means Human Resources



4 Procedures

- (1) An application for reclassification will be made in writing, generally by either the staff member concerned or their Head or Associate Dean.
- (2) If the position is externally funded, agreement in principle from the external body must normally be received before an application can be considered. If there is evidence that the staff member is already undertaking the full range of activities associated with a “teaching and research” academic role and the proposed reclassification is not supported by the external body, the matter must be referred to the Chief Human Resources Officer for resolution.
- (3) Where an application is made by a staff member, formal advice from the Head or Associate Dean must be sought before it can be considered. Where it is made by the Head or Associate Dean, the staff member concerned will be required to endorse the application and will be given the opportunity to provide comments.
- (4) Applications must clearly outline the current or proposed duties of the position and explain why reclassification would be appropriate. Of particular relevance are the teaching responsibilities that are or would become associated with the position and the staff member’s capacity to undertake such responsibilities. Wherever possible, objective evaluations in relation to teaching should be provided.
- (5) The application should be forwarded to the Dean, or in the case of a member of staff not employed by a faculty, the relevant Deputy Vice-Chancellor, who may seek advice from HR before proceeding.
- (6) In the case of positions at Level A-D, if the Dean or Deputy Vice-Chancellor determines there is a *prima facie* case for reclassification, she or he will appoint a committee to consider the application, the composition of which will mirror an appointment committee for the level of appointment.
- (7) In the case of positions at Level E, the Dean or Deputy Vice-Chancellor will consult with the Provost. If they agree there is a *prima facie* case for reclassification, a committee will be established to consider the application. The composition of the committee will mirror a Level E appointments committee. The Dean or Deputy Vice-Chancellor will put forward the proposed membership of the committee for the Provost’s approval.
- (8) The committee may interview the staff member if it believes this is likely to assist in its deliberations.
- (9) The committee must consider the application in the light of the University’s position classification standards for “teaching and research” academic staff, as outlined in the Enterprise Agreement, academic promotions policy and any other relevant documents.
- (10) The Chair of the committee will forward a report and recommendation to the Provost.
- (11) The Provost will make a determination in relation to applications for reclassification at Levels A-D.
- (12) Where reclassification at Level E is recommended, the Provost will refer the report and the recommendation to the relevant delegate for approval.



NOTES

Reclassification of “Research Only” Academic Staff to “Teaching and Research”
Academic Staff Procedures 2011

Date adopted: 28 November 2011

Date registered: 28 November 2011

Date commenced: 29 November 2011

Date amended: 10 July 2017 (administrative amendments)
20 July 2023 (administrative amendments)
17 August 2023 (administrative amendments)

Original administrator: Executive Director, Provost’s Office

Current owner: Provost and Deputy Vice-Chancellor

Review date: 3 years from the date of commencement

Related documents:

[Reclassification of “Research Only” Academic Staff to “Teaching and Research” Academic Staff Policy 2011](#)

[Academic Promotions Policy 2015](#)

[Recruitment and Appointment Policy 2021](#)

[Enterprise Agreement 2023 - 2026](#)

AMENDMENT HISTORY

Provision	Amendment	Commencing
3	New clause to add definitions arising from organisational design change	10 July 2017
4	Renumbered to accommodate new clause 3	10 July 2017
4(2)	Amended position title	10 July 2017
4(12)	Replacing reference to Senate Chairs Appointments Committee with relevant delegate. Committee was abolished in April 2016	10 July 2017
4(1); 4(3); 4(6); 4(7)	Minor typographical amendments	10 July 2017
Notes	List of related documents added	10 July 2017



Provision	Amendment	Commencing
Notes	amended list of related documents	20 July 2023
Related Documents	Updated reference and links to new Enterprise Agreement 2023-26	17 August 2023