



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

The Provost and Deputy Vice-Chancellor as delegate of the Senate of the University of Sydney, adopts the following policy.

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 Name of policy

This is the Reclassification of “Research Only” Academic Staff to “Teaching and Research” Academic Staff Policy 2011.

2 Commencement

This policy commences on the day after the day on which it is registered.

3 Policy is binding

- (1) Except to the extent that a contrary intention is expressed, this policy binds the University and its staff.
- (2) This policy does not apply to academic staff taking up the option of a teaching focussed role to enable them to concentrate on learning and teaching. This is a matter dealt with under the terms of the [Enterprise Agreement 2023 - 2026](#) and further information may be obtained by referring to the agreement..

4 Policy

- (1) Where the duties of a “research only” academic staff member have changed over time to the extent that their role would be more appropriately classified as “teaching and research”, their position should be considered for reclassification.
- (2) Reclassification may also be sought where the needs of a unit have changed or are changing such that it would be in its best interests to ask a “research only”



academic staff member to assume a “teaching and research” role, providing it can be demonstrated that the staff member concerned has the *prima facie* capacity to undertake such a role and is supportive of the change.

- (3) Any such reclassification should be at the same level as the current classification.

NOTES

Reclassification of “Research Only” Academic Staff to “Teaching and Research” Academic Staff Policy 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 policy owner: Provost and Deputy Vice-Chancellor

Review date: Three years from date of commencement

Related documents:

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

[Academic Promotions Policy 2015](#)

[Recruitment and Appointment Policy 2021](#)

[Enterprise Agreement 2023 - 2026](#)

AMENDMENT HISTORY

Provision	Amendment	Commencing
3(2)	Updating references to Enterprise Agreement 2013 – 2017	10 July 2017
Notes	Adding list of related documents	10 July 2017
Notes	Amending list of related documents	20 July 2023
3(2); Related Documents	Updated reference and links to new Enterprise Agreement 2023-26	17 August 2023