

Teaching Development for New Academic Staff Policy

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OVERVIEW

In its quest for excellence in learning and teaching, the University of Adelaide requires as a condition of continuing employment (tenure), that new academic staff undergo a program of teaching development.

SCOPE AND APPLICATION

This policy applies to all tenurable academic staff who teach undergraduate and/ or postgraduate students and those who supervise research students.

Implementation of this policy will be carried out in accordance with the University's [Code of Conduct](#) and the [Academic Board Statement on Undue Influence](#). Any attempts to improperly exert pressure or influence actions or decisions made pursuant to this policy must be reported in accordance with the [Fraud and Corruption Control Policy](#).

1. Teaching Development Requirement

In order to meet the requirement for tenure or ongoing employment, academic staff must, within the first three (3) years of appointment, complete an agreed teaching development program or demonstrate equivalent development in accordance with clause 3.

2. Teaching Development Programs

- a) Teaching development programs will be provided by:
 - i) faculties and schools in conjunction, and after negotiation with the Pro Vice-Chancellor (Student Learning); and
 - ii) centrally from the division of the Deputy Vice-Chancellor and Vice-President (Academic).
- b) Each faculty shall report to the first meeting of the University Education Committee in each year on the teaching developments programs that were provided by the faculty in the previous year including:
 - i) the names of the academic staff who participated in the program
 - ii) a summary of the outcomes of the program.
- c) The workloads of academic staff shall accommodate completion of an agreed teaching development program.

3. Alternative and Equivalent Teaching Development

- a) The Executive Dean has discretion to approve an alternative teaching development program (such as formal postgraduate awards conducted by another university, or programs offered within a faculty or division of the University of Adelaide or another university) at the request of an academic staff member or on the recommendation of the Head of School on a case by case basis.
- b) Staff who can demonstrate that they have already achieved teaching development equivalent to the University's teaching development program may be granted an exemption from the requirement of clause 1 by the Executive Dean. Equivalent teaching development may be established by providing evidence of the quality of teaching and learning and student experience of learning and teaching (SELTS or equivalent) results and evidence of:
 - i. completion of a teaching development program at another university; or
 - ii. completion of a formal award in education (e.g. a Graduate Certificate or Masters Degree); or
 - iii. a minimum of four (4) years full time experience of teaching at university level.
- c) Where an exemption is granted, the exemption and reasons for granting it will be documented.

Authorities

Key	Authority Category	Authority	Delegation Holder	Limits
Academic	Teaching Development	Approve alternative teaching development program	Executive Dean	
Academic	Teaching Development	Approve equivalent teaching development program	Executive Dean	

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Responsible policy officer	Pro Vice-Chancellor (Student Learning)
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