

# ACADEMIC WORKLOADS

Clause 5.4 of the University of Adelaide Enterprise Agreement 2017 - 2021 outlines the University's approach to allocating workloads for academic staff. This information sheet provides a summary of key aspects of the clause.

The University recognises that the 'one size fits all' approach to academic workloads does not reflect contemporary practice for a majority of staff.

## Key Points:

- ❖ Oversight of workload models
- ❖ Commitment that staff will be consulted about their workload allocation
- ❖ Flexibility with workloads so they can be tailored to staff members strengths and the needs of the University
- ❖ Recognises 1725 hours as a maximum of allocated hours

This clause provides that workloads will be allocated according to the main areas of academic work:

*20% to 60% - Teaching and related duties, including supervision*

*20% to 60% - Research, Scholarship and Creative Activity*

*10% to 40% - Administration, professional activity, and/or community engagement*

This approach to workload allocation (up to a maximum total allocation of 100%) allows supervisors to be more responsive to the needs of staff undertaking research while ensuring that a School's teaching needs are met.

A list of factors (at clause 5.4.5.1) that supervisors take into account as appropriate when allocating an individual workload; each School being required to develop a workload model; models being submitted to the Executive Dean for approval annually and then to the Deputy Vice-Chancellor (Academic) for information and review; all promote transparency about workloads.

Some staff will be exempt from the above allocations, being those academic staff retained on particular fixed term categories which have different workload arrangements such as casual staff, Scholarly Teaching Fellows (up to 75% teaching) and Education Specialists (up to 90% teaching).