ResTeach: Funding to Support Teaching by Research Staff

Guidelines 2015

Summary
ResTeach funding aims to encourage and facilitate schools to utilise, in a limited fashion, some of the large numbers of research staff who are at UQ. A large majority of these staff currently have little formal contact with undergraduate or postgraduate coursework students.

The scheme is designed to:

- expose students to key researchers, who hopefully can convey the excitement of their field;
- improve the student: teacher ratio in an effective and efficient manner;
- provide an opportunity for interested researchers to expand their portfolio;
- strengthen the relationship between research and teaching to improve the student learning experience, and
- reduce the teaching loads of existing T&R academics.

The primary purpose of ResTeach is to improve the learning experience of students, not to be a prime source of funds for centres or institutes or the operating budgets of schools.

Initiation of Proposal
Proposals should be initiated by schools with responsibility for specific teaching programs. Researchers who are interested in teaching should discuss with their supervisor and the relevant Head of School or School Teaching and Learning Chair how they might be able to contribute to the teaching program.

Eligibility
ResTeach is available to support Research Only academic staff at any level in schools, in institutes and in centres, provided that:

- the staff member’s contractual obligations do not exclude the possibility of limited teaching (check research funding agreement and/or employment conditions);
- academic staff already employed on a ‘Teaching & Research’ or ‘Teaching Focussed’ appointment are not eligible; unless
  o the staff member is recorded as a Teaching & Research appointment only as result of previously awarded ResTeach funding and would be classified as Research Only if function had not been changed due to ResTeach.

Staff should check with the Research Management Office if they are unclear whether limited teaching duties are permitted under their grant conditions.
**Level of Teaching Commitment**

ResTeach is available to fund a commitment equivalent to up to 20% of a yearly FTE position.

The following is an approximate guide to the teaching commitment expected from each contribution. Local factors will mean these requirements may vary.

- **20%**: coordination and delivery of one 2 unit course annually to a moderate size class.
- **10%**: teaching 50% of one 2 unit course annually with some grading, but otherwise minimal organisational responsibilities.

The percentage applied for should represent the proportional contribution over the entire year i.e. a 20% load might be a large load all in one semester or a modest load over two semesters.

Please note, primary coursework delivery is the target of this scheme. Therefore supervision of students (e.g., Honors) or contributions primarily to course materials/development will not be considered acceptable teaching activities for ResTeach funding.

**Level and Duration of Funding**

- ResTeach funding will be calculated based on researcher’s base salary plus on-costs.
- ResTeach will be available for 1 year.
- Staff members should not apply for funding when the teaching period requested is beyond the end date of their contract unless there are exceptional circumstances where all parties agree the substantive research position will continue past the current fixed term appointment.

**Faculty Rankings, Criteria and Selection**

Only applications approved by the school/centre in which the teaching is undertaken and faculty are to be forwarded to the Office of the DVC (Academic).

In the event that the number of supported applications exceeds the funding available, the DVC (Academic) will select successful applications based on rankings. Faculties should provide rankings based on advice from schools/centres on their identified teaching needs and the following key criteria:

- demonstration that the introduction of a particular researcher into a specific teaching role will add value to the teaching program in a particular discipline;
- demonstration that the specific initiative forms part of a broader framework to improve the learning experience of the relevant students (i.e., programs which are innovative in structure and delivery will be preferred); and
- demonstration that the appointment will lead to an improved student:teacher ratio.

**Expenditure of Funds**

These funds will be available for use as described in the application and agreed between the researcher, researcher’s supervisor, Head of School/Institute Director and Executive Dean.
Ways in which the ResTeach funds may be used include:

1. Fund the researcher’s salary for the proportion of teaching undertaken. In this event:
   - The money saved by payment of salary from ResTeach funds can be expended on the research project(s) concerned in accordance with the usual guidelines and controls on such expenditure.

2. ResTeach funds will be available for use at the discretion of the researcher and researcher’s supervisor, as outlined in the approved proposal and approved by the Head of School/Institute Director and Executive Dean.
   - A indication of the proposed expenditure should be detailed in the application – eg student salaries, travel, equipment etc

\textit{A combination of option 1 or 2 is possible – eg use half of 20\% funding for salary the other half for other expenditure}

ResTeach is no longer permitted to fund non-UQ staff or casual appointments.

\textbf{ResTeach funding is NOT permitted to be paid in addition to normal salary for full-time staff members. However, a part-time staff member may take ResTeach as additional salary providing the total FTE does not exceed 100\%.}

\textbf{When to Apply}
Applications for 2015 are due in the Office of the DVC (Academic) via the Executive Dean by Monday, 3 November 2014.

\textbf{Faculties will set their own internal dates for submission of applications. Please contact your faculty office for advice.}

Only one round of funding will be offered each year.

\textbf{How to Apply}
A proposal using the ResTeach application form, should be submitted. The form is available at http://www.uq.edu.au/teaching-learning/resteach

The Office of the DVC (Academic) will only accept applications with all levels of approval. The ODVCA will regard applications received from the Faculty as correct and agreed upon between relevant parties with regard to:
   - Teaching load requested being permitted under research grant funding guidelines
   - Teaching loads
   - Proposed courses for teaching
   - Proposed expenditure of funding

The application must be signed and approved by:
   - Researcher
   - Researcher’s supervisor (if applicable)
   - Substantive unit Head of School/Centre Director/Institute Director
- Head of School where teaching will be undertaken (if different to substantive unit where the researcher is employed)
- Executive Dean (or delegate) of the Faculty where teaching will be undertaken

Prior to sign-off by the Executive Dean, the Faculty HR Consultant where the teaching will be undertaken will check eligibility against the employment conditions for the applicant.

The Executive Dean should indicate the Faculty rankings, informed by school rankings, and forward the proposal/s under covering memo to the DVC (Academic). Faculties will rank applications from staff wishing to teach into schools within that faculty, ie including staff from substantive units outside the Faculty.

**Teaching Evaluations**
A condition of funding is that teaching evaluations must be undertaken in each course the ResTeach staff member teaches into.

**Implementation of ResTeach Arrangements**
An approved ResTeach arrangement is to be implemented with a variation to the academic staff member’s contract of employment by means of an *Offer of ResTeach Appointment* issued by Faculty/Institute Human Resources Division that formalises the arrangement as an affiliate appointment. Accordingly, the following will occur:

- The Office of the DVC (Academic) will send a letter of approval for ResTeach proposals to the Executive Dean, and Faculty/Institute HR and Finance Consultants. The Faculty/Institute HR Consultant will confirm details with the relevant Head of School or Centre Director to formalise the affiliate contract of employment, including the academic level of appointment in the School.

- The Office of the DVC (Academic) will also send letters to Heads of School/Centres and Institutes for their information.

- The Faculty/Institute HR Consultant will produce an *Offer of ResTeach Appointment* letter to go to the staff member to confirm the affiliate ResTeach appointment. This letter will set out the terms of the ResTeach arrangement, including the commencement and cessation dates, FTE, academic level of appointment and organisational unit where teaching is undertaken. It will specify that the teaching duties are to be performed as directed by the Head of School and that the appointment is held in conjunction with the substantive placement in the home organisation unit and may be rescinded if the existing appointment changes or performance is not satisfactory.

- The Aurion HR system will record the new ResTeach appointment as a separate, unpaid affiliate placement, flagged with a Job Type of ResTeach. The existing research only placement will be updated to reflect the employee’s change in function to Teaching and Research for reporting purposes.

- The Office of the DVC (Academic) will liaise with Faculty Finance consultants regarding acquittal of teaching activity and transfer of funds twice yearly. Funds
will be transferred in April and August following confirmation that the staff member is undertaking the agreed teaching in that semester.

- If any changes to the distribution of a researcher’s salary is to be made, the research position costing will be adjusted in the Aurion HR system by the Faculty/Institute HR Consultant.

- If, in the case of part-time employees, the researcher is approved to be paid for additional hours worked, the payment will be processed in the Aurion HR system and subject to normal income tax arrangements.

- It should be noted that ResTeach funding is approved based on the application submitted for an individual. Funding is not approved for a position, program, course or organisational unit. Therefore if the individual who is approved the funding leaves UQ, the Faculty must contact the Office of the DVC (Academic) regarding cessation of the commitment. A case may be put forward at that time to appoint another staff member to this funding.

**Mentoring of ResTeach Appointees**

Schools and centres where teaching is to be undertaken are expected to provide mentoring to ResTeach appointees in matters of, but not limited to, good assessment practice and UQ teaching and learning policy.