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Clause 2.4 of the [University of Adelaide Enterprise Agreement](#) outlines the terms and conditions by which Scholarly Teaching Fellows can be appointed. This information sheet provides a summary of key aspects of the clause.

Key Points

- Opportunity for early career academics
- Recognising teaching excellence with continuing positions

The Enterprise Agreement provides that the University **will appoint 35** or more academic staff into this category of continuing positions to undertake teaching that would otherwise have been performed by casual academic staff.

Scholarly Teaching Fellows are paid in a salary range commencing at Level A, step 3 up to a maximum of Level B, step 6, with annual incremental progression where performance is assessed as satisfactory by the University. Positions must be appointed through an open and merit-based selection process.

To be eligible to apply for a Scholarly Teaching Fellow position staff must:

- Have at least one (1) year's academic employment experience in an Australian University.
- Have not held a continuing academic position at an Australian University in the previous five (5) years.
- Be seeking a teaching focused position (allocated workload of up to 75% teaching and teaching related duties).

A Scholarly Teaching Fellow may apply for academic promotion in accordance with the University's Promotion Procedure. If promoted, they are no longer a Scholarly Teaching Fellow and their workload will be allocated in accordance with clause 5.4 of the Enterprise Agreement.

Recent Changes

While previously under the 2017 – 2021 Enterprise Agreement, a person could not be appointed as a Scholarly Teaching Fellow if they had **ever** held a continuing academic position at an Australian University. Under the 2023 – 2025 Enterprise Agreement, this has been amended to allow a person to be appointed on this basis so long as they have not held a continuing academic position in the **past five (5) years**.

Further Enquiries

Please contact the HR Service Centre 831 31111 or email [HR Service Centre](#).