

## THE UNIVERSITY OF NEWCASTLE

### TEACHERS CONSULTATIVE COMMITTEE (TCC)

Notes of a meeting of the **Teachers Consultative Committee** held at 10:00am on Thursday 16 March 2017 in the Finance Meeting Room, The Chancellery.

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#### **PRESENT:**

University – Mark Kelly and, Seamus Fagan

NTEU – Sue Hodgson, Paul Chojenta and Lance Dale (by phone)

#### **APOLOGIES:**

University – Sharon Champness

NTEU – Ben Carter, Liza Pezzano

Chair – Sue Hodgson – Union staff representative

Note-taker – Ruth Hartmann

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**Business arising from last meeting** – Committee members acknowledged receipt of Teachers Ratios report.

#### **The following agenda items were discussed:**

##### **1. STF PROPOSAL FOR NEWSTEP TEACHERS**

Mark Kelly, Associate Director, Employee Relations and HR Partnering advised that a proposal to translate staff teaching into the NEWSTEP program as Scholarly Teaching Fellows under the Academic Staff Enterprise Agreement was not agreed to by the Vice-Chancellor. Approval was granted, however, for a progressive transition whereby any vacant NEWSTEP positions would henceforth be advertised as academic positions with the requirement for a PhD.

Current NEWSTEP teachers would continue to be employed under the teacher classification with opportunities being considered for those interested in undertaking PhD studies, for example, fee relief and workload allocation in non-teaching periods.

Discussion followed as to whether current NEWSTEP teaching staff on being awarded a PhD would automatically transition or be converted to an academic classification and consequent impact on individual staff salary. Union representatives flagged potential implications for new NEWSTEP academic staff not being employed under the Teachers EA, for example, class size and contact hours.

Lance Dale, NTEU representative, requested that details of the revised proposal be communicated to staff. Mr Kelly undertook to prepare and circulate an 'in principle' document.

**Action 1: University** – prepare and circulate 'in principle' document regarding revised translation of NEWSTEP teaching to academic positions.

##### **2. ELICOS MARKETING**

Union representatives expressed concern with decreasing student numbers in the ELICOS program and the follow on impact on staffing. The Director, English Language and Foundation Studies Centre, Associate Professor Seamus Fagan reported that the decline in students, particularly from China, appeared inconsistent with growth at other institutions. Discussion followed as to the marketing of the ELICOS program, predominantly undertaken by UON Global, as a factor impacting student numbers.

Union representatives requested information be provided from UON Global regarding marketing strategies currently in place or being developed to address the decline.

Mark Kelly, Associate Director, Employee Relations and HR Partnering will forward the request to the Director, International Enrolments, UON Global and invite a representative to a future Teachers Consultative Committee meeting to discuss marketing of the ELICOS program.

**Action 2: University** – request information from Director, International Enrolments on marketing strategies to address decline in student numbers, particularly from China.  
**University** – invite Director, International Enrolments to a future TCC meeting to discuss marketing of ELICOS.

### **3. ORGANISATIONAL DESIGN**

Union representatives requested information on the impact to ELFCS from the professional staff review/organisational design.

Mark Kelly, Associate Director, Employee Relations and HR Partnering reported the organisational design project had completed an information gathering diagnostic phase and discussions are now underway with Faculty and Division leaders looking at the data and potential opportunities to redesign the organisation structure.

The Director, English Language and Foundation Studies Centre, Associate Professor, Seamus Fagan responded that as part of this process he was making sure the University was aware of requirements for professional staff for ELFSC programs but confirmed the need to look at a whole University approach.

### **4. INDIGENOUS EMPLOYMENT**

Union representative requested information on targeted Indigenous positions for ELFSC.

Associate Director, Employee Relations and HR Partnering, Mark Kelly noted the distinction between identified and targeted Indigenous employment at UON. Targeted positions are those for which the University has been granted exemption from the Anti-Discrimination Board (ADB) to advertise exclusively to Indigenous applicants. Identified positions do not need an exemption.

The targeting strategy (and now Management KPI) is for non-identified positions. Academic Division has a 3% target of which Wollotuka is excluded as they are all identified positions. Faculties/Divisions have the flexibility to determine which units/schools will target roles.

### **5. ANY OTHER BUSINESS**

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*The meeting closed at approximately 10.55AM*