

THE UNIVERSITY OF NEWCASTLE

ACADEMIC STAFF CONSULTATIVE COMMITTEE (ASCC)

Notes of a meeting of the **Academic Staff Consultative Committee** held at 10:30 am on Wednesday 18 October in the Atrium meeting room, The Chancellery.

PRESENT:

University – DVC(A) Professor Darrell Evans (items 1 to 3), Associate Director, Employee Relations and HR Partnering, Mark Kelly, and Mark Wylie.

NTEU – Associate Professor Tom Griffiths, Dr Ros Larkin, Dr Jenny Whittard and Lance Dale.

APOLOGIES:

University – Professor John Germov

NTEU – Associate Professor Suzanne Ryan and Professor Roger Markwick

Chair – Tom Griffiths, NTEU representative

Note-taker – Ruth Hartmann

1. RECRUITMENT PAUSE

NTEU representative, Lance Dale requested information regarding the current temporary recruitment pause and in particular whether the pause had been extended to other items such as travel.

The Deputy Vice-Chancellor (Academic), Darrell Evans responded that the pause has been applied to review and assess recruitment activities such as ‘churn’ of fixed-term appointments and it is expected that the pause will be lifted shortly. Mark Kelly, Associate Director, Employee Relations and HR Partnering explained that a process had been established for recruitment during the pause including exceptions such as ELICOS program requirements. Professor Evans noted that there is also a process in progress to set the 2018 Budget whereby budget holders as part of the yearly cycle are required to review budget items such as travel.

NTEU representatives requested that a ‘case-by-case’ consideration be applied for individual staff members affected by the pause. This was agreed to by University representatives.

Action 1: University – consider on case-by-case basis circumstances of individual staff if affected by the recruitment pause where raised by NTEU
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2. WOLLOTUKA LEADERSHIP

NTEU representative, Lance Dale expressed concern raised by academic staff with the leadership of Wollotuka, particularly a non-academic staff member having leadership responsibilities for academic activities such as PRD, Workload allocation and promotion.

DVC (A) Professor Darrell Evans commented that in his experience of the sector not all leaders with academic staff reports are themselves academics, for example, the Vice-Chancellor of RMIT.

NTEU representatives requested that further examples be provided by UON regarding non-academics in leadership positions for academic staff. This was agreed to by University representatives.

Discussion followed as to whether particular processes could be applied to address individual staff concerns with the leadership model. Professor Evans expressed support for NTEU representatives to consult with Pro Vice-Chancellor (Indigenous Education and Research) Steve Larkin on this process.

Action 2: University – provide sector benchmarking information on non-academic leaders with academic staff reports

3. RESEARCH MISCONDUCT

NTEU representative, Lance Dale expressed concern regarding the timeframe for resolving research misconduct matters, particularly the impact on ongoing research arising from the potential suspension of academic staff subject to allegations. Mr Dale expressed further concern that reference is made to research misconduct guidelines at UON that are not consistent with the provisions of the Academic Staff Enterprise Agreement.

Associate Director, Employee Relations and HR Partnering, Mark Kelly noted that a review of the research misconduct guidelines was in progress and undertook to consult with the ASCC to provide input into development at a future meeting.

Action 3: University – table draft revised research misconduct guidelines at a future ASCC meeting for input to development.

4. ORGANISATIONAL CHANGE

Associate Director, Employee Relations and HR Partnering, Mark Kelly updated the committee on the following academic staff change processes:

- School of Architecture and Built Environment – submission period closed and extraordinary consultative committee meeting scheduled for 19 October 2017.
- School of Humanities and Social Science – submission period closed and extraordinary consultative committee meeting scheduled for 20 October 2017.
- Wollotuka – Consultation Paper in development.

Mr Kelly also flagged information regarding a post-occupancy review for NeWSpace was recently communicated to staff relocated as part of the NeWSpace and City Campus change process.

NTEU representatives noted the review was being conducted by an external group and requested more information on this provider.

Mr Kelly agreed to invite Brok Glenn, Dean of Central Coast Campus, who is overseeing the review to report at the next ASCC meeting.

Action 4: University – invite Brok Glenn to next ASCC meeting to report on NeWSpace post-occupancy review.

5. TRAVEL POLICY

NTEU representatives requested clarification regarding application of the Travel Policy, in particular the treatment of and distinction between private days and, time spent travelling and recovering from travel.

Mark Kelly, Associate Director, Employee Relations and HR Partnering undertook to follow up on this request and report back at the next meeting.

Action 5: University – follow up on request for clarification regarding the Travel Policy and report back at next meeting.

6. ACADEMIC WORKLOAD

The Associate Director, Employee Relations and HR Partnering, Mark Kelly noted three models remain in trial for SABE, FEDUA and SN&M and undertook to provide an update on the trials at the next meeting with the view to progressing to implementation.

Action 6: University – provided update on 3 AWAMs being trialled in SABE, FEDUA and SN&M at next ASCC meeting.

7. OTHER BUSINESS

NTEU representatives noted concerns from staff regarding the recent extension to the University Christmas close-down period. Lance Dale commented that a Consultative Committee should have been convened to provide members an opportunity to discuss and have their views considered on the extension to the close-down arrangements.

Mark Kelly, Associate Director, Employee Relations and HR Partnering noted that there is flexibility for staff in taking leave during the close-down and requests from individual staff to not take leave at this time will be considered on a case-by-case basis as has been previously the practice.

Meeting closed approximately 11.30am