

## THE UNIVERSITY OF NEWCASTLE

### TEACHERS CONSULTATIVE COMMITTEE (TCC)

Notes of a meeting of the **Teachers Consultative Committee** held at 2:00 PM on Thursday 18 May 2017 in the HRS Meeting Room, The Chancellery.

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#### **PRESENT:**

University –Seamus Fagan and Mark Kelly

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

#### **APOLOGIES:**

NTEU – Ben Carter and Liza Pezzano

Chair – Mark Kelly

Note-taker – Ruth Hartmann

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

The Associate Director, Employee Relations and HR Partnering, Mark Kelly tabled an “in-principle” document (also sent to NTEU on 19 May 2017) setting out the proposal to provide a career pathway for current Newstep teaching staff to transition to an academic career through the attainment of their PhD. Under the proposed arrangement:

- Current Newstep teachers would continue to be employed under the Teachers Enterprise Agreement 2014 in their current classification and level;
- Interested Newstep teachers may request to enrol as PhD students at the University with their research topic being relevant to their teaching discipline.
- Time allocation subject to the agreement of the ELFS Director would be provided to staff enrolling in their PhD;
- Continued participation in the Newstep Teacher Development Program will require satisfactory ongoing progress towards the PhD. Completion within 6 years would normally be expected;
- Fee relief would apply for the PhD course; and
- As existing Newstep positions become vacant, they will be advertised as Academic positions with the requirement for a PhD.

Mr Kelly explained that further discussions and feedback from Committee members is required to finalise and implement this development program for Newstep teachers.

**Action 1:** Union – provide feedback on “in-principle” document for Newstep teachers development program.

#### **2. SUB-BACHELOR PROGRAMS**

Responding to the NTEU request for information on proposed Sub-Bachelor programs, the Director, Centre for English Language and Foundation Studies, Seamus Fagan indicated that the programs would be taught by Academic staff. However, coordinators of the courses would likely be ELFS staff with a higher understanding of the needs of students attracted to the Sub-Bachelor programs.

### **3. GOVERNMENT FUNDING IMPLICATIONS**

The Committee discussed the potential impacts to UON enabling programs arising from the Government Budget including, concerns that numbers will decrease if students have to pay for courses, and number of providers is increased.

### **4. ELICOS MARKETING**

Following up on a request arising from the last TCC meeting, Dary Milani, Director International Enrolments UON Global provided information on marketing of UON's ELICOS program. He explained that a number of factors have impacted on student numbers for NSW Government ELICOS providers including; drop in ELICOS student enrolments from China into all NSW university language centres; post-graduate numbers at UON softening as a result of challenging entry requirements and; improved English proficiency in China whereby a shorter English language course may be sufficient. Mr Milani flagged that a number of initiatives to increase ELICOS numbers are being explored including more attractive product offerings in the Faculty of Business and Law and a market diversification strategy into South Asia and Saudi Arabia.

### **5. ORGANISATION DESIGN**

The Associate Director, Employee Relations and HR Partnering, Mark Kelly reported that the consultants, PiP had completed their component of the organisational design work. Information regarding a staged process of organisational change is expected to be communicated to staff at the end of May.

### **6. ANY OTHER BUSINESS**

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*The meeting closed at approximately 3:00 pm*