

THE UNIVERSITY OF NEWCASTLE

ACADEMIC STAFF CONSULTATIVE COMMITTEE (ASCC)

Notes of a meeting of the **Academic Staff Consultative Committee** held at 3:00pm on Wednesday 22 February 2017 in the Committee Room, The Chancellery.

PRESENT:

University – Professor John Germov and, Mark Kelly

NTEU – Professor Roger Markwick, Associate Professor Tom Griffiths, Associate Professor Suzanne Ryan and, Lance Dale

Chair – Mark Kelly

Note-taker – Ruth Hartmann

1. ACADEMIC WORKLOAD

1.1 AWAMS

Mark Kelly, Associate Director, Employee Relations and HR Partnering, reported that the 8 AWAMs that had either not been further amended since approval in 2015, or had not undergone substantial change since approval in 2015, had been approved by the Deputy Vice-Chancellor (Academic) Professor Andrew Parfitt subject to the recommendations made by the ASCC and NTEU being considered by the relevant School of Faculty.

All 8 Schools/Faculties have now considered the recommendations with one school proposing to consult further with staff on refinements to their AWAM.

Mr. Kelly noted recommendations made by the ASCC and NTEU regarding the proposed AWAMs for the School of Architecture and Built Environment, the Faculty of Education and Arts, and the School of Nursing and Midwifery had been forwarded to the PVC/HOS of the relevant School/Faculty for consideration. Revised AWAMs had since been circulated to staff by SABE and SONM. Mr Kelly proposed that these AWAMS now be forwarded to the Deputy Vice-Chancellor (Academic) for approval to trial the models in 2017 with a mid-year review to occur in 2017. Copies of these models will also be forwarded to Union representatives.

Acting Deputy Vice-Chancellor (Education), Professor John Germov undertook to report back to the Committee on progress of the trial in Faculty Education and Arts comparing the proposed new EFTSL based model to existing models within the Faculty, and specifically when comparative information will be made available to academic staff.

Action 1.1: University – forward revised AWAMs from School of Nursing and Midwifery and, School of Architecture and Built Environment to Union representatives. 1.2: University – report back on trial comparing FEDUA models.
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2. REVIEW OF POLICIES AND PROCEDURES – STANDING ITEM

2.1 SPACE MANAGEMENT POLICY

Union representatives requested an update on moving academic staff from the McMullen Building to the GP Building following relocation of staff in that building to NeW Space, in particular whether work spaces would be in office or open space arrangements. University representatives undertook

to follow up with Infrastructure and Facilities Services (IFS) and provide a response prior to the next ASCC meeting.

Lance Dale, NTEU Industrial Officer, acknowledged continuing consultation with staff regarding relocation to NeW Space, but expressed the view that the move must be subject to a formal change consultation paper.

NTEU representatives reiterated requests to amend the Space Management Policy and Procedures so that changes to the office arrangements of academics, particularly from individual enclosed offices to open-plan style arrangements, only occur with the agreement of affected staff. NTEU undertook to send the proposed revisions to the policy owner.

Action 2.1 (i) : University – Follow up with IFS on move for academic staff from McMullen to GP Building and report back before next ASCC meeting;
(ii) : Unions – Forward proposed policy revisions to policy owner.

3. EA IMPLEMENTATION – ACADEMIC SPECIFIC

3.1 SCHOLARLY TEACHING FELLOWS (STF)

University representatives reported the following STF positions:

- 1 x STF appointment in the School of Humanities and Social Science (Creative Writing);
- 1 x STF appointment in the School of Humanities and Social Science (History);
- 1 x STF appointment in the School of Humanities and Social Science (Sociology);
- 1 x STF appointment in Newcastle Business School (Sydney);
- 1 x STF appointment in Newcastle Business School (Ourimbah);
- 1 x STF position in Newcastle Law School in recruitment;
- 5 x STF positions in Newcastle Business School currently advertised;
- 1 x STF appointment in School of Mathematical and Physical Sciences (Mathematics/Statistics); and
- 1 x STF position in School of Mathematical and Physical Sciences (Physics) in recruitment.

4. CASUAL ACADEMIC LETTER OF OFFER

There was no discussion on this item.

5. ORGANISATIONAL CHANGE

NTEU representatives reported feedback from academics and School and Faculty level managers regarding significant disruptions within the Office of Graduate Research (formerly OGS), following the restructuring of Graduate Research in the Research and Innovation (R&I) Division change. Issues include: extended delays in processing HDR student applications, casualisation and work intensification of OGR staff, and loss of corporate knowledge.

In addition, NTEU noted changes in how scholarships are assessed systematically made it more difficult for honours graduates in the humanities and social sciences (including Education) to meet the threshold requirement for a HDR scholarship.

Acting Deputy Vice-Chancellor (Education), Professor John Germov, responded that changes to HDR scholarships are a result of new Commonwealth funding changes and attempts to clarify and streamline the process. Assistant Deans Research Training had recently reached an agreement for

scholarship determination across UON for the next scholarship round, whereby around half of the scholarships to be awarded will be allocated to Faculties to assess and allocate to candidates, and to recognise strategic merit points determined by the Faculties on the basis of Faculty strategic goals and targets.

NTEU representatives commented on other issues raised by staff, academic and professional, and students following the R&I change and undertook to provide this feedback to the Division leaders.

NTEU asked whether any evaluation of the restructure of the Research and Innovation Division, which included OGS / OGR, had been completed. University representatives confirmed that no such evaluation had taken place to-date.

Action 5: Unions – send feedback regarding R&I change to Divisional leaders, and submit a detailed set of questions for OGR to consider.

6. ANY OTHER BUSINESS

Union representatives requested letters be sent to supervisors acknowledging each staff representative membership on this committee.

Action 6: University – Prepare and send letters to supervisors advising of representative role on ASCC Committee

Meeting closed approx.4.30pm