

**AGENDA ITEM 14****Report of the Academic Staffing Committee****14.2 Report of the Academic Staffing Committee meeting held on 30 April 2008**

The Committee met on 30 April 2008 when there were present: The Chair (Professor B Bennett) presiding, Professors D Armstrong, G Barnes, D Day, C Murphy, I Ramzan and B Sutton, Associate Professor P McCallum, Dr G Sullivan, Mr C Streeter and Mr S Malcolm. Ms L Wells was in attendance.

**14.2.1 Proceedings of the Committee****(1) Academic Board nominees**

Professor Sutton provided an update on Academic Board Nominees following a meeting with Mr Ian Dunbar and Mr Kevin Mitchell from *SydneyRecruitment*. Professor Sutton spoke of the prospect of Human Resources employing and training recently retired Level D and E Academics who may want to have continued association with the institution to assist with academic recruitment. It was hoped that this would provide more flexibility in the recruitment process. Points raised in the discussion included:

- the potential for this approach to add a more academic flavour to the recruitment and selection process and the possibility of finding academics who may have an interest in assisting with recruitment.
- there was discussion of whether all academic staff could be Academic Board nominees. Professor Sutton indicated that it would be useful to have dedicated staff available for appointment committees at Levels D and E and spoke of the possibility of behavioural based interview training being offered to staff filling these positions.
- being an Academic Board representative was a good way of spreading collegiality at the University and that it was important for other academics to learn from other disciplines.

**(2) Use of Independent contractors for teaching**

Mr Streeter provided an update to the reports received from Accounts Payable in relation to the use of independent contractors for teaching and spoke of reports showing the total number of contractors in the University and the need to find out how contractors are brought in, selected and inducted, what duties contractors are performing and how long they have been working at the University. Points raised in the discussion included:

- the need to look at how contracts are presented so that people feel part of the enterprise of the University.
- the need for a mechanism as to the quality of teaching for contractors hired for teaching.

Mr Streeter indicated that he would bring further information to the next meeting of the Academic Staffing Committee.

**(3) Academic career paths**

Professor Sutton referred to the paper on academic career paths that had been presented at the recent Academic Board meeting. The paper provides a continuum of career paths for an academic staff member and the expectation that during the course of an individual's career that he/she could move along continuum with different points along the continuum providing an opportunity for promotion. Professor Sutton also spoke of a professional practitioners being a growing community at the University. Points raised in the discussion included:

- Many professional faculties employ professional practitioners. Many expert practitioners do not have aspirations to have an academic career and make it clear through pursuing fixed term contracts so that they stay close to their profession.
- Professor Armstrong spoke of the paper starting with a set of issues on how to place emphasis on valuing teaching and other relationships between research and teaching intensive. Professor Armstrong spoke of a consensus emerging in terms of a continuum for all academic staff and this will have implications for promotions processes and criteria. There is a need to agree on nomenclature for professional staff employed across the University.
- It was suggested that perhaps we need a third category of employees to address this issue.
- It was agreed that consultation with management would be important in formulating practical proposals in this area.

**(4) Gender Equity**

Mr Streeter provided the Committee with an update following the presentation on gender equity at the VCAC Forum. Mr Streeter spoke of the need to make sure there are no hurdles for women's careers at the University. Mr Streeter spoke of the shrinking talent pool and the potential impact of this on academia. Points raised in the discussion included:

- The need for diversity across all social groups.
- The need for support for staff re-entering the workforce after a period of parental leave.
- The need to identify the reasons why the University is seen as an employer of choice.
- The issues around retirement of staff, and the need for flexible ways to assist staff transitioning into retirement were also discussed. There was discussion about the loss of expertise at a faculty level when staff retire and the importance of opportunities for people to be actively engaged in the University.

**(5) Other Reports**

The Committee also noted the report of the Academic Board meeting of 16 April 2008.