



The University of Sydney

Academic Board Minutes

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Minutes of the meeting of the Academic Board held at 2 pm on Wednesday 8 October 2008 in the Professorial Board Room

There were present: the Chair (Professor B Sutton) presiding, the Vice-Chancellor and Principal (Dr M Spence), the Chairs of the Standing Committees (Professors B Bennett and J Trehwella, Associate Professors P McCallum and G Ryan), Professors D Armstrong, A Aspromourgos, C Benrimoj, A Brewer, J Brien, S Garton, J Hearn, W Julian, D Nutbeam, B Paltridge, I Ramzan, E Schwarz and J White, Associate Professors S Barrie (for Professor K Trigwell), A Bashford, M Boughton, C Collyer, R Ewing, A Fekete, M Halliwell, L Hossain, A Jamalipour, T Masters, N O'Dwyer, G Patmore (for Professor P Wolnizer), A Twomey and M Walton, Drs T Anthony, F Collyer, S Cox, L Cutcher, M Edmond, M Fisher, R Gibson, C Grupen, N Gurrin, D Hibbs, P Marks, I Odeh and R Stanton, Ms C Blomley, Mr S Greenland, Ms K Laing, Ms N Legge-Wilkinson, Mr A McLeod, Mr C Riley (for Mr P Ball), Ms R Santos, Mr J Shipp, Ms L-M Syron, Mr D Trembath, Mr R Walpola and Mr G Weary.

Also present: Secretary of the Academic Board (Mr T Robinson, Acting Registrar).

Present as observers: Mr M Charet (Secretariat), Mr N White (SRC) and Mr E van Wijk (Faculty of Engineering and Information Technologies).

In attendance: Ms M Kemmis (Executive Officer to the Academic Board).

★ 1. Apologies

The Board noted that apologies had been received from: Professors M Adams, A Boyd, S Clarke, A Coats, E Cowley, D Day, G Hancock, R Jeremy, S Kable, A McBratney, C Rhodes, G Triggs, K Trigwell (Associate Professor S Barrie attended in his stead), K Walker and P Wolnizer (Associate Professor G Patmore attended in his stead), Associate Professors A Holland and S Newberry, Drs D Auld, J Callen, F Collyer, K Cramer, S Cumming, J Hanrahan, D Higgins, G Macdonald, S Mansfield, K Nelson, S Ronaldson, L Scanlon, T Schofield, J Slapeta and C Taylor, and Mr P Ball (Mr C Riley attended in his stead), Mr J Conomos and Ms C McNally.

★ 2. Arrangement of agenda

★ 2.1 Starring of items

Members of the Board were invited to star for discussion any unstarred items. The following item was starred: 4.

2.2 Adoption of unstarred items

Resolution 224/08

That the Academic Board resolve as recommended with respect to all unstarred items.

3. Minutes of previous meeting

Resolution 225/08

That the Academic Board adopt the minutes of the previous meeting held on 27 August 2008, as a true record.

★ 4. Business arising from Minutes (not dealt with elsewhere in the Agenda)

9.2.2.3 Sydney Conservatorium of Music: Bachelor of Music, Bachelor of Music Studies, Bachelor of Music Studies/Bachelor of Arts, Bachelor of Music Studies/ Bachelor of Medicine/Bachelor of Surgery and Diploma of Music

Associate Professor McCallum reminded members that the Conservatorium had been asked to assure the Academic Board that the assessment of students in the new units of study would be to the same standard. He pointed out that the response refers to assessment to the same criteria, not standards. He also pointed out that the Conservatorium was stating that a student's mark in a particular unit of study would need to be interpreted in terms of their degree and expressed concern that this was not compliant with the Board's policy on assessment. While he did not have an answer to this issue he suggested that it might need to be addressed at a later point.

The Chair noted Professor McCallum's comments and agreed that the Assessment Working Party would look into these issues.

Resolution 226/08

That the Academic Board note the response from the Sydney Conservatorium of Music regarding item 9.2.2.3 of the Academic Board meeting of 27 August 2008.

★ 5. Focus Topics

5.1 SydneyTalent

(Presentation by the CEO, SydneyTalent)

The Chair welcomed Ms Anne Moore, Chief Executive Officer of SydneyTalent, and invited her to make her presentation to the Academic Board. Ms Moore thanked the Chair for the opportunity to describe the SydneyTalent initiative to Board members.

Ms Moore outlined the environmental factors related to the formation of SydneyTalent as follows:

- 85% of students are employed while undertaking study, either for financial reasons or to gain a competitive workplace advantage;
- Concerns regarding graduate work readiness and employability have been expressed by government, industry and students themselves;
- The current skills shortage;
- Increased competition in the higher education sector; and
- The need to enhance the student experience.

SydneyTalent's proposition was that an opportunity exists to provide students with meaningful paid employment which will complement their studies and provide work-related development programs. A University

employment service per se was not a new initiative (e.g. Harvard University's Student Employment Office), the inclusion of a development program was. SydneyTalent aimed to provide two categories of work for students: course-related employment and generic skills building employment. Students themselves would be assessed as belonging to one of three employment tiers: emerging talent, advanced talent and specialised talent. SydneyTalent would engage with industry on behalf of students to obtain market competitive salaries, and would negotiate students' employment packages for them. The targeted sectors for employment are:

- Finance and Banking
- Health
- Consumer
- Technology
- Infrastructure and Environment
- Professional Services
- Public Sector
- Profit for Purpose/Community
- University of Sydney

Each student using SydneyTalent's services will go through a recruitment process which develops their resume and identifies work opportunities. Prior to placement, each student would complete an orientation program to ensure they were work ready. The program includes five compliance modules covering legislative requirements (code of conduct, occupational health and safety, sexual harassment, privacy and workplace bullying). SydneyTalent had also developed a framework of work-ready competencies, built on DEEWR standards, the University's graduate attributes and industry requirements:

- Interpersonal communication
- Teamwork
- Relationship management
- Critical thinking and problem solving
- Initiative and responsibility
- Creativity and innovation
- Flexibility and resilience
- Planning and organisation
- Results orientation
- Continuous learning
- Application of technology
- Business acumen

As students progress through their placement, SydneyTalent would capture information on performance requirements online, including each student's competency levels. This will allow SydneyTalent to engage with the student regarding their progress and competency development. The information will also feed into developing the student's resume. Students would also become eligible to attend further development modules, which would provide certification. SydneyTalent is currently running a pilot program with 250 students placed in employment.

Ms Moore outlined the benefits of the program, including providing employers with access to high quality employees, allowing employers to identify talent prior to graduation. Students received a support and development package which gave them access to paid employment and mitigated the risks of student exploitation. SydneyTalent also ensured that

students' academic requirements received priority. In terms of the types of employees being targeted, Ms Moore mentioned that strategic relationships had been established with Deloitte, Qantas and the NSW State Public Service. She pointed out that research showed employment in course-related work could enhance students' academic performance by increasing their engagement with their studies. The program would also provide increased student attraction and retention benefits for the University.

In terms of risks and concerns Ms Moore noted that the two major issues were student distraction (from academic work) and the potential for conflict with existing University intern programs. By providing a systematic development framework, SydneyTalent could ensure that students were focussed on their academic requirements, and working with the existing University systems would ensure conflict with other programs was minimised.

Members raised the following points in discussion of the presentation:

- Ms Moore was asked what mechanisms were in place to deal with a placement if it started to go wrong, to which she replied that SydneyTalent would focus on its duty of care (unlike most commercial recruitment agencies) and that there would be ongoing communication with the employer and student regarding each placement;
- In terms of time limits for weekly work, SydneyTalent had adopted an upper limit of 20 hours (in compliance with ESOS and some scholarship requirements), but would be working with a business model of 15 hours per week;
- Ms Moore was asked how SydneyTalent would interrelate with existing placement programs and whether students undertaking faculty-based placements would have access to the development modules offered by Sydney Talent; she responded that SydneyTalent was prepared to work with faculties where faculties considered the unit had something they could contribute, and that they would consider making the development modules more generally available;
- Mr Greenland expressed concern that faculties might "offload" international student placements to SydneyTalent and argued that it shouldn't be used as an option to make up for deficiencies in course organisation;
- Professor Hearn stated that feedback from international markets indicated that the SydneyTalent model would give the University a competitive advantage; he asked whether placements could be considered for credit to which Ms Moore replied that this was being considered but could be problematic; the Chair pointed out that the Academic Board would need to approve any program offering credit;
- Ms Moore was asked if student input would be sought on how SydneyTalent's profits could be reinvested into the student experience, to which she replied that work was still underway in this area; and
- Ms Moore was also asked how students using SydneyTalent could engage with unions to discuss working conditions, with Ms Moore assuring the Board that the SydneyTalent framework would involve checking with unions on a variety of matters.

The Chair thanked Ms Moore for her presentation.

Resolution 227/08

That the Academic Board note the presentation by the CEO, SydneyTalent regarding the formation of SydneyTalent.

5.2 Recruitment and Selection of Academic Staff

(Presentation by the Director, SydneyPeople)

The Chair welcomed Mr Colin Streeter and Mr Kevin Mitchell from SydneyPeople. He reminded members that the Academic Board had a role in advising on the academic aspects of the University's human resources policies, and also reminded them that all academic staff members of the Academic Board could serve as Academic Board nominees on selection committees.

Mr Streeter advised members that SydneyPeople's role was to ensure that the right talent was obtained for the University, and that staff could be recruited as and when required. He also advised that a new head of SydneyRecruitment would be commencing later in the month. This, together with a review of existing policy, would help refocus recruitment efforts. The revised policy had been discussed with the CPSU, NTEU and the Board's Academic Staffing Committee as well as other groups across the University. He introduced Mr Mitchell to make the presentation on the revised policy.

Mr Mitchell opened the presentation by giving an overview of the current recruitment market, listing the major issues as

- increasing competition;
- a rapidly ageing workforce;
- global recruitment;
- candidates have a much greater appreciation of their 'worth';
- universities are 'fast tracking' academics;
- outflow of academic talent from NSW and Australia; and
- the prevalence of fixed term contracts, rather than continuing appointments.

He added that there was a general belief across the University that good quality candidates were easily found, which was not backed up the statistics from recent recruitment activity. Instead the University faced:

- candidate shortages and a lack of quality candidates;
- increased use of counter offers from other institutions (including counter offers to applicants' partners);
- a need to provide improved immigration and relocation support;
- a need to consider spousal and partner support and/or hires;
- improved candidate care, on-boarding and induction; and
- better management of second and subsequent appointable candidates (who form the University's future talent pool).

Another issue was the University's current recruitment processes. Mr Mitchell pointed out that there are 38 separate steps involved in recruitment for a Level E position, with an average timeline of 11 months, leading to a high level of applicant attrition. He pointed out that it was no longer enough to simply advertise high level academic positions, and different methods of attracting candidates (such as direct contact, identifying potential candidates with faculties, use of different networks, etc.) were required. A pool of 60 initial candidates was needed to produce a shortlist of four to five appointable candidates.

Mr Mitchell outlined the work of the Senior Academic Recruitment team, advising that the team had handled the recruitment and appointment of 10 Deans/Senior academic managers, 76 Level E, 33 Level D, 13 Level C/Level D, and 12 Senior general staff positions in the past twelve months.

The team currently comprised three staff but was expanding to six staff members, which would help to reduce the University's current expenditure on external search companies. The team would also be working on other improvements including improved candidate care and talent management and the development of new senior academic recruitment website and electronic recruitment system.

In terms of other actions the University could take to attract and retain the best staff, Mr Mitchell suggested:

- better talent management;
- manpower and succession planning to be proactive, not reactive;
- introduction of a staff referral scheme;
- homepage on University website to highlight recruitment;
- education subsidies for temporary 457 visa holders with families;
- centrally funding relocation support; and
- integration with work on 'Research Intensive' and 'Teaching Intensive' academic positions.

Mr Mitchell advised that a recruitment dashboard has been developed to help recruitment staff (both those in SydneyRecruitment and in the faculties) with information on vacancies. He also highlighted the level of success encountered when potential applicants were contacted direct and encouraged to apply. He advised members that the revised policy will focus on providing the flexibility required to accelerate the recruitment process and to develop the most appropriate strategy and approach for each recruitment project. It would also increase the utilisation of recruitment expertise and experience from within SydneyRecruitment to support academic recruitment, and increase the clarity of responsibility lines for the processes. In closing, he added that the policy was intended to reflect the views of the major stakeholders, including the Academic Board, and to improve the University's overall recruitment strategy, procedures and practices.

Associate Professor Fekete queried the shortage of good applicants, stating that this was not noticeable at Levels A to D, but compared the University's approach to recruitment unfavourably with the systems employed in US institutions. He suggested increasing the number of staff on selection committees and developing the University's early career researchers. Mr Streeter advised that SydneyRecruitment was actively looking at these issues, and was working to improve candidate care (as highlighted in the revised policy).

Professor Hearn asked if any thought was being given to share staff appointments with other universities, to which Mr Mitchell replied that this was being investigated. Professor Hearn also raised the issue of accommodation costs in Sydney, and Mr Mitchell agreed, adding it was an important part of candidate care and induction to assist in finding affordable accommodation;

The Chair advised members that any comments on the academic aspects of the draft policy should be forwarded to either Ms Kemmis or Professor Bennett for referral to Mr Streeter. He thanked Mr Streeter and Mr Mitchell for their presentation.

Resolution 228/08

That the Academic Board note the presentation by the Director, SydneyPeople on the recruitment and selection of academic staff at the University of Sydney.

★ 6. **Report of the Chair**

6.1 **Report on Senate matters**

6.1.1 **Report of the Senate meeting held on 15 September 2008**

The Chair asked that this report be noted.

Resolution 229/08

That the Academic Board note the report of the Chair of the Academic Board on academic matters considered by Senate at its meeting of 15 September 2008.

6.2 **Honours and Distinctions**

The Board noted and congratulated by acclamation the recipients of honours and distinctions, as set out in the agenda and supplementary agenda.

Resolution 230/08

That the Academic Board note the report of the Chair of the Academic Board on the honours and distinctions and congratulate the recipients, as set out in the report presented.

Action: Chair of the Academic Board to write to recipients congratulating them on their honours and distinctions.

6.3 **General Report**

6.3.1 **Assessment and Examination of Coursework**

The Chair advised that the Academic Board policy on Assessment and Examination of Coursework was currently under review by the Assessment Working Party, but an urgent amendment had been identified to the section on special consideration. He added that the guidelines of the NSW Medical Board and the Australian Medical Association supported the issuing of post-dated medical certificates in situations where the doctor can validly form a medical opinion that a medical event has occurred. The assessment policy does not allow the submission of post-dated certificates, and the Chair recommended that this particular clause be deleted. Members approved the deletion. The Chair noted that the section on time periods for submitting special consideration applications would not be changed.

Resolution 231/08

That the Academic Board approve the amendment of the Academic Board Resolutions on Assessment and Examination of Coursework with immediate effect, as set out in the report presented.

Action: The Executive Officer to amend the Academic Board policy "Assessment and Examination of Coursework" on Policy OnLine.

6.3.2 **Academic Board Forum**

The Chair advised members that the Academic Board will be holding a forum on Friday 31 October 2008 in the Professorial Board Room. The Forum would look at the various cultures of research and scholarship at the University and how they interact with each other, as well as the different opinions across the

University of what constitutes research. He advised that more information would be sent out before the Forum date.

Resolution 232/08

That the Academic Board note the report on the Academic Board Forum to be held on 31 October 2008, as set out in the report presented.

6.3.3 Refurbishment of Professorial Board Room

The Chair advised members that a concept had been developed for the refurbishment of the Professorial Board Room. He invited members to stay behind at the end of the meeting to see a presentation on the concept.

Resolution 233/08

That the Academic Board note the Chair's report on the Refurbishment of the Professorial Board Room, as set out in the report presented.

6.3.4 Academic Standards and AUQA

The Chair raised a further issue for the information of the Board. He advised that he and the Deputy Chair had met recently with Dr David Woodhouse and Professor Deryck Schreuder of the Australian Universities Quality Agency (AUQA) to discuss the Academic Board's role in monitoring academic standards. The discussion had also looked at the adoption of the Baldrige System for the current round of Academic Board faculty reviews. Dr Woodhouse had stated that this review system was world's best standard but suggested some minor refinements, such as more explicit use of external references (which could include using external review panel members), focussing benchmarking on practices, and exploring assisting faculties to use the formal scoring system as part of the faculty's own continuing quality improvement process.

A discussion of academic standards in general also took place, as well as the work of the Assessment Working Party on developing a framework for standards-referenced assessment. The Chair had been advised that AUQA supported standards-referenced assessment and would be promoting it.

Resolution 234/08

That the Academic Board note the report of the Chair on discussions with Dr D Woodhouse and Professor D Schreuder regarding academic standards, as set out in the report presented.

★ **7. Report of the Vice-Chancellor and Principal**

7.1 Report on Senate Matters

7.1.1 Report of the Senate meeting held on 15 September 2008

The Vice-Chancellor highlighted an item from the Senate report on the Branding Project, and advised that Lipman Hearne (the consultants undertaking the project) had conducted various surveys of people both within and external to the University. Four potential brands were developed, which were then further refined into two brands currently being market tested. A final brand concept would be presented in the next couple of months.

He encouraged staff and students to provide honest feedback on the brand concepts, pointing out that a balance needed to be struck between people's opinions and the expertise of the consultants. Once a concept was agreed upon, it then needs to be expressed artistically and stylistically in a locally relevant way. There would be limitations as to how quickly and extensively the new brand concept could be rolled out, and there would also be issues related to maintaining the brand and ensuring staff used it properly. He supported the intent behind the brand project, given that more brand consistency was needed across the University, and he assured members there would be further opportunity to comment on the brand concept.

Professor Bennett asked how aspirational the brand would be, pointing out there could be a tension between how external stakeholders think of the University and the views of staff and students on where the University is heading. The Vice-Chancellor responded that the gap between external perceptions and internal aspirations had been discussed as part of the brand project, and this was reflected in the two trial concepts.

Associate Professor Fekete queried the relatively small number of staff and students surveyed by the consultants (approximately 1000 of each). The Vice-Chancellor advised that he had asked the consultants to undertake more quantitative and qualitative analysis and to ensure that a representative sample had been surveyed.

Resolution 235/08

That the Academic Board note the report of the Vice-Chancellor and Principal on matters considered by Senate at its meeting held on 15 September 2008.

7.2 General report

7.2.1 Work Slate

The Vice-Chancellor advised members that the development of the work slate had grown from a need to understand the huge range of issues the University was attempting to deal with, and the variety of working parties currently operating. The draft work slate had collated both current projects (indicated by coloured rows) and a list of other projects that were frequently raised as issues to be addressed and had been discussed by the Senior Executive Group. The list contained some projects that should be undertaken internally, and others that should involve external researchers (e.g. the review of the student experience), but all the projects had been aligned to the University's strategic plan. Projects had been allocated to different administrative areas, and project plans were being developed for each item. These plans would be publicly available so that staff and students could monitor their progress. He advised that the draft circulated with the agenda was a first draft, and he particularly invited comments on those items not in coloured rows.

Professor White commented on the terminology in the draft, particularly the references to working parties and tasks force, and asked that consistent terminology be used. She also queried the project on second language acquisition and asked whether or not this referred to learning a language other than English, or would also encompass learning English as a second language. The Vice-

Chancellor agreed there should be more consistency in terminology, and clarified that the project in question related to learning non-English languages.

Associate Professor McCallum advised that the Academic Board's working party on English language competency might complement this particular project. The Vice-Chancellor responded that the acquisition of English language skills by non-native speakers, and the acquisition of academic English skills by all students, were both matters that were under discussion, but that the project on the work-slate was only intended to cover the acquisition of languages other than English.

A student member raised the issue of student accommodation, pointing out that Sydney University Village had recently increased its fees. The Vice-Chancellor assured members that the issue of subsidised and low-cost housing for students was on the work slate.

The Chair asked if there was a particular mechanism for members to submit comments on the work slate. The Vice-Chancellor suggested that the deans distribute a clarified version of the work slate within faculties, and sought the Academic Board's advice on the best way of doing this. Associate Professor Fekete supported the widest possible consultation, while Professor Trewhella argued against presenting a large list of unprioritised ideas, and suggested that senior management develop a more coherent draft for comment. Professor Garton expressed some support for wide consultation, but would prefer it be structured with the deans organising for comment from the faculties.

The Vice-Chancellor clarified that the projects on the draft work slate did not have equal weight, but reiterated that University members should be able to comment on the work slate as early in the process as possible. He added that he wanted to make sure that members in larger faculties did not feel left out in the feedback loop. He put forward an alternative method for consultation which would be to invite comments on what should be addressed, and to feed the responses into the prioritisation process.

Professor Bennett suggested that more detail be provided on the projects in the draft work slate, and expressed support for both a more coherent list and consultation with faculties. The Vice-Chancellor advised that the intention was to place the draft work slate on a website with additional information, and faculty responses could be referred to the Academic Board for information. There was some support for obtaining both individual and faculty comment on the work slate. The Vice-Chancellor agreed to distribute the work slate following Senate's meeting in early November.

Resolution 236/08

That the Academic Board note the Vice-Chancellor's report on the development of the Work Slate, as set out in the report presented.

★ 8. Question time

There were no questions raised.

9. Reports of Faculties and Boards

9.1 Report of the Faculty of Economics and Business

9.1.1 Amendment to the Governance of Faculties, Colleges, College Boards, Departments, Schools and Committees

Resolution 237/08

That the Academic Board recommend that Senate approve the amendments to the Senate Resolutions relating to the Governance of Faculties, Colleges, College Boards, Departments, Schools and Committees, as set out in the report presented.

Action: The Chair to recommend that Senate approve the amendments to the Resolutions of Senate relating to the Governance of Faculties, Colleges, College Boards, Departments, Schools and Committees.

The Dean and Faculty Manager of the Faculty of Economics and Business to note the Academic Board's approval of the amendments to the Resolutions of Senate relating to the Governance of Faculties, Colleges, College Boards, Departments, Schools and Committees.

File No. (036/0006/00176)

9.2 Report of the Faculty of Medicine

9.2.1 Amendment to the Governance of Faculties, Colleges, College Boards, Departments, Schools and Committees and Constitution of the Faculty of Medicine

Resolution 238/08

That the Academic Board recommend that Senate approve the amendments to:

- (1) the Senate Resolutions relating to the Governance of Faculties, Colleges, College Boards, Departments, Schools and Committees, and
- (2) the Senate Resolutions relating to the Constitution of the Faculty of Medicine

as set out in the report presented.

Action: The Chair to recommend that Senate approve the amendments to the Resolutions of Senate relating to the Governance of Faculties, Colleges, College Boards, Departments, Schools and Committees and the Constitution of the Faculty of Medicine.

The Dean and Faculty Manager of the Faculty of Medicine to note the Academic Board's approval of the amendments to the Resolutions of Senate relating to the Governance of Faculties, Colleges, College Boards, Departments, Schools and Committees and the Constitution of the Faculty of Medicine.

File No. (036/0006/00170)

9.2.2 Semester and Vacation Dates 2009

Resolution 239/08

That the Academic Board approve the semester and vacation dates for the Faculty of Medicine for the year 2009, as set out in the report presented.

Action: The Dean and Faculty Manager of the Faculty of Medicine to note the Academic Board's approval of the Semester and Vacations Dates for 2009.

File No. (2001/29)

9.3 Report of the Faculty of Nursing and Midwifery

9.3.1 Amendment to the Constitution of the Faculty of Nursing and Midwifery

Resolution 240/08

That the Academic Board recommend that Senate approve the amendments to the Senate Resolutions relating to the Faculty of Nursing and Midwifery, as set out in the report presented.

Action: The Chair to recommend that Senate approve the amendments to the Resolutions of Senate relating to the Constitution of the Faculty of Nursing and Midwifery.

The Dean and Faculty Manager of the Faculty of Nursing and Midwifery to note the Academic Board's approval of the amendments to the Resolutions of Senate relating to the Constitution of the Faculty of Nursing and Midwifery.

File No. (036/0006/00210)

9.4 Report of the Sydney Conservatorium of Music

9.4.1 Amendment to the Constitution of the Sydney Conservatorium of Music

Resolution 241/08

That the Academic Board recommend that Senate approve the amendments to the Senate Resolutions relating to the Sydney Conservatorium of Music, as set out in the report presented.

Action: The Chair to recommend that Senate approve the amendments to the Resolutions of Senate relating to the Constitution of the Sydney Conservatorium of Music.

The Dean and Faculty Manager of the Sydney Conservatorium of Music to note the Academic Board's approval of the amendments to the Resolutions of Senate relating to the Constitution of the Sydney Conservatorium of Music.

File No. (036/0006/00191)

9.4.2 Semester and Vacation Dates 2009

Resolution 242/08

That the Academic Board approve the semester and vacation dates for the Sydney Conservatorium of Music for the year 2009, as set out in the report presented.

Action: The Dean and Faculty Manager of the Sydney Conservatorium of Music to note the Academic Board's approval of the Semester and Vacations Dates for 2009.

File No. (2001/29)

9.5 Report of the Faculty of Veterinary Science

9.5.1 Amendment to the Governance of Faculties, Colleges, College Boards, Departments, Schools and Committees and Constitution of the Faculty of Veterinary Science

Resolution 243/08

That the Academic Board recommend that Senate approve the amendments to the Senate Resolutions relating to the Faculty of Veterinary Science, as set out in the report presented.

Action: The Chair to recommend that Senate approve the amendments to the Resolutions of Senate relating to the Governance of Faculties, Colleges, College Boards, Departments, Schools and Committees and the Constitution of the Faculty of Veterinary Science.

The Dean and Faculty Manager of the Faculty of Veterinary Science to note the Academic Board's approval of the amendments to the Resolutions of Senate relating to the Governance of Faculties, Colleges, College Boards, Departments, Schools and Committees and the Constitution of the Faculty of Veterinary Science.

File No. (036/0006/00169)

10. Report of the Undergraduate Studies Committee
(Professor Scott Kable)

★ **10.1 Oral report of the Chair**
This item was held over.

10.2 Report of the meeting held on 24 September 2008

10.2.1 Proposals for new and amended postgraduate courses

10.2.1.1 Faculty of Medicine: Bachelor of Medicine and Bachelor of Surgery

Resolution 244/08

That the Academic Board:

- (1) approve the proposal from the Faculty of Medicine and recommend that Senate endorse the Academic Board's approval of the proposal from the Faculty of Medicine for amendments to the degree of the Bachelor of Medicine and the Bachelor of Surgery,
- (2) note the Resolutions of the Faculty relating to the above course, made pursuant to the University of Sydney (Coursework) Rule 2000 (as amended); and
- (3) approve the faculty requirements relating to the award of the degree with honours

with effect from 1 January 2009, as set out in the report presented.

Action: The Chair to recommend that Senate endorse the Academic Board's approval of the Faculty of Medicine's proposal to amend the Bachelor of Medicine and Bachelor of Surgery.

The Dean and Faculty Manager of the Faculty of Medicine to note the Academic Board's approval of the amendments to the Bachelor of Medicine and Bachelor of Surgery and submit resolutions via CMS.

File No. (003/0020/00040)

10.2.1.2 Faculty of Arts

(1) Bachelor of Arts: Celtic Studies Major

Resolution 245/08

That the Academic Board:

- (1) approve the proposal from the Faculty of Arts to introduce a Celtic Studies major in the Bachelor of Arts and associated combined degrees and recommend that Senate endorse the Academic Board's approval to amend these courses,
- (2) note the Resolutions of the Faculty of Arts relating to the above course, made pursuant to the University of Sydney (Coursework) Rule 2000 (as amended); and
- (3) approve the faculty requirements relating to admission, units of study, the pass degree, combined degrees, the honours degree, specially designated streams and award of the degree,

with effect from 1 January 2009, as set out in the report presented.

Action: The Chair to recommend that Senate endorse the Academic Board's approval of the Faculty of Art's proposal to amend the Bachelor of Arts.

The Dean and Faculty Manager of the Faculty of Arts to note the Academic Board's approval of the amendments to the Bachelor of Arts and submit resolutions via CMS.

File No. (2000/3982)

(2) Bachelor of International and Global Studies: International Business Major

Resolution 246/08

That the Academic Board:

- (1) approve the proposal from the Faculty of Arts to introduce an International Business major in the Bachelor of International and Global Studies and associated combined degrees and recommend that Senate endorse the Academic Board's approval to amend these courses,
- (2) note the Resolutions of the Faculty of Arts relating to the above course, made pursuant to the University of Sydney

- (Coursework) Rule 2000 (as amended);
and
(3) approve the faculty requirements relating to admission, units of study, the pass degree, combined degrees, the honours degree, specially designated streams and award of the degree,
with effect from 1 January 2009, as set out in the report presented.

Action: The Chair to recommend that Senate endorse the Academic Board's approval of the Faculty of Art's proposal to amend the Bachelor of International and Global Studies.

The Dean and Faculty Manager of the Faculty of Arts to note the Academic Board's approval of the amendments to the Bachelor of International and Global Studies and submit resolutions via CMS.

File No. (2008/3503)

10.2.2 Reports from Faculties

10.2.2.1 Faculty of Arts: Undergraduate degrees

Resolution 247/08

That the Academic Board note the new units of study to be offered by the Faculty of Arts from 2009.

10.2.3 Proceedings of the Committee

Resolution 248/08

That the Academic Board note the proceedings of the Undergraduate Studies Committee meeting held on 24 September 2008, as set out in the report presented.

11. Report of the Graduate Studies Committee (Associate Professor Peter McCallum)

- ★ 11.1 **Oral report of the Chair**
This item was held over.

11.2 Report of the meeting held on 24 September 2008

11.2.1 Proposals for new and amended postgraduate courses

11.2.1.1 Faculty of Science: Graduate Diploma in Psychology

Resolution 249/08

That the Academic Board:

- (1) approve the proposal from the Faculty of Science to amend the Graduate Diploma in Psychology;
- (2) recommend that Senate endorse the Academic Board's approval of the proposal; and
- (3) approve the faculty requirements relating to the courses;

with effect from 1 January 2009, as set out in the report presented.

Action: The Chair to recommend that Senate endorse the Academic Board's approval of the Faculty of Science's proposal to amend the Graduate Diploma in Psychology.

The Dean and Faculty Manager of the Faculty of Science to note the Academic Board's approval of the amendments to the Graduate Diploma in Psychology and submit resolutions via CMS.

File No. (003/0021/00023)

11.2.1.2 Sydney Conservatorium of Music: Master of Music Studies (Conducting), Master of Music Studies (Opera), Master of Music Studies (Performance), Graduate Diploma in Music (Accompaniment), Graduate Diploma in Music (Opera) and Graduate Diploma in Music (Performance)

Resolution 250/08

That the Academic Board:

- (1) approve the proposal from the Sydney Conservatorium of Music to amend the Senate and Faculty Resolutions relating to the Master of Music Studies (Conducting), Master of Music Studies (Opera), Master of Music Studies (Performance), Graduate Diploma in Music (Accompaniment), Graduate Diploma in Music (Opera) and Graduate Diploma in Music (Performance);
- (2) recommend that Senate:
 - (a) endorse the Academic Board's approval of the proposal;
 - (b) approve the rescission of the existing Resolutions of Senate and the introduction of new Resolutions of Senate relating to the courses; and
- (3) approve the faculty requirements relating to the courses;

with effect from 1 January 2009, as set out in the report presented.

Action: The Chair to recommend that Senate approve the amendment of the Resolutions of Senate relating to the Master of Music Studies (Conducting), Master of Music Studies (Opera), Master of Music Studies (Performance), Graduate Diploma in Music (Accompaniment), Graduate Diploma in Music (Opera) and Graduate Diploma in Music (Performance) in the Sydney Conservatorium of Music.

The Dean and Faculty Manager of the Sydney Conservatorium of Music to note the Academic Board's approval of the amendments to the Master of Music Studies (Conducting), Master of Music Studies (Opera), Master of Music Studies (Performance), Graduate Diploma in Music (Accompaniment), Graduate Diploma in Music (Opera) and Graduate Diploma in Music (Performance) and submit resolutions via CMS.

File No. (2005/7835)

11.2.2 Reports from Faculties

11.2.2.1 Faculty of Arts: English Language Requirements - Master of Art Curatorship, Master of Human Rights, Master of International Studies, Master of Political Economy, Master of Public Policy, Master of Translation Studies, Graduate Diploma in Art Curatorship, Graduate Diploma in Human Rights, Graduate Diploma in International Studies, Graduate Diploma in Political Economy, Graduate Diploma in Public Policy, Graduate Diploma in Translation Studies, Graduate Certificate in Art Curatorship, Graduate Certificate in Human Rights, Graduate Certificate in International Studies, Graduate Certificate in Political Economy and Graduate Certificate in Public Policy

Resolution 251/08

That the Academic Board approve the amendment to Schedule 1 of the policy “Postgraduate English Language Requirements” with effect from 1 January 2009, as set out in the report presented.

Action: The Dean and Faculty Manager of the Faculty of Arts to note the Academic Board’s approval of the proposal to amend the English language requirements for various postgraduate courses.

The Executive Officer to amend the policy “Postgraduate English Language Requirements” on Policy OnLine.

File No. (P24)

11.2.2.2 Faculty of Law: Master of Administrative Law and Policy, Master of Business Law, Master of Environmental Law, Master of Environmental Science and Law, Master of International Business and Law, Master of International Law, Master of Jurisprudence, Master of Labour Law & Relations, Graduate Diploma in Commercial Law, Graduate Diploma in Corporate, Securities and Finance Law, Graduate Diploma in Environmental Law, Graduate Diploma in International Business Law, Graduate Diploma in International Law and Graduate Diploma in Jurisprudence

Resolution 252/08

That the Academic Board approve the amendments to the Faculty Resolutions relating to the Master of Administrative Law and Policy, Master of Business Law, Master of Environmental Law, Master of Environmental Science and Law, Master of International Business and Law, Master of International Law, Master of Jurisprudence, Master of Labour Law & Relations, Graduate Diploma in Commercial Law, Graduate Diploma in Corporate, Securities and Finance Law, Graduate Diploma in Environmental Law, Graduate Diploma in

International Business Law, Graduate Diploma in International Law and Graduate Diploma in Jurisprudence in the Faculty of Law, with effect from 1 January 2009, as set out in the report presented.

Action: The Dean and Faculty Manager of the Faculty of Law to note the Academic Board's approval of the proposal to amend the units of study in the Master of Administrative Law and Policy, Master of Business Law, Master of Environmental Law, Master of Environmental Science and Law, Master of International Business and Law, Master of International Law, Master of Jurisprudence, Master of Labour Law & Relations, Graduate Diploma in Commercial Law, Graduate Diploma in Corporate, Securities and Finance Law, Graduate Diploma in Environmental Law, Graduate Diploma in International Business Law, Graduate Diploma in International Law and Graduate Diploma in Jurisprudence in the Faculty of Law and submit resolutions via CMS.

File No. (003/0019/00008, 003/0019/00014,
003/0019/00015, 2000/3487, 2001/2540,
2002/1058, 2002/1059, 2002/1060, 2003/4455)

11.2.3 Faculty of Arts: Asia Pacific Master's of Human Rights and Democratisation

Resolution 253/08

That the Academic Board note the preliminary report on plans by the Faculty of Arts to develop the Asia Pacific Master's of Human Rights and Democratisation, as set out in the report presented.

11.2.4 The Capstone Experience in University of Sydney Master's Degrees

Resolution 254/08

That the Academic Board note the report on the capstone experience in University of Sydney Master's degrees, as set out in the report presented.

11.2.5 Proceedings of the Committee

Resolution 255/08

That the Academic Board note the proceedings of the Graduate Studies Committee meeting held on 24 September 2008, as set out in the report presented.

12. Report of the Learning and Teaching Committee (Associate Professor Greg Ryan)

- ★ **12.1 Oral report of the Chair**
This item was held over.

12.2 Report of the meeting held on 16 September 2008

12.2.1 Academic Board Policy on Consultation with Students

Resolution 256/08

That the Learning and Teaching Committee recommend that the Academic Board approve the “Academic Board Policy on Consultation with Students” with immediate effect, as set out in the report presented.

Action: The Executive Officer to amend the Academic Board policy “Consultation with Students” on Policy OnLine.

12.2.2 Academic Board Review Reports: Faculty of Economics and Business

Resolution 257/08

That the Academic Board note the report of the Academic Board Review of the Faculty of Economics and Business.

12.2.3 Report of the Deputy Provost (Learning and Teaching) and Pro-Vice-Chancellor

Resolution 258/08

That the Academic Board note the report of the Deputy Provost (Learning and Teaching) and Pro-Vice-Chancellor.

12.2.4 Proceedings of the Committee

Resolution 259/08

That the Academic Board note the proceedings of the Learning and Teaching Committee meeting held on 16 September 2008, as set out in the report presented.

13. Report of the Research and Research Training Committee
(Professor Jill Trehwella)

- ★ **13.1 Oral report on behalf of the Chair**
This item was held over.

13.2 Report of the meeting held on 16 September 2008

13.2.1 Proceedings of the Committee

Resolution 260/08

That the Academic Board note the proceedings of the Research and Research Training Committee meeting held on 16 September 2008, as set out in the report presented.

14. Report of the Academic Staffing Committee
(Professor Belinda Bennett)

- ★ **14.1 Oral report of the Chair**
This item was held over.

14.2 Report of the meeting held on 10 September 2008

14.2.1 Promotion of Research Only Academics

Resolution 261/08

That the Academic Board approve the amendments to the Promotions policy with effect from 1 January 2009, as set out in the report presented.

Action: Executive Manager (DVC, Education) to update the Promotions policy on Policy OnLine.

File No. (128/0031/00079)

14.2.2 Proceedings of the Committee

Resolution 262/08

That the Academic Board note the proceedings of the Academic Staffing Committee meeting held on 10 September 2008, as set out in the report presented.

The meeting closed at 4:05 p.m.

Signed as a correct record

Chair

Date