



The University of Sydney

Academic Board

Supplementary agenda

for the meeting on Wednesday 11 December 1996

The following material was received after the main agenda had been circulated:

A4. Report of the Chair

Part I

1. Report on Senate Matters

Senate, at its meeting on 2 December 1996 and adjourned meeting on 4 December 1996, on the report of the Academic Board

- (1) approved amendment of its Resolutions in relation to the Graduate Certificate in Industrial Relations and Human Resources Management (Faculty of Economics).
- (2) (a) noted the Chair's report on the establishment of the new Academic Board.
(b) noted the Chair's report on Awards for Excellence in Teaching and resolved to congratulate the recipients.

P 8. Working Party to consider Awards for Excellence in Teaching

A report from Professor Johnstone is attached.

(Pages 7-8)

that the Board adopt the recommendations, noting that confirmation of funds to support the Awards from 1997 onwards would need to be obtained from the Vice-Chancellor.

Note: I believe that it may be appropriate to establish the Committee to Consider Awards for Excellence in Teaching as a sub-committee of the Teaching and Learning Committee. I will consult with Professor Johnstone and will provide a recommendation to the Board at its February meeting.

12. Statistical reports from the Academic Groups on retirements and resignations and Chair appointments

The statistical report from the Professional Faculties Academic Group on retirements/resignations and Chair appointments is attached for members' information.

(See pages 9-10)

that the Board note the report.

new items

15. Academic Board Nominees on Senior Staff Selection Committees

At the adjourned meeting of Senate held on 4 December, following adoption of the Vice-Chancellor's proposals regarding academic restructuring and the senior management structure, I provided advice on behalf of the Board regarding the joint consultative committees required to consider appointments at senior management level. Senate accepted that there should be 4 nominees of the Board and of Senate on each committee, and also agreed to having one committee to consider the two new DVC positions and separate committees for each PVC (College) position.

In consultation with the Deputy Chairs, the names of suggested Academic Board nominees for each Committee were drawn up, subject to availability and to Board endorsement. There

have been two changes made subsequently (due to unavailability of the original nominees in January).

In presenting the following list to the Board for its endorsement, I draw attention to three particular matters:

- since I must step down as Chair early in 1997, I have assigned a Deputy Chair in each case to fill the ex-officio position of Board Chair,
- the Deputy Chair so assigned for each PVC (College) Committee comes from outside the proposed constituent academic units of the respective College
- Professor Graeme Gill, Chair of the Academic Forum, agreed to my request that he be a common Academic Board member of the 3 PVC (College) Committees.

Selection Committees

DVCs

Professor James Lawrence, AO (for Chair of Academic Board)
Professor John Carter
Professor Margaret Harris
Professor Ross McPhedran
Professor William Schworm

PVC (Arts, etc)

Professor Jocalyn Lawler (for Chair of Academic Board)
Professor Graeme Gill
Associate Professor Roslyn Arnold
Professor Colin Phegan
Professor Diane Austin-Broos

PVC (Health Sciences)

Professor David Cockayne (for Chair of Academic Board)
Professor Graeme Gill
Associate Professor Elaine Cornell
Professor Nick Hunt
Professor Stephen Leeder

PVC (Sciences and Technology)

Professor Ros Pesman (for Chair of Academic Board)
Professor Graeme Gill
Professor David Hill
Professor Gerry Wake
Associate Professor Patricia Armati

that the Board endorse the nominees for appointment by Senate to the selection committees.

16. Promotions Procedures - 1997

The Chair of the Academic Staffing Committee has written to me (see below) seeking my approval for two changes in 1997 pending a full review and report next year. The first is to allow approvals previously assigned to Standing Committee now to be given to the Board. The second change relates to information to applicants regarding presentation of material relating to teaching activities, and is based upon suggestions for improvement made during the 1996 promotions rounds.

I support both changes and have approved them on behalf of the Board, as transition measures pending consideration of the revised policy and procedures document on promotions and progression.

Associate Professor Pesman's letter states as follows:

"As you are aware, the Staffing Committee is now reviewing the policies and processes for progression and promotion and expects to submit a set of recommendations to the Board by the middle of 1997. In the meantime, the new structure of the Board requires some immediate changes. The particular problem is references to the Standing Committee as the place of approval of faculty committees, appointment of the central committee and the body to which the central committee reports. As an interim measure for 1997, I would like your agreement that Academic Board be substituted for Standing Committee.

The second area of minor change I wish to report is the attempt to make clearer the instructions to and mode of reporting on teaching activities by applicants for promotion. A form has been devised for the reporting of teaching activities (and providing for new areas such as distance education) and candidates are being asked to reflect on their self evaluation on teaching and learning in a statement of no more than two pages. There has been no change of policy but only a change on the form of providing information.”

that the Board note the report and endorse the Chair's action in approving the changes requested.

A5. Statement by the Vice-Chancellor and Principal

Part I

1. Report on Senate Matters

Senate, at its meeting on 2 December 1996 and adjourned meeting on 4 December 1996:

- (1) noted the Vice-Chancellor's report on information received from the Board of Governors of Simon University.
- (2) noted that the Chair Appointments Committee had approved the award of the title of Adjunct Professor to the Director of the Centre for Mental Health, NSW Health Department, and approved titles for ten Personal Chairs; and agreed that any reports requiring urgent attention before the next meeting be considered by the Committee by circulation.
- (3) noted a report on discipline of students.
- (4) discussed a question raised in relation to the Sydney Conservatorium of Music.
- (5) elected Professor Sir Bruce Williams as Chair and Associate Professor R S Armstrong, Mr K G Coles, Dr A Eyland, Mr C Green and Professor S Leeder as members of the Finance Committee for a one year term of office, and deferred appointment of one external member nominated by the Finance Committee for a two year term of office.
- (6) noted a report on the implications of the restriction of Medicare provider numbers for medical students of this University.
- (7) noted a report on the level of staffing in the Library to handle students with needs.
- (8) endorsed the resolutions of the Finance Committee listed below; it approved the Draft 1997 Budget (Version 1.0) and resolved to support the proposal to carry out the refurbishment of the current St James site of the Law School while further possibilities are explored for a joint site operation which would give the School a significant presence both in the city and on the main campus.

The Draft 1997 Budget (Version 1.0)

The Finance Committee commended its quality and resolved to recommend to Senate that it be approved.

A report on Capital Development 1997-2001

The Finance Committee resolved:

- (i) to record its appreciation for the analysis in the Plan and to transmit it to Senate with the Vice-Chancellor's revised commentary;
- (ii) to recommend that Senate support the proposal to carry out the refurbishment of the current St James site of the Law School while further possibilities are explored for a joint site operation which would give the School a significant presence both in the city and on the main campus;
- (iii) to approve the program of works set out in Sections A, B, C and E of Annex A if the new funds available in 1997 did not exceed \$29.1M;
- (v) to note that the new capital works, listed in Section D of Annex A, were to be deferred pending further consideration along with other required capital works on the Main Quadrangle and the Services Building, and that recommendations on any new capital works would be provided at a later stage;

- (vi) to note that the Vice-Chancellor had accepted the important recommendation of the Capital Management Plan Co-ordinating Group that he examine ways in which an extra \$10M plus might be raised.
- (9) (i) noted the extensive consultations undertaken by the Vice-Chancellor in developing the new academic and senior management structure to take effect from 3 March 1997, and unanimously endorsed it;
- (ii) approved the recommendation that the vacant positions be advertised for a three-year term;
- (iii) agreed on procedures and timetable for filling new positions;
- (iv) endorsed the transfer of Professor D J Anderson to the position of Deputy Vice-Chancellor (Academic and Staffing), effective 3 March 1997; and
- (v) endorsed, when the current Academic Groups cease to exist, the transfer of Professor R Johnstone to the position of Pro-Vice-Chancellor (Academic Support).
- (10) endorsed the proposed responsibilities for senior staff, and appointed the joint selection committees for senior staff as follows, noting that members appointed by Senate on the nomination of the Academic Board were subject to availability and ratification at the December Academic Board; that the appointment of Mr D Sriskandarajah and Ms J Stratford was subject to their availability; and that the fourth member appointed by Senate for the position of Pro-Vice-Chancellor (Health Sciences) and that of Pro-Vice-Chancellor (Sciences and Technology) was to be decided by the Chancellor and Vice-Chancellor.

Deputy Vice-Chancellors

Members ex-officio

The Chancellor

The Deputy Chancellor

The Vice-Chancellor and Principal

Professor James Lawrence AO (for Chair of Academic Board)

Members appointed by Senate on the nomination of the Academic Board (*subject to availability and ratification at the December Academic Board*):

Professor John Carter

Professor Margaret Harris

Professor Ross McPhedran (*in place of Professor John Rosenberg who subsequently advised that he was not available*)

Professor William Schworm

Members appointed by Senate:

Mrs Renata Kaldor

Mr John McCarthy QC

Ms Valerie Pratt AM

Professor Sir Bruce Williams KBE

Pro-Vice-Chancellor (Humanities and Social Sciences)

Members ex-officio

The Chancellor

The Deputy Chancellor

The Vice-Chancellor and Principal

Professor Jocalyn Lawler (for Chair of Academic Board)

Members appointed by Senate on the nomination of the Academic Board (*subject to availability and ratification at December Academic Board*):

Professor Graeme Gill

Associate Professor Roslyn Arnold

Professor Colin Phegan

Professor Diane Austin-Broos (*in place of Professor Kevin Lee who subsequently advised that he was not available*)

Members appointed by Senate:

Mr Carl Green

Mrs Renata Kaldor

Mr John McCarthy QC

Mr Donald McDonald AO

Pro-Vice-Chancellor (Health Sciences)

Members ex-officio

The Chancellor

The Deputy Chancellor

The Vice-Chancellor and Principal

Professor David Cockayne (for Chair of Academic Board)

Members appointed by Senate on the nomination of the Academic Board (*subject to availability and ratification at December Academic Board*):

Professor Graeme Gill

Associate Professor Elaine Cornell

Professor Nick Hunt

Professor Stephen Leeder

Members appointed by Senate:

Dr Michael Copeman

Mr Donald McDonald AO

Ms Jacquie Stratford (*subject to availability*)

the fourth position to be decided by the Chancellor and Vice-Chancellor - Mr Peter Burrows

Pro-Vice-Chancellor (Sciences and Technology)

Members ex-officio

The Chancellor

The Deputy Chancellor

The Vice-Chancellor and Principal

Professor Ros Pesman (for Chair of Academic Board)

Members appointed by Senate on the nomination of the Academic Board (*subject to availability and ratification at December Academic Board*):

Professor Graeme Gill

Professor David Hill

Professor Gerry Wake

Associate Professor Patricia Armati

Members appointed by Senate:

Mr Ken Coles

Dr Ann Eyland

Mr Danny Sriskandarajah (*subject to availability*)

the fourth position to be decided by the Chancellor and Vice-Chancellor - Mr John Conde

- (11) endorsed the extensions of the appointments of Professor K Eltis as Acting Deputy Vice-Chancellor and of the Academic Group Pro-Vice-Chancellors to 2 March 1997.
- (12) as several Fellows expressed the view that the position of Dean of the Faculty of Agriculture should be advertised externally as well as internally, noted that the Vice-Chancellor would bring back a proposal, after further discussion with the Faculty, about the advertising of the position.
- (13) approved the establishment of the Centre for Health Economics Research and Evaluation Foundation with the constitution as proposed.
- (14) approved the appointment of the Law Extension Committee for a term of one year.
- (15) approved the endowment of the chair in the Basser Department of Computer Science and its proposed name of the "Sybase Chair in Information Systems".
- (16) approved the award of the title of Emeritus Professor to Professor G A Wilkes, effective 1 January 1997.
- (17) approved the recommendation that Mr I G Bowie be admitted to the degree of Master of Engineering ad eundem gradum.
- (18) noted the Vice-Chancellor's report on new Special Research Centres, ARC Fellowships and Australian Industry Postgraduate Awards (Industry) and resolved to congratulate the successful applicants from this University and those who helped make their success possible.
- (19) extended its congratulations to Professor T Smith on his election as a Fellow of the Australian Academy of the Humanities.
- (20) noted the progress report on building works in relation to:

Senate Room Refurbishment
Student Centre
Student Administration
Main Quadrangle
Information Centre
MacLaurin Hall
Conservatorium of Music
Great Hall

- (21) noted the Vice-Chancellor's report on planning in the University.
(22) noted the Vice-Chancellor's report on entry-level Alumni Awards for 1997.
(23) resolved to authorise the Vice-Chancellor to alter admissions policy, if the examination bans were not lifted and if their continuation would negatively impact on the 1997 admissions and enrolments round.
(24) approved an additional graduation ceremony for the Faculty of Education to be held at 9.30 am on Monday, 22 December 1997.
(25) approved the proposed amendment to Rule 2(a)(ii) of the Orange Agricultural College Student Association Rules.
(26) (i) approved the funding in 1997 of the thirteen projects listed in the report of the University of Sydney Cancer Research Fund at the level indicated; and
(ii) resolved that the Constitution of the University of Sydney Cancer Research Committee be amended as recommended to allow for the number of external assessors to be increased from two to three.
(27) noted the following list of those who have accepted Senate's invitation to receive an honorary award to date:

Honorary degrees

Mr Esmond Ross **Brown**, AM, PhC, FAICD FAIPM FPS, Governor of the Pharmacy Practice Foundation

Hon Degree: Master of Pharmacy

Ceremony: 11.30am on Wednesday 26 February 1997 (Pharmacy)

Dr Harold George **Cogger**, AM, PhD *Macq.* former Deputy Director of the Australian Museum

Hon Degree: Doctor of Science

Ceremony: 9.30am on Wednesday 26 February 1997 (Science)

Dr David Campbell **Glenn**, BSc(Med) MB BS, FRACS FRCS, Clinical Lecturer in Surgery, Senior Surgeon, Royal Prince Alfred Hospital

Hon Degree: Master of Surgery

Ceremony: 4.00pm on Thursday 1 May 1997 (Medicine)

Emeritus Professor James Patrick **Quirk**, DSc PhD *Lond.* Hon.DScAgr *Louvain, Melb. & W.Aust.* BScAgr, Honorary Research Fellow, Faculty of Agriculture, University of Western Australia

Hon Degree: Doctor of Science in Agriculture

Ceremony: 9.00am on Friday 30 May 1997 (Agriculture)

Mr Ian Alastair **Ramage**, BEc, FCIS FCPA, former Investment Officer, Accountant and Acting Bursar of the University

Hon Degree: Master of Economics

Ceremony: 2.00pm on Friday 11 April 1997 (Economics)

Professor Bernard **Smith**, PhD A.N.U. Secondary Teachers Cert. *NSW Dept of Ed.* Senior Associate, Department of Fine Arts, University of Melbourne

Hon Degree: Doctor of Letters

Ceremony: 11.30am on Friday 28 February 1997 (Arts)

Dr John Samuel **Yu**, AM, DCH *RCP&S* MB BS, FRACP FRACMA FAIM, Chief Executive of The New Children's Hospital

Hon Degree: Doctor of Medicine

Proposed Ceremony: 2.00pm on Thursday 1 May 1997 (Medicine)

Honorary Fellowship:

Mrs Rikki **O'Neill**, fundraiser for multiple sclerosis research at the University

Ceremony: 2.00pm on Thursday 1 May 1997 (Medicine)

Report of the Working Party to consider Awards for Excellence in Teaching

At its meeting on 20 May 1996, the Academic Board approved the appointment of a Working Party to review its Awards for Excellence in Teaching. The terms of reference were:

To review the purposes, operation and results of the Academic Board's Awards for Excellence in Teaching, including :

- methods for attracting and considering nominations;
- the composition and terms of reference of the Committee appointed by the Board to recommend awards; and
- the development of faculty-based awards for teaching subsequent to those established by the Board.

The Working Party comprised:

Professor Richard Johnstone (convenor)

Professor Jim Lawrence

Associate Professor Jackie Lublin

Honorary Associate Professor Brian McInnes

Associate Professor Richard Waterhouse

Ms Kate Beattie

Ms Louise Trott/Mr Kyle Oliver.

The Awards for Excellence in Teaching have been in operation since 1989. A maximum of five awards has normally been made in any one year. These Awards have served a very useful purpose, and have played a significant part in raising the profile and the importance of teaching and learning in the University. The practice of acknowledging the successful applicants at the appropriate Graduation ceremony has also played an important part in highlighting the significance placed by the University on these Awards.

During the period from 1989 to 1996 there have been 111 nominations for awards and 42 successful recipients (including 1996). Notwithstanding the continuing high profile of the Awards, and the emphasis the University places on them, there is some evidence that over time interest in the Awards has begun to decline. While the quality of applications remains high, they have tended to be fewer in number in recent years. It is possible that the introduction in some cases of faculty-based teaching awards, not linked in any structured way to the Academic Board awards, may have come to be seen as an alternative for some potential applicants.

Among other issues identified by the Working Party are:

- (a) the views held by some members of staff that the Excellence in Teaching Awards favour
 - (i) innovation over more traditional methods of teaching, however high the quality, and
 - (ii) individual teaching over group teaching
- (b) the continuing perception that the Excellence in Teaching Awards do not have a long-term impact on the individual career, and in particular do not have a significant role in contributing to an individual's case for promotion
- (c) the possibility that the current three year eligibility rule may be too stringent, particularly for contract staff
- (d) the demanding and time-consuming nature of the nomination and application process.

While the Working Party did not believe that all these views were necessarily accurate, members acknowledged the significance of the views as held by many people, and agreed that they needed to be explicitly addressed.

The Committee agreed that it was necessary to maintain the special character of the Academic Board awards, in particular the significance for the individual and his or her faculty of being the recipient of one of no more than five such University awards in any one year. While the development of faculty-based awards is to be welcomed, there continues to be a place for outstanding teaching to be recognised in a formal way by the University as a whole.

It was also agreed that more formal links needed to be established between faculty awards and the University awards, and that ways needed to be found to ensure greater student involvement in the evaluation of nominations. There should be an opportunity annually for members of the Committee appointed to consider nominations for the Awards to discuss and agree the methods of selection prior to embarking on that process.

RECOMMENDATIONS

The following recommendations cover all the issues raised with the exception of the common perception that recognised success in teaching does not necessarily lead to other forms of recognition, specifically promotion. While it was felt that this particular concern lay outside the brief of the Working Party, it was also felt there would be some benefit in further airing of this issue at the University level, possibly as a discussion item for the new Teaching and Learning Committee.

The Working Party **recommends** the continuation of the Academic Board Awards for Excellence in Teaching, with the following amendments or modifications:

- 1 that faculties should be encouraged to introduce, if they have not already done so, faculty-based awards for teaching excellence, which could be administered by Faculty Teaching Committees
- 2 that each faculty be invited to nominate annually up to three persons or teaching teams (see recommendation 3 below) for consideration for a University Award for Excellence in Teaching
- 3 that the application criteria and guidelines be modified to ensure greater clarity, and specifically to make clear that
 - (i) teaching teams are encouraged to nominate for the Awards
 - (ii) nominations which emphasise either innovation or more traditional methods of teaching are welcomed
 - (iii) the period of service required for eligibility is two rather than three years.
- 4 the Committee appointed to consider nominations for the Awards in future include both an undergraduate (nominated by the SRC) and a postgraduate student (nominated by SUPRA) rather than one student as is presently the case
- 5 The core documentation provided by nominees be no more than 15 pages (of 10-point type) and that supplementary video, film and/or computer disc material, etc., if included, should be directly pertinent to the application
- 6 the Committee appointed to consider nominations for the Awards schedule a preliminary meeting each year to consider the criteria and methods by which nominations will be reviewed.

Richard Johnstone

Statistical reports from the Academic Groups on retirements and resignations

2. Professional Faculties Academic Group

Retirements/Resignations

The following data represents the total numbers and age distribution of those who retired or resigned in the Professional Faculties Group B between 1 July 1995 and 30 June 1996

Resignations

Age	Number
to 19	
20 to 24	1
25 to 29	2
30 to 34	8
35 to 39	7
40 to 44	6
45 to 49	1
50 and above	4
Total: this period	29
Total: previous period (2 years)	14
Total: period prior to previous period	
Total: Three year total	43

Retirements

Age	
to 19	
20 to 24	
25 to 29	
30 to 34	
35 to 39	
40 to 44	
45 to 49	
50 and above	7
Total: this period	7
Total: previous period (2 years)	7
Total: period prior to previous period	
Total: Three year total	14

Statistics on Chair Appointments

The following data is representative of Group B between 1 July 1995 and 30 June 1996

Number of advertised Chairs for which a report was presented to the Senate Chair Appointments Committee: 1

Of these, the number for which:

- (a) No offer was made: nil
- (b) An offer was accepted: nil
- (c) Offers made were not accepted: nil
- (d) Offers are outstanding at the time of this report: 1

Applications Received	Australia	Overseas	Total
Male	5	12	17
Female	nil	nil	nil
Total	5	12	17

Number Shortlisted	Australia	Overseas	Total
Male	1	2	3
Female	nil	nil	nil
Total	1	2	3

Number of Offers	Australia	Overseas	Total
Male	nil	1	1
Female	nil	nil	nil
Total	nil	1	1

Number of Chairs taken up	Australia	Overseas	Total
Male	nil	nil	nil
Female	nil	nil	nil
Total	nil	nil	nil