Change management proposal-RSHA restructure

Briefing meeting

Professor Howard Morphy, RSHA Director
Monday 22 July 2013, Theatrette, SRWB, 1.00 - 3.00pm

College of Arts and Social Sciences
Summary

The Research School of Humanities and the Arts (RSHA) seeks to contribute to the University’s standing as one of the world’s leading research and teaching institutions in the humanities and creative arts.

To achieve this requires us to foster internal cooperation and develop the best possible structure to facilitate our scholarship and teaching.

An important aspect of this proposal is to further refine the organisational structure of RSHA in a way that will facilitate high quality research and ensure that our teaching and graduate supervision is informed by the highest quality research.

The proposal is about ensuring we can continue to excel nationally and internationally for many years to come.
Purpose of proposal:

• Primary aim to co-locate cognate disciplines, sub-disciplines and research centres into larger AOU’s
• To provide an organisational restructure to enhance intellectual collaboration and research productivity and better articulate research-led teaching with a more integrated and efficient delivery of administration
• To outline a formal change management proposal that affects SCI, SOA, SLS and IHUG
Background and informal consultation:

- 2010 Faculty of Arts disestablished and staff/disciplines merged into cognate groups, including merging areas of Faculty with the RSH to establish RSHA;
- 2010 reviews of School of Cultural Inquiry and School of Language Studies;
- 2011 Interdisciplinary Humanities Group (IHUG) established in RSHA;
- 2012 Centre for European Studies review and relocation from IHUG to RSSS;
- 2012 release of a discussion paper canvassing a restructure involving the School of Cultural Inquiry, the School of Language Studies and the School of Art in order to achieve a greater concentration of cognate disciplinary areas;
- This current proposal is made after due consideration being given to the reports of the working parties by the CASS Executive.
The proposal if accepted would result in:

- No changes to curriculum offerings
- No direct loss of staff positions
- Number of AOU’s in RSHA from 6 to 4
- Two headship positions disestablished without change to ongoing employment status
- Reallocation of administrative staff to support proposed structure, but no proposal for redundancies as part of this restructure
What the document covers:

• Formal change process
  – Purpose of change
  – The proposed outcome
  – Background

• Rationale and nature of change
  – Aims
  – Rationale for change
  – Possible effects on staff and staffing principles

• Consultation and implementation
  – Consultation process
  – Implementation process
  – Timetable
  – Contacts

• The University’s commitment
  – Representation
  – Status
  – Notification

• Appendix 1: TOR for RSHA Change Management Steering Committee
The proposed outcomes as outlined in the document:

• Establish a School of Languages and Literature, bringing together the current School of Language Studies and the School of Cultural Inquiry, excluding Art History. The School of Cultural Inquiry will be disestablished.

• Strengthen Art History and Art Theory through the integration of Art History from the School of Cultural Inquiry into the School of Art.

• Disestablish IHuG through the co-location of research centres wherever possible with AOU's to provide a strong sustainable base and enhance research capacity within the AOU, while recognising and preserving the governance and financial structure of the centres to ensure that they play an important interdisciplinary role across RSHA, the College and the University.

• Make more visible the emerging strength in Heritage and Museum Studies and locate it within the School of Archaeology and Anthropology which would be renamed the School of Archaeology, Anthropology, Heritage and Museum Studies.
What is the process?

Stage 1:

• 22 July- start of 2 week formal consultation period and release of draft proposal on website
• 22 July- notification to NTEU, ANUSA and PARSA of website and proposal
• Opportunity for staff and student discussion and to make submissions
• Engagement at local level by Heads of School with staff and students
• Staff discussion and student forum dates:
  – **RSHA staff discussion forum, Wednesday 24 July, 2013, 2.00-4.00pm**
    Conference room, 1.02 (Lower ground floor), Sir Roland Wilson Building, Bldg 120
  – **CASS student forum, Tuesday 23 July, 2013, 12.00-1.00pm**
    School of Cultural Inquiry Conference room, A D Hope building 14
• Please send written submissions to the email addresses below **before 5.00pm, Friday 2 August 2013**.
• Feedback and submissions should be emailed to [rshaconsult@anu.edu.au](mailto:rshaconsult@anu.edu.au)
• Student questions should be emailed to [rshastudentconsult@anu.edu.au](mailto:rshastudentconsult@anu.edu.au)
• If broad agreement within RSHA, then this will form the basis for a finalised structure and principles document- released by 3 September 2013
Stage 2:

- Establishment of operational working parties in respective schools
- “Change Management Steering Committee” and ongoing communication with staff and students
- Followed by 4 month period where broad organisational structure would be implemented on 1 January 2014
Following this meeting the document will be viewed from:


This website link will be emailed to all staff (you will need to be on the ANU network to view it)

- Feedback and submissions should be emailed to [rshaconsult@anu.edu.au](mailto:rshaconsult@anu.edu.au)
- Student questions should be emailed to [rshastudentconsult@anu.edu.au](mailto:rshastudentconsult@anu.edu.au)

Any questions?
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