RSHA Change management- Frequently Asked Questions: Staff

Composition of the steering committee-

1. Why isn’t a member of School of Cultural Inquiry included on the Steering Committee when it is a School with significant change occurring?

Membership of the Steering Committee is not representational and members are not there to represent their individual School. The Heads of Schools in RSHA jointly agreed on 2 nominees for the Steering Committee. Along with the School of Cultural Inquiry the draft document also includes a proposal to disestablish the Interdisciplinary Humanities Group and this School is also not included on the Steering Committee.

2. The Steering Committee should have representation from a HDR student and Art History staff.

There will be opportunities for all staff to become involved in the Working Parties during an Implementation stage and staff and students are encouraged to make submission to the Steering Committee.

No students will be represented on the Steering Committee; however there may be opportunity for student representation during the implementation period.

Timing of the consultation

1. Why is the consultation period being conducted during the first two weeks of teaching for the semester, when this is busy time for teaching and many staff and students will be unable to attend the discussion forums?

The launch of the consultation paper was timed to coincide with when staff and students were back at the University. The timing was designed to distinguish this process from the broader Budget Solutions process of consultation.

Disestablishment and establishment of Schools:

1. The document suggests that the School of Cultural Inquiry and the Interdisciplinary Humanities Group are to be disestablished with the creation of one new School of Language and Literature and a reduction from six to four AOU’s in RSHA. Doesn’t this also mean that the School of Language Studies will also be disestablished?
Yes, the School of Cultural Inquiry and School of Language Studies will not exist as separate entities. They will be replaced with a new School which is proposed to be named the School of Languages and Literature.

School nomenclature:

1. *How permanent is the new School name?*
   
The name of the new School is open for discussion.

2. *The nomenclature of the new School is going to be very important. At what point are the names going to be determined and at what point should staff comment?*
   
   Now is the time for staff to provide their comments and proposals.

3. *Is it possible to include Art History in a revised name for the School of Art?*
   
   Please include all suggestions for the potential re-naming of Schools in submissions to the Steering Committee.

Timeframe of the consultation process

1. *What does the consultation period mean? At what point is the proposal endorsed?*
   
The Steering Committee will work through the feedback and then in consultation with the CASS Executive and VC release an implementation plan on 3 September 2013.

   The consultation period time line will include:
   
   22 July – 2 August submissions received  
   5 August – 16 August submissions considered  
   19 August committee advises CASS Executive on recommendation  
   19 – 26 August consideration by the CASS Dean and Vice-Chancellor  
   3 September release of Implementation Plan

   Working Parties would be established following the release of an Implementation Plan.

2. *Has the VC already approved this document and these changes?*
   
The VC has approved the consultation process.