MINUTES

RSHA Change Management Steering Committee

MEET No. 4/2013
DATE/TIME Monday 12 August 2013 / 8.00 - 9.30am
VENUE CASS Meeting Room 3, Beryl Rawson Building (13)

Part 1. Procedural Matters

ITEM 1. Attendance:

Dr Nadine White (Chair)
Professor Toni Makkai
Ms Linda Addison
Associate Professor Kylie Message
Professor Jane Simpson

Apologies:

Professor Morphy

In attendance:

Ms Suzanne Knight

The meeting opened at 8.00am.

Dr White outlined the items for discussion at the meeting. These included:

- Taking into account the submissions, the Steering Committee needs to make a recommendation to proceed with the proposed structure; retain the status quo; or to recommend a modified approach;
- The development of implementation Working Parties and the general principles to guide their operation;
- The development of a management commentary to be posted on the website in response to the themed submissions.

ITEM 2. Minutes of previous meeting:

Minutes were accepted without changes.

ITEM 3. Matters arising and action items:

3.1. RSHA change proposal web site updated

This has been completed.
3.2. **CASS FAQ’s web page updated in relation to tutorials**

Ms Addison stated that the FAQ’s has been removed from the CASS home page and replaced with a statement in relation to the OVC review of tutorial arrangements in the College.

3.3. **Permissions for submissions to be placed on RSHA intranet**

Responses have been received and submissions with approval to publish will be placed on the RSHA change website.

**Action:** Ms Knight to coordinate the publication of submissions with CASS Marketing Office.

**Action:** Dr White and Ms Knight to follow up permission from NTEU to publish their submission.

**ITEM 4. Confidential items**

No items were discussed.

**Part 2. Matters for noting**

**ITEM 5. New submissions received**

New submissions were discussed. Ms Addison noted that the addendum to the IHUG submission was a consequence of her meeting with IHUG professional staff last week.

The committee noted that consideration would need to be given to working party engagement with IHUG staff once recommendations were made on location of IHUG centres.

**ITEM 6. Issues raised by submissions**

Concerns were raised regarding the potential conflation of changes to budgets for 2014 as a result of a decline in revenue and changes to casual sessional staffing and funding allocations which may result from the merger of schools.

**ITEM 7. Withdrawal of submission**

The withdrawal of a submission was noted.

**ITEM 8. CASS Course Delivery Review**

This matter has been dealt with. Some student submissions dealt with the RSHA change and CASS course delivery matters. It was noted that those submissions that commented on the change proposal would still be considered.

**ITEM 9. Summary log of submissions**

The updated summary log was noted.
Part 3. Other Business

ITEM 10. Other business and questions

10.1 Each of the proposed actions from the change proposal was considered and a recommendation was made:

1. *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.*

There was general support for this merger, however there were a range of views on the proposed location of Art History which are considered below under item 2. It was noted that there may be cultural differences between the two Schools. It was observed that locally this has been recognised and strategies are being developed to assist a merger. It was agreed that the naming of the school should be considered as part of the implementation process.

**Action:** Jane Simpson to provide advice on potential range of names for the School.

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

Professor Makkai tabled an email from Professor Morphy summarising the views on the integration of Art History into the School of Art.

The committee noted the range of views expressed in the submissions a matter which was discussed at length. Items discussed included:

- Art History staff has not broadened their collaborative engagement following the recommendation of the 2010 SCI Review;
- During 2013 the Art History department struggled to cover their teaching commitments due to a lack of critical mass in staffing;
- The SOA has a large cohort of PhD students which would benefit from a broader pool of supervisors; and
- Whether there may be a decline in of Art History student enrolments based on location.

The committee concluded that the lack of submissions from the SOA was inhibiting their deliberations given the support the SOA expressed for the merger during the Working Party process. It was agreed that the Head of the School of Art would be asked to lodge a late submission to the RSHA Change process. The committee will then reconvene to make a final decision on this matter.

**Action:** Professor Makkai to request the Head of the School of Art to make a late submission to the RSHA Change process.

3. *Disestablish IHuG through the co-location of research centres wherever possible with AOUss 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.*

The committee noted that the submissions were generally in support of this suggestion. However the committee agreed that each Centre may need to be considered individually as they may have differing needs and requirements.
Committee members after receiving from Ms Knight a themed summary of the submissions would provide Ms Knight with their views on the pros and cons of the relocation of each Centre and the suggested locations of each Centre. Matters to be considered in the relocation of the Centres include:

- The proposed location of the HRC; and
- The proposed location of the Freilich Foundation.

**Action:** Ms Knight to provide the committee with a summary of the themes and key issues raised in the submissions. Ms Knight to arrange a committee meeting on Friday 16 August to further consider the recommendations about Art History and IHUG.

4. **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.**

The committee agreed that the first part of this statement should be supported; however the renaming of the School at this point in time should not proceed.

10.2 Implementation Working Parties

The following proposed general principles for the operation of working parties were discussed:

- Budgets will continue to be allocated to Schools from the College, once the College is confident of its own central allocation.
- Funding will be directed to where it is earned.
- The HOS, in discussion with the Research School Director, will be responsible for the internal distribution of funding.
- Budgets will be published on the intranet.
- Funding for strategic research centres and research priorities will continue to be supported.
- Each School will be a single AOU with funding for project lines to be determined by the HOS in conjunction with Director and Dean.
- Identified project funding for research centres will continue and research centre budgets will remain separate to School operational budgets.
- HOS will be responsible for the distribution of casual sessional budgets and it is recommended a transparent allocation formula be developed based on student load.
- The process for the naming of the Schools will be recommended by the Steering Committee, with the full list of all suggestions to be noted and published.

10.3 A procedure for the establishment of working parties for implementation

It was decided that the process for establishment of the Implementation Working Parties utilised in the 2009 CASS Integration Project will be reviewed and where possible adopted for this change process.

It was recommended that the Steering Committee provide some guidance on the consultative approach to be used during the implementation stage, especially to counter any potential concerns, and to ensure that there is active consultation with affected professional staff.

10.4 The development of a management commentary

It was agreed that the submissions received should be themed and that a management commentary would be developed and published. This may note issues that are outside the proposed change process, such broader commentary on the budget allocation process and potential suggestions on Gender Studies.

The management commentary should also confirm the mechanism for continued feedback and comments. It was decided that staff and students can continue to communicate via the
rshaconsult@anu.edu.au email address and that comments will always be welcome. The Working Party reports and minutes will be uploaded to the RSHA Change website during the implementation stage.

ITEM 11. Next meetings:

Friday 16 August 2013, 10.00-11.30am, CASS Meeting Room 2, Level 3, (BRB).

Monday 19th August 8.00-9.00am, CASS Meeting Room 3, Level 3, (BRB). Professor Makkai will Chair the meeting scheduled for as Dr White will be absent.

Meeting closed at 9.30am.