Change management proposal - RSHA restructure

CASS Student forum

Professor Howard Morphy, RSHA Director

Tuesday 23 July 2013, Humanities Conference Room, A D Hope building 14, 12.00 - 1.00pm

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
• The proposal will build critical mass in cognate areas and make more visible academic areas of strength
• These changes are not designed to directly result in staff losses nor are there changes to the curriculum offerings
Background and informal staff 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;
• In response to discussion paper, working parties with independent chairs set up in August 2012, reported to RSHA Director in January 2013
• 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
- Some majors may be administered by a different School; eg. Gender, Sexuality and Culture will continue to be a major in the BA and be convened by the School of Sociology
- No direct loss of staff positions
- Number of School’s in RSHA from 6 to 4
- Reallocation of administrative staff to support proposed structure, but no proposal for redundancies as part of this restructure
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 meeting:
  - **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
- 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
- Student questions should be emailed to 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:


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Any questions?
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