Dear Colleagues

Firstly, thank you for the continued staff contributions to the Academic Organisation Re-Design Project. The amount of feedback and interest in the academic organisation re-design indicates how much staff value our University and its future. The following provides an update on the project, recapping the stages undertaken and addressing the next steps:

**Phase 1: Consultation**
A discussion paper with possible options for change was released on 4 May 2015, seeking input from all staff. Feedback was received through a series of staff forums, online posts and submissions from individuals and groups during May-June 2015. By the end of the consultation phase, some 18 discussion forums were held and 150 written submissions received. The high level of staff participation and contributions provided a wealth of commentary and suggestions for consideration in the next phase of the project.

**Phase 2: Analysis**
An analysis of the Phase 1 feedback was carried out during June-July 2015. The feedback supported the overarching proposal to flatten the University structure through the removal of the Faculty layer. The majority of respondents agreed/identified that there is capacity, and benefit in, re-aligning work currently undertaken in Faculties to other parts of the organisation. At its meeting of 24 June 2015, the University Executive unanimously endorsed progressing with the design of a new Academic Organisational Structure with Faculties to be dis-established and Schools being the primary academic organisational unit. To assist the design phase, a set of guiding principles were developed.

**Phase 3: Design**
The Academic Organisational Re-Design Project is currently in the design phase. As we approach the release of the change proposal, Council has approved matters within its jurisdiction which are outlined as follows:

- a. the establishment of Schools as the primary academic organisational unit;
- b. the disestablishment of ECU’s existing four (4) Faculties, 13 Schools, and related Executive Dean/Dean positions and the establishment of eight (8) new schools, the details of which will announced in due course;
- c. ECU Schools to be led by a senior academic role reporting directly to the Vice-Chancellor; and
- d. ECU’s South-West Campus be headed by a senior executive role reporting directly to the Vice-Chancellor as a member of the University Executive.

University Council approved, subject to the outcome of consultation under the Management of Change provisions of the Academic and Professional Staff Union Collective Agreement 2013, to proceed. The Academic
Organisation Re-Design project team is now focusing on developing the change proposal with the expected release date remaining on track for mid-September 2015. We will then move into the formal staff consultation period and staff consultation meetings on the proposed changes will occur. Further information regarding the schedule of consultation meetings will be provided in a separate communication in due course.

The next few months present great opportunity for the University to develop an academic organisational structure that will better position the University to achieve our strategic objectives. There will also be challenges as the impacts for individuals become apparent. Therefore, I encourage all staff to engage in the formal consultation process to ensure we work together in creating a University that is agile, resilient and student-focussed.

Arshad

Professor Arshad Omari
Deputy Vice-Chancellor (Academic)

25 August 2015

For further information regarding this notice, please contact 6304 2765.

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