Dear Colleagues

Last week a meeting of the University Executive discussed the initial analysis of the feedback received from the University community on a proposed Academic Organisation Re-design. The following overarching principles to guide the design phase of the project were endorsed:

1. The University’s academic structure will be flattened through the removal of the Faculty layer.

2. The number of Schools is to be reduced, to between 6-8.

3. The criteria to be applied in the development of proposed Schools will include:
   a. Sustainable EFTSL and FTE to support the overall teaching and research activities of the school and its disciplines;
   b. A combination of academic disciplines that will promote synergies and collaborative teaching and research, having regard for Fields of Education (FOE) and Fields of Research (FOR).
   c. For Schools with accreditation requirements, any potential impacts on accreditation must be assessed; and
   d. Where appropriate academic disciplines will be grouped to promote opportunities for newly formed schools to address issues of unit and course duplication supported by policy changes to require service teaching by relevant disciplines.

4. The unique characteristics of the Faculty of Regional Professional Studies will be considered in the reconfiguration of schools to ensure a sustainable future for the campus and professional opportunities for staff commensurate with the rest of ECU.

5. In establishing the parameters for the development, maintenance, and operation of research Institutes, the approach will be conducive to supporting strong working relationships and collaboration with the Schools (The primary location in which research staff are appointed at ECU).

6. Where a function previously residing in Faculties is realigned to a central service or a new central service is created the model of service delivery will wherever possible be delivered through a hub and spoke model.

7. The realignment of existing Faculty functions in the new structure will, where possible, reduce the need for geographical relocation.

8. Throughout this process the University will instigate measures to reduce potential job losses this may include variation of recruitment process to limit the field of applicants to internal only or to further restrict the pool of applicants to identified groups of internal staff. The University Staffing Strategies Committee will have oversight of processes so varied.
9. While aligning with ECU’s academic leadership policy, school leadership roles below the Head of School will not necessarily be identical in all schools, allowing for the varying requirements by size, discipline and activity mix.

10. The Vice Chancellor will be responsible for determining Head of School appointments which may be effected directly or competitively. The term of appointment will be negotiated on a case by case basis as will KPI’s for each appointee. At the conclusion of the initial term the Vice Chancellor may offer a second appointment term for up to five years or he may seek to advertise the role internally or externally to the University.

The Project Team has conducted preliminary analysis on the information obtained from the various discussion forums, Blackboard discussions and email submissions. The top five feedback responses received were in the following broad categories:

School Number/Structure  
Research and Research Institutes  
Benchmarking, Due Diligence and Governance  
Teaching and Learning Functions  
Student Information Offices

With over 150 submissions from a wide cross-section of the University community, we want to continue the momentum of staff engagement in this discussion. There are a broad range of key themes that have come through in the feedback which have been summarised and are available on the Academic Organisational Re-design website.

We will be exploring options with you in the near future on your preferred approach for hearing about the feedback we have received. Feedback is also welcome through the Blackboard website. The project team has committed to co-opting working groups for particular expertise and establishing an Advisory Group.

Arshad

Professor Arshad Omari  
Deputy Vice-Chancellor (Academic)

30 June 2015

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

This is an official Edith Cowan University Communication. Please do not reply to this message as the email address is not monitored.