

Workplace Culture Working Group



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Approach

- 12 meetings
- We are recommending actions, but have not taken on the role of developing detailed implementation
- The 15 assigned recommendations, plus the Gender Institute recommendation were discussed by the whole group to ensure a range of perspectives
- Have drafted responses against these 16 recommendations
- Regarding the Gender Institute and Higher Degree Research we have benefitted from valuable insights from the PVC (HDR) and GI Director
- Members note that all items recommended in the Nixon review represent good practice that is already in place in parts of ANU and other Universities, and that we need to learn from this experience



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R10 Allocate service commitments and administrative support fairly and transparently

- Allocations of teaching and service should be transparent
 - The distribution should be quantifiable via a publicised, local workload model
- Service should be quantified and recognised through performance criteria
 - Meeting service requirements should be a requirement for promotion
- All areas develop discipline performance criteria including activity and evidence of success which value the range of activity across education, research and service
 - Transparent and agreed performance criteria improve equity of evaluation



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R6 & R13 Expressions of Interest and Training

- The use of Expressions of Interest to fill leadership roles, secondments and cross-institution opportunities is necessary for equity and transparency
 - Widely used but should be institutionalised in policy and practice
- **We** support the enhanced Rights, Relationships and Respect @ Work training plan being rolled out from P&C
 - Visible encouragement from the University Leadership Group.
 - Moving beyond this to annual training for in person training with Respectful and Inclusive Communities (RAIC) every other year



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R5 Support to intl. students, particularly HDR

Before

- Accessible information (e.g. through ISIS)
- Personal contact (Buddy Buddy system)
- Help settling in (e.g. set4ANU)

During Candidature

- Accessible Information (e.g. one stop shop)
- Sense of belonging (e.g. cohort)
- Continuing support (Supervision and independent mechanisms)

After

- Accessible Information (e.g. one stop shop)
- Sense of belonging (e.g. Alumni events)



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Appropriate, tailored support should be given to all students domestic and international

R11 Improve practices in academic supervision

Central

- MHFA training (admin and academic decision-making)
- Independent oversight (throughout candidature)

Supervisor

- Tailored RRR training
- Encourage MHFA training
- More opportunities for women/ECR
- Supervision mentoring
- Tiered caps on supervision load

Local area

- Clear & anonymous reporting pathways
- Support the development of convenor and admin
- Student representation on committees (direct line to leadership)



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R9.4 Commit to ongoing secure funding for the ANU Gender Institute

- Recognise the Gender Institute's dual purpose to support academic research into all aspects of gender and sexuality, alongside research-informed practical support for gender equity and inclusion at the ANU
- The Gender Institute continue its important role in implementing grass roots initiatives in practice as part of a University wide program
- Bring the Gender Institute within the governance and support framework of University entities to provide stability of funding and support of mission
- Ongoing support should include a full-time director and administrator and ~250k for grants, facilitating increased visibility across ANU



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High Level Thoughts and Priorities

During its discussions of specific recommendations, the group has identified several broader overlying recommendations:

- **Culture as part of leadership training**
 - influencing positive culture be included within the leadership training curriculum
- **Effective use of culture surveys at local level**
 - Supports the renewed University-wide culture survey approach and recommends future input from senior local leaders to help identify actionable local insights



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High Level Thoughts and Priorities

During its discussions of specific recommendations, the group has identified several broader overlying recommendations:

- **Values and habits made visible and promoted**
 - Consult on and refine values to ensure they are meaningful, appropriate and tangible, and make them clearly visible
 - values clearly embedded into HR processes - Focus documents, hiring, academic promotions, disciplinary procedures, etc
- **Visible culture leadership**
 - leadership of equity and culture be given the same governance status as teaching and research
 - DVC level role, with Associate Deans and Associate Directors to enable sharing and accountability



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TEQSA Provider ID: PRV12002 (Australian University)
CRICOS Provider Code: 00120C

THANK YOU