



UNIVERSITY OF
CANBERRA
AUSTRALIA'S CAPITAL UNIVERSITY

BUSINESS MANAGER

UC Level 7/8 Salary Range: \$65,972 - \$82,673 pa
This is a full-time fixed-term position
Vacancy Reference No: 10/2146

The Institute for Applied Ecology requires an experienced administrator to manage its operations. We need someone with university qualifications, significant experience in managing people and financial processes, knowledge of university and research environments, experience in managing accountability and negotiation and communication skills of a high order. You need to be a self-starter who enjoys working under pressure with a close knit team.

For further information about this position please contact Karen Mow, on (02) 6201 5642, or email: recruit@canberra.edu.au

CLOSING DATE: 7 NOVEMBER 2010

The University is an EO employer offering excellent conditions and benefits including generous superannuation.

For more information on this position and how to apply, go to our website at <http://www.canberra.edu.au/jobs>

adcorp34463

PhD Scholarship Program 2011

School of Journalism and Australian Studies

Dynamic research scholarship opportunities are available at Monash University in the School of Journalism and Australian Studies in the Faculty of Arts. The School of Journalism and Australian Studies (JAS) is offering two scholarships to high achieving graduates to undertake a PhD in the fields of Australian Studies and/or Journalism.

Applications are invited in the following areas:

- Journalism and non-fiction media
- The Whitlam government
- War, media and memory
- Communications, media studies and new technologies
- Australian biography and biographical studies
- Journalism and the environment
- Journalism and social theory
- Tourism and mobility

Preference will be given to applications that explore aspects of both Journalism and Australian Studies.

Applications close on 5 November 2010.

Details of the application process can be found on the JAS website: www.arts.monash.edu.au/jas/research/scholarships

The scholarship includes a stipend \$22,500 per annum with access to additional funding for travel for research and conference attendance. For further information contact Carol Hinschen on (03) 9903 4039 or carol.hinschen@monash.edu



MONASH University

AFTRS

DIRECTOR OF EDUCATION PACKAGE CIRCA \$180,000 PA

AFTRS is Australia's national screen arts and broadcast school.

Located in the new state-of-the-art purpose-built facilities in Sydney's Moore Park, AFTRS has strong links with the industry and provides practical, production based industry relevant training aimed at meeting the needs of practitioners at all stages of their career.

As a senior member of the executive management team you will be jointly responsible for the leadership, policy and strategy development, and culture of AFTRS.

As Director your key responsibilities will be: developing, implementing and evaluating the Teaching and Learning Plan; advising on curriculum and overseeing the annual review and syllabus writing; managing the quality assurance process; chairing the Academic Board and being a member of other forums and committees; being responsible for the teaching creative practice program; overseeing the activities of Student Services, and developing related policies and procedures.

To be successful in this role you must have proven leadership and management skills, extensive experience in curriculum development and an understanding of the key issues in higher education and the creative industries. Relevant Post-graduate qualifications, teaching experience at the tertiary level and the ability to work collaboratively are essential.

Terms: This position is available on a three year individual contract. The appointment can only be offered to an Australian citizen or permanent resident. The remuneration package will be negotiated with the successful candidate.

Enquiries: Further information can be found at www.aftrs.edu.au or by contacting Human Resources on (02) 9805 6616 or 1300 365 464 (toll free).

Applications: Written applications addressing the selection criteria, giving full details of your experience and qualifications, and nominating 2 referees should be forwarded to:

The Head of Human Resources
Australian Film, Television and Radio School
PO Box 2286
Strawberry Hills NSW 2012

or emailed to shannonm@aftrs.edu.au
or faxed to (02) 9805 6510.

Applications close: 15th November 2010

The Australian Film, Television and Radio School supports workplace diversity.



Australian Government
Australian Film Television and Radio School

30 HIGHER EDUCATION

THE AUSTRALIAN, WEDNESDAY, OCTOBER 27, 2010
www.theaustralian.com.au/higher-education

A question of culture as well as structure

Ignoring the entrenched prejudices of further and higher education can lead to divorce

BRUCE MACFARLANE

IN 2004, Thames Valley University, a former English polytechnic based in west London, merged with Reading College, a further education institution (or TAFE). The merger was historic, creating England's first dual-sector university.

The talk was about providing seamless transition from further to higher education, intended to help widen access and reduce inequality as a result.

Yet, earlier this year, just six years later, came the announcement that further education at Reading had been divested.

The dual-sector experiment had been abandoned and TVU would be changing its name to the University of West London.

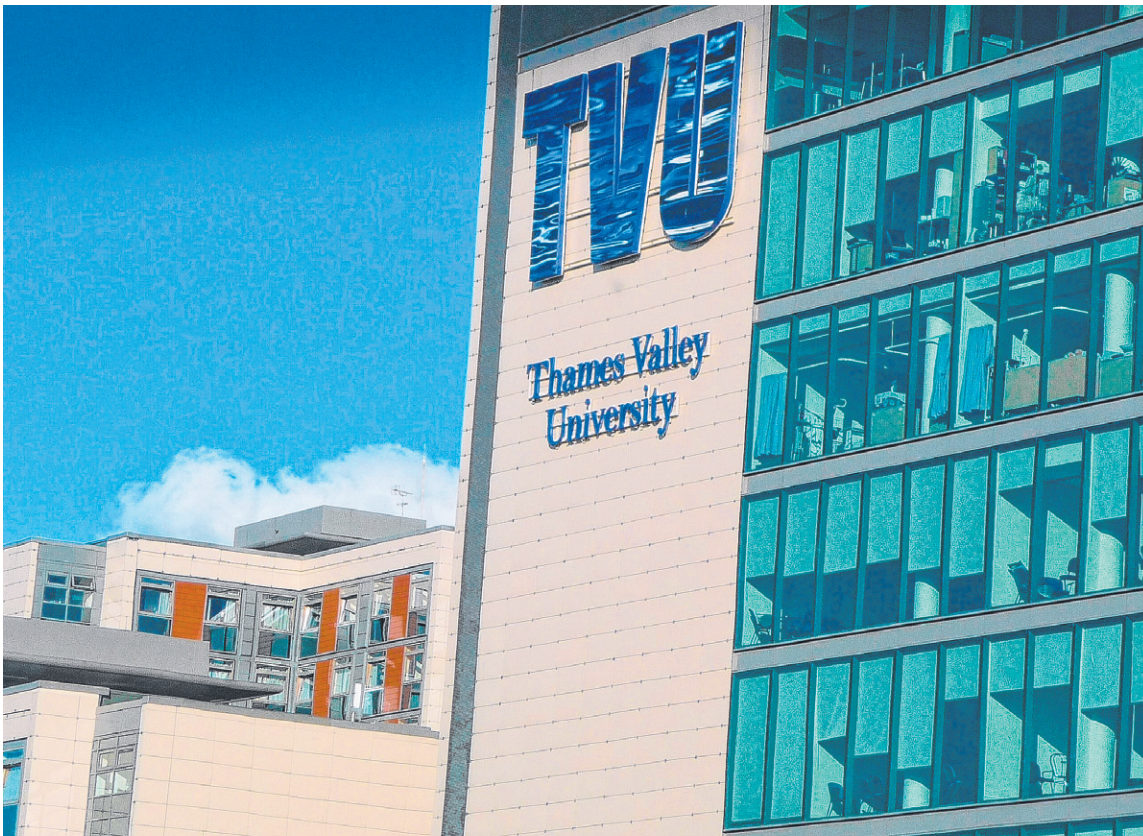
The conclusion of TVU's dalliance with a dual-sector identity coincides with discussions in Australia about how the five dual-sector universities here — Ballarat, Swinburne, RMIT, Victoria and Charles Darwin — can be made more cohesive and effective. This is the goal of the federally funded dual-sector collaboration project, led by Ballarat and Swinburne, an inaugural forum for which will be held in Melbourne this week.

What lessons can be learned from the TVU experiment?

The first, and most important one, is paying regard to the evidence of what works. When I started working for TVU in 2004, soon after the merger, it was clear that key decisions were being made without reference to the dual sectors in Australia or similar institutions elsewhere. Had this evidence been heeded TVU might not have chosen to create a single academic board and integrate further and higher education staff into the existing university faculties.

This big-bang approach made sense as a symbolic gesture but ignored the power of the entrenched cultures (and prejudices) of the two sectors. In reality, the integration was resisted on both sides and at subject level considerable separation was maintained.

A discussion paper produced by Ballarat and Swinburne shows that in Australia not one institution appears



Thames Valley University, in England, will no longer be a dual-service institution

committed to an overall integrated structure. Why? While some dual sectors have tried a more integrated approach in the past (such as RMIT), the paper puts its demise down to worries about the loss of the distinctive identity of TAFE as well as some local issues, often involving the capacity, or not, of individuals to work co-operatively (read academic snobbery).

Snobbish attitudes were rife at TVU. Further education staff felt excluded by the language of higher education and the cultural norms of university committees.

Yet many would have preferred to have been absorbed into a more elite institution. Some continued to encourage further students within TVU to apply to attend better known universities. So much for internal student progression from further to higher education.

This stubbornly showed little sign of improvement. In turn, higher education staff felt the institution's dual-sector status threatened their professional identity as academics, even though only a minority were research active and probably had more in common with staff from the former Read-

ing College than Oxbridge. However, self-image is everything and hard to change.

Academic snobbery tends to result in a process known as academic drift. Here, institutions mimic the patterns and practices of more successful or elite comparators, which is why many of the great English civic and American land-grant universities drifted away from their founding intentions to provide access-based technical and vocational education.

Academic drift is nothing new and oft repeated, such as in the 1970s when the polytechnics began to ape the curriculum and ingrained practices of Oxbridge.

A similar challenge faces the dual sectors. In British Columbia, Canada, a number of community colleges have been converted into university colleges and have now become universities. These institutions face a battle to retain their commitment to TAFE and avoid becoming simply wannabe research universities.

It is also important to consider the student perspective in all of this. Students based in Reading did not see studying higher education courses

many kilometres away as a local option, instead regarding TVU's competitors, such as Oxford Brookes University, as more convenient.

Moreover, the lack of a university environment at the Reading campus, where there was no student bar, for instance, fell short of their expectations.

The TVU story is a salutary reminder of how difficult it is to change the system. Despite the blurring of the divide between TAFEs and universities in terms of their curriculum, there are still different sets of operating assumptions about fundamental purposes, quality assurance regimes and career tracks for staff. Streamlining the regulatory differences between the sectors will help but won't resolve the cultural issues.

To quote Neil Garrod, former deputy vice-chancellor of TVU, "institutional structure is a question not simply of structure but of culture". We ignore this reality at our peril.

Bruce Macfarlane, associate professor for higher education at the University of Hong Kong, will speak at the inaugural Dual Sector Forum in Melbourne on Thursday and Friday.

MOVEMENTS

UNIVERSITY of Western Australia vice-chancellor

Alan Robson has announced his retirement. He has been with the university for more than 17 years, first as deputy vice-chancellor before moving into the top position, which he has held since 2004. An internationally recognised agricultural scientist, he is chairman of the Group of Eight and deputy chairman of Universities Australia. He is also chairman of the World Wide Universities Network which includes 16 of the world's leading research universities. He will leave at the end of next year.



BOND University vice-chancellor

Robert Stable is to retire. A former clinician, Professor Stable spent time with the flying doctor service. After moving into the public service, he was director-general of the Queensland health department from 1996 to 2004, before joining Bond as vice-chancellor. He will leave at the end of next year.



NEWSPAPER executive and editor

David Maguire has been appointed associate professor of journalism and media management at Murdoch University. He returned to Australia after more than three years in senior management and editorial roles with the English-language *Shanghai Daily* in China. He is also a former managing director of Perth's *The Sunday Times*.



JANE Farmer from the University of Aberdeen, Scotland, has been appointed head of La Trobe Rural Health School. She has worked at the University of Aberdeen since 1998, most recently as chairwoman of rural health policy and management at the University of the Highlands and Islands Millennium Institute.



THE head of the Diabetes and Cell Biology Laboratory at Baker IDI Heart and Diabetes Institute, **Peter J. Little**, has been made foundation head of pharmacy in the Health Innovations Research Institute at RMIT University, Bundoora. He will take up his position on November 1.



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- a variety of salary sacrifice arrangements.

SCHOOL OF LANGUAGES AND COMPARATIVE CULTURAL STUDIES

Following the external septennial review of the School in July 2010, the University of Queensland wishes to make up to three senior leadership appointments to the School of Languages and Comparative Cultural Studies. The School will appoint a Head of School at Professorial level and make up to two further appointments at Associate Professor level (level D), one in the area of Applied Linguistics, and one with a brief for research leadership in the school. Applicants with a suitable profile may apply for both of the level D positions and should note this intention in their cover letter.

Applications for the Head of School and Director of Research positions are invited from scholars working in any area of the School's teaching and research, including not only the school's specific disciplines but research and teaching clusters in Translation and Interpreting and in Comparative Literary and Cultural Studies.

HEAD OF SCHOOL

The role The Head will provide academic, research and administrative leadership to the School and engage with external organisations on behalf of the School and the University. Heads of School are responsible to the Executive Dean for the management of staff and resources and for the delivery of courses in programs offered by the Faculty of Arts and other Faculties. **Reference No.** 3012268

ASSOCIATE PROFESSOR IN APPLIED LINGUISTICS

The role To engage in the delivery of excellence in undergraduate and postgraduate teaching, postgraduate supervision and further development of the School's Applied Linguistics program. The successful candidate is expected to have and to maintain an international reputation in research, and teaching, and to further develop the national and international standing of the

School as well as taking a leadership role in administrative and other activities associated with the School and the Applied Linguistics Program. **Reference No.** 1115315

ASSOCIATE PROFESSOR (DIRECTOR OF RESEARCH)

The role To lead the future strategic research development of the School and to further develop the national and international standing of the School's research profile. The successful candidate is also expected to engage in the delivery of excellence in undergraduate and postgraduate teaching and postgraduate supervision and will thus have an international reputation in research and teaching. From appointment and for a period to be negotiated, the appointee will occupy the position of School Director of Research. **Reference No.** 1154365

Contact Obtain the position descriptions and selection criteria online. **Applications close** 30 November 2010

To apply: Go to www.jobsatUQ.net to obtain a copy of the position description and application process. UQ is an equal opportunity employer.



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA



AIM HIGH

We are a world-class university with a great track record in teaching and research. Our teaching prepares students to be work-ready achievers. We undertake research that makes an impact on the world. We are a people centred-organisation that cares about our staff and their development.

Faculty of Science and Information Technology School of Environmental and Life Sciences

LECTURER IN EARTH SCIENCES

Vacancy No. 1519

An exciting opportunity exists to join the Earth Sciences Discipline at Newcastle. You will be expected to contribute to the research undertaken by the Environmental and Climate Change Research Group within the discipline. The preferred areas of interest would include measuring and understanding climatic and environmental change, which could be addressed by: (i) modeling landscape evolution; (ii) unlocking the climatic record recorded by continental carbonates; (iii) measuring soil erosion and (iv) understanding and modeling the causes and impacts of hydroclimatic variability. The successful applicant must have a strong research background in the field studies of earth surface processes. To be successful in this role, you will have demonstrated excellence relative to opportunity in teaching and research supervision and competitive research grants.

Academic Level B \$74,732 to \$88,747 per annum, plus a generous employer superannuation contribution of up to 17%.

Applications close: Wednesday 24 November 2010

Faculty of Health School of Medicine and Public Health

NURSE EDUCATOR / CLINICAL SKILLS TRAINING MANAGER

Vacancy No. 1520

The successful candidate will be responsible for the management of the University of Newcastle section of the new Clinical Skills Facility (CSF) based at the John Hunter Hospital. The duties of the Nurse Educator/Clinical Skills Training Manager will include managing resources, equipment maintenance and coordinating training and assessment activities for medical students and School of Medicine and Public Health staff. Additionally, the Nurse Educator/Clinical Skills Training Manager will be expected to conduct training and assessment activities and coordinate clinical assessments at other Hunter Clinical School (HCS) sites, including Belmont, the Calvary Mater and Maitland Hospitals. This position is a full-time, fixed-term position for three years.

HEW Level 8 \$74,806 to \$87,273 per annum, plus a generous employer superannuation contribution of up to 17%.

Applications close: Wednesday 10 November 2010

Necessary additional information about the position including selection criteria and application procedure may be obtained by calling **02 4921 5266** or from www.newcastle.edu.au/service/employment.

The University of Newcastle values equity and diversity.

www.newcastle.edu.au/futurestaff



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