

From: Linda Gale [<mailto:lgale@nteu.org.au>]
Sent: Monday, 29 August 2016 7:41 PM
To: Pill, Stuart
Cc: 'catherine.pugsley@aheia.edu.au'; Renee Veal; Chambers - Johns C
Subject: AM2015/6 Objections to Dix and Nurka statements

Dear Stuart,

I write in response to your correspondence received late Friday in relation to Group of Eight objections to the statements by Drs Dix and Nurka.

I have attached the NTEU's response to the specific objections you have raised to the content of the statements.

As you will see, the NTEU has, for the sake of expediting proceedings, substantially conceded to all the objections raised.

In relation to the general concerns you raise as to whether the statements are properly in substitution for the statement of Dr McCarty, NTEU believes that the statements go to the subject matters raised in the statement of Dr McCarty, and are consistent with the terms of the directions issued on 18 July 2016.

This is even more clearly the case after the concessions as to content made in the attached table.

We trust that on the basis of these concessions, your objections to the two statements will be resolved.

Sincerely,

Linda Gale
Senior Industrial Officer
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Attachment: TABLE OF OBJECTIONS

Witness	Reference	Evidence Objected To	NTEU Response
Dr Michael Dix	Para 49	Whole Paragraph - "It is my understanding that SUT has obtained a direct financial benefit from research publications, including those of casual academic staff, and of course the university obtains the non-financial benefit of advancement to its reputation."	Objection conceded
	Para 51 (Page 15)	Part Paragraph - first sentence "and my colleagues", third sentence "and my close colleagues", all references to "we" - e.g. "we employ", "we know that", "we discuss with them", "we know the sessionals we supervise".	Objection conceded – will remove “and my colleagues” and “And my close colleagues” and change all references to “we” to “I” in order to retain direct evidence.
Dr Camille Nurka	Para 19 Attachment CN-11	Whole Paragraph and Attachment re Literature - "An investigation into excellent tertiary teaching: Emphasising reflective practice"	Objection conceded
	Para 20 Attachment CN-12	Whole Paragraph and Attachment.	Objection conceded

Witness	Reference	Evidence	NTEU Response
	Para 21 Attachment CN-13	Part paragraph and Attachment - "In a non-casual position I recently applied for with the University of New England, as a Lecturer in Sociology, I needed to demonstrate 'evidence of effective teaching and experience in the area of sociology of sex, sexuality and gender' (Attachment CN-13 is part of my application addressing the selection criteria, and confirmation of my shortlisting for interview. In order to provide this, I detailed my curriculum-development experience."	Objection conceded
	Para 22	Whole paragraph - "Both of these positions heavily emphasised teaching skills in their selection criteria."	Objection conceded
	Para 23	Whole Paragraph - "I reached the interview stage of the job application process for each of these positions. This is evidence that my demonstration of 'knowledge' of the field in my response to the selection criteria matched up with these universities' expectations of what is essential for effective or competent teaching."	Objection conceded
	Para 24	Whole Paragraph - "For the La Trobe position, one of the essential criteria stipulated that I must demonstrate 'knowledge of research in teaching and learning'. This demonstrates that it is becoming increasingly important for early career researchers, whether casual or not, to keep up with the latest trends in teaching theory and to apply them in our workplaces, including through publishing in teaching and learning journals."	Objection conceded

Witness	Reference	Evidence	NTEU Response
	Para 25	Whole Paragraph - "The teaching and learning literature thus informs not only university policy on best practice in teaching, but also the content and wording of academic role descriptions: research that defines what makes a good teacher is highly influential in universities in the formulation of the kind of duties an employee is expected to carry out in their teaching role."	Objection conceded
	Para 26	Part Paragraph - "No teacher ever simply arrives at knowledge and understanding of a subject. Knowing implies learning, which is always an evolving process. Therefore, casual tutors and lecturers, as an inherent part of our job, are expected to continually develop our knowledge of the field in which we are teaching."	Objection conceded, but will change "This expectation" in the next sentence to "The expectation to continually develop my knowledge of the field in which I am teaching", in order to retain meaning.
	Para 27	Part Paragraph - "When students are impressed by a teacher's knowledge of the discipline, they see a person who is an expert in their field."	Objection conceded
	Paras 33 to 34 Attachments CN-15 and CN-16	Entire paragraphs and all Attachments	Objection conceded
	Para 35	Whole paragraph after the first sentence - "If these teaching and learning units generally agree that an academic's own research activities are crucial to the ability to teach, and if university position descriptions reflect this in their requirement that the employee must have knowledge of the subject, then it is reasonable that casual academics be paid for our investment in research that will have a direct impact on our performance as teachers."	Objection conceded, but will remove whole paragraph as deletion changes meaning/context of what remains
	Para 36	Part paragraph - "tutors and lecturers in every stage of our careers"	Objection conceded, but will remove whole paragraph as deletion changes meaning/context of what remains

Witness	Reference	Evidence	NTEU Response
	Para 37	Part paragraph - "'Knowledge' as a requirement of teaching positions is not part of a person's character, but an ongoing cumulative achievement. It is thus a very important form of continual labour that needs to be acknowledged in the industrial contract."	Objection Conceded
	Para 44	Part paragraph - "but I know from what they have told me, and from messages I have received from them, that other tutors and lecturers certainly do."	Objection Conceded, but will remove whole final sentence as deletion changes meaning/context of what remains.