



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS
MICHAEL PETTERSSON MLA (CHAIR), ELIZABETH KICKERT MLA (DEPUTY CHAIR), MARK PARTON MLA

Inquiry into referred 2018–19 Annual and Financial Reports
QUESTION ON NOTICE

BEC CODY: To ask the University of Canberra

Ref: Annual Report

In relation to: Executive Management

Recently a lot of senior executive team members have either left or only just commenced their roles. What is the University doing to ensure a smooth transition and that it meets governance expectations?

Response

Change and renewal at senior management level in large complex organisations, and in sectors undergoing significant change, is not uncommon.

All senior appointments have an induction/orientation plan commensurate with the position, which is supported by the People and Diversity Portfolio through assigned internal partners. In addition, extensive systems, policy and frameworks are in place to guide and support the induction and transition of new senior staff.

How are new members of the senior leadership team being identified and selected?

Response

Senior Executive positions are filled through an open and competitive process with executive search support used where appropriate. Selection panels include representation internally, from members of the Governing Council, and senior external representation.

What is the impact of this high turnover on the University's strategic direction?

Response

There is no impact. The University's Strategic Plan, *Distinctive By Design, 2018 to 2022 (DbD)*, provides high level strategic direction as agreed by University Council and supported by the Executive, and indeed all staff. DbD is also supported by a range of subordinate plans and strategies including the management of risk.

Approved for circulation to the Standing Committee on Education, Employment and Youth Affairs

Signature:



Date: 5/2/2020

By the [name/title of Vice Chancellor]

Belinda Robinson