SCHOOL OF SCIENCE AND HEALTH WORK PLAN COMMITTEE ELECTION
CANDIDATE STATEMENTS
(Three staff to be elected)

As at the close of nominations the following valid nominations were received:

Dr Ricky SPENCER
Professor Andrew SHALLIKER
Dr Richard THOMAS
Dr Liza CUBEDDU
Associate Professor Pauline ROSS
Dr Antonio LAUTO

The following statements have been provided by the candidates. The order of the statements was determined by lot.

Dr Ricky SPENCER
(Science)

Senior Lecturer Zoology/Animal Science. Academic Course Advisor (Zoology/Biological Sciences/Environmental Sciences). Simple agenda for nominating- The current work plan document is too ambiguous, particularly if you have a significant research program. The Enterprise Agreement provides the template for a work plan, but school’s need to develop the detail. Many aspects of the current work plan document are straight from the EA and too simplistic or discretionary. We need to re-associate the work plan with career development and school research and teaching goals- This will also help identify where critical staff shortages occur in the school. Another aspect of the EA not met in 2012 was the Jan 1st deadline for work plans to be in place. The onus is on the committee to ensure the work plan document is circulated early enough for this to occur.

Professor Andrew SHALLIKER
(Science)

I have been an academic at UWS since 1999, appointed at Level B. Since that time I have transitioned through Levels C and D, now at Level E. I am research active with a strong group in the field of analytical chemistry. I have taught at all levels in the undergraduate programme, as well as at post-graduate level. I have also worked at Hawkesbury and Parramatta, where I currently reside. Due to my broad range in experiences in teaching, research and across each of the academic levels my skills would be a valuable asset in the organisation of an appropriate work plan that addresses the needs of all academics in a fair and equitable manner.

Dr Richard THOMAS
(Science)

I am a Senior Lecturer in Chemistry and Forensic Science based at the Hawkesbury Campus and a member of the NTEU. The workplan policy for the School of Science and Health is one of the most important means for establishing an equitable and fair system of work distribution across the disciplines in the School. As part of the committee, I would continue
to argue for the development of workload policy that enshrines the true measures of actual
time taken to complete the work required of an academic within the School and one that
allows academic staff adequate time in the three areas recognised for career development. I
have experience of being on two workplan committees, firstly within SFH and then SSH. In
both instances I have been and forceful advocate for the establishment of a fair and
equitable system that works for the benefit of all academic staff.

Dr Liza CUBEDDU
(Medical Science)

I teach into the Medical Science/Science program and my research falls in the broad area of
Biochemistry and Cell Biology.

I work hard in both research and teaching. I believe that both these aspects of my
appointment bring fruitful gains to our department.

I also believe that by continuing to strengthen the research profile of our department will
have direct and positive effects on undergraduate student outcomes. It will also allow us to
attract and retain a higher proportion of high quality HDR students; this will feed back into
creating a superior research and teaching environment in our School.

Associate Professor Pauline ROSS
(Science)

I am an Associate Professor in Biology and was previously Associate Head of School
(Learning and Teaching). In this prior position I was nominated to chair the meetings to
determine the workloads for the biology discipline. I believe workloads need to be equitable
and transparent to create a positive and collegial workplace. In this role I would argue for
research loads to recognise past and future aspirations and teaching loads (at
undergraduate and postgraduate levels) to reflect more clearly this time consuming task. I
am a member of the NTEU and I am committed to representing the position of staff outside
the committee and working as a team member with other staff elected into this position.

Dr Antonio LAUTO
(Medical Science)

I am a Senior Lecturer in Medical Nanotechnology and I have been a member of the Health
and Safety Committee for the former School of Biomedical Sciences in the recent past. I
would like to be part of the Work Plan Committee to insure the School Policy includes all the
academic activities that are listed in our Academic Staff Agreement: we have rights along
with duties. I am a member of the NTEU.