Summary – Impact of the staffing restructure at the Elder Conservatorium of Music

The new structure is designed to assist the Elder Conservatorium of Music to build on its areas of strength and to enhance and develop programs that are in line with the needs of current and future students and the music industry.

Centre for Aboriginal Studies in Music (CASM)

- The one-year Foundation Year program will be retained in CASM. Music-specific aspects of the courses and program will continue to be delivered by staff based in CASM and the Elder Conservatorium of Music. In addition, new courses in Indigenous and world musics at Bachelor level will be developed by CASM and other Elder Conservatorium staff, and will be available to students across the Conservatorium and the wider University.
- Students made offers to the CASM Foundation Year will be offered, on entry to the Foundation Year, guaranteed entry into the Bachelor of Arts, subject to satisfactory completion of the Foundation Year, and/or conditional entry to the Bachelor of Music, subject to satisfactory completion of the Foundation Year and other usual Bachelor of Music entry requirements (including audition/interview).
- Students currently enrolled in the CASM Foundation Year who successfully complete all Foundation courses by the end of 2016 will be offered a place in the Bachelor of Music (subject to audition and other usual entry requirements) or the Bachelor of Arts.
- Students currently enrolled in the CASM Diploma and Advanced Diploma will be given the opportunity to complete their studies and graduate with these awards. Alternatively, they will be able to transfer to the Bachelor of Music, subject to usual audition and other entry requirements, or to the Bachelor of Arts.
- Visits by Elders to CASM will continue as part of the new course and program structures. In addition, opportunities for outreach and field trip experiences for CASM students will be increased.
- In addition to the new CASM Level D/E Directorship and the Level A/B continuing position available to current CASM staff, a Level A academic position will also be available for current CASM staff in order to teach out the Diploma courses in 2016.

CLASSICAL VOICE

- The title for the proposed Conducting & Ensemble studies portfolio area will be changed to Voice, Opera, Conducting & Ensemble (VOCE).
- The Elder Conservatorium of Music is in discussion with a number of professional and industry partners about the innovative and collaborative delivery of our programs. These discussions are most advanced with the State Opera of South Australia re delivery of classical voice training and the possibility of collaborations on the delivery of annual productions, including stagecraft and chorus/ensemble training, aural, choral and conducting training and a much-enhanced language and diction for singers program.
- One to one classical voice studies will continue to be offered in the Bachelor of Music and postgraduate programs, with access by students to a choice of classical voice teachers.

OTHER

- The position in Classical Performance Level B Violin will now be Level B or C Violin.
- The Level A Woodwind 0.4 FTE will be broadened to a Wind position.

SUMMARY OF THE STAFFING CHANGES

- There will be job losses as a result of the proposed changes due to the removal of VET funding and the cessation of Diploma programs. There is provision to teach out courses to ensure that current Diploma students are able to finish their studies.
Given the planned retirement of several staff over the next 12 months, there have been changes to strengthen the teaching capability and quality within the Elder Conservatorium of Music.

There are a number of new positions that will replace vacancies over the next couple of years created by planned staff retirements. While a couple of these positions will be Level A or B Scholarly Teaching Fellows the majority will remain as general academic Level A, B or C positions. All positions will retain expectations of ongoing teaching and research / creative practice activities and outcomes.

There is an expectation that all academic staff will be able to teach into at least two portfolio areas, one of which is their area of specialisation. This may also include teaching into a course within the Faculty, but could also include ensemble studies, studio pedagogy, and guest lectures in music history, theory and music industry areas.

There are no changes proposed to casual roles. Casual staff will be eligible to apply for any positions that are not filled by current continuing and fixed term academic staff directly affected by this major change process.

The changes within CASM include:
- The creation of a new Director position, Level D or E, reporting to the Director, Elder Conservatorium of Music. This position will be advertised internally within the Conservatorium and the Faculty in the first instance. The position will lead CASM and, in addition, oversee a new National Centre for Aboriginal Language and Music Studies: the NCALMS Directorship will rotate after 2 years to another group member of NCALMS (currently proposed to be the Mobile Language Team and the Kaurna Warra Pintyantithi Team in the School of Humanities). The Level D or E position will retain the CASM Directorship once the NCALMS directorship has rotated to Humanities.
- There will be a reduction in the number of staff within CASM due to the cessation of the two Diploma programs. This will result in the disestablishment of the five current positions (four Level A and one Level B). All current CASM staff will be able to apply for new or vacant positions within CASM and the Conservatorium. Casual CASM staff are not affected.
- The Level A or B is a new continuing academic position and will be advertised within CASM.
- The Level A is a new fixed term academic position that will be available until 1 December 2016 to assist with the teaching out of CASM Diploma courses. The position will be advertised within CASM.
- The changes due to the cessation of the VET program and associated funding include:
  - The disestablishment of one Level C (1.0 FTE) position and two Level B (2 x 0.5 FTE) positions. Existing pre-retirement contracts will remain in place until their end date. Incumbents not on pre-retirement contracts will be able to apply for new or vacant positions within the Elder Conservatorium of Music.
- The proposed changes in Classical Performance include:
  - The Level D position (incumbent retiring) will be replaced with a new Level B or C Violin. This position will contribute to teaching and research / creative activity within the Classical Performance portfolio and will also be expected to teach into at least one other portfolio area of the ECM or another area of the Faculty.
  - The two Level B Voice positions (1.0 and 0.5 FTE) will be disestablished. The current incumbents will be able to apply for new or vacant positions within the Conservatorium.
  - The Level D in Voice will lead the new Voice, Opera, Conducting & Ensemble portfolio area with two reports: a Level A or B (0.6 FTE) Conducting and a Level A or B continuing academic staff member (0.4 FTE).
  - The Level A or B (0.6 FTE) Conducting is a new position. It will be advertised both internally and externally. This position will also be expected to teach into at least one other portfolio area of the Conservatorium or another area of the Faculty.
  - The Level A or B (0.4 FTE) is a new position in the Voice, Opera, Conducting & Ensemble portfolio that will replace the Level A (0.4 FTE fixed term) in Classical Performance and will be advertised internally in the first instance. This position will support the development of classical ensembles in VOCE and will also be expected to teach into at least one other portfolio area of the Conservatorium or another area of the Faculty.
  - The Level A or B (0.5 FTE) Guitar is a new position designated as Scholarly Teaching Fellow. This position will be advertised internally in the first instance to casual staff.
This position will contribute to teaching and creative activity within the Classical Performance portfolio and will also be expected to teach into at least one other portfolio area of the Conservatorium or another area of the Faculty.

- The Level A or B (0.4 FTE) Wind is a new position designated Scholarly Teaching Fellow. It will be advertised internally in the first instance to casual staff. This position will contribute to teaching and creative activity within the Classical Performance portfolio and will also be expected to teach into at least one other portfolio area of the Conservatorium or another area of the Faculty.

- The changes in Jazz Performance include:
  - The Level C position (retiring) will be replaced with a Level A or B new position (either one 1 FTE or two 0.5 FTE) at the time of the planned retirement. The position(s) will be advertised internally in the first instance. The position(s) will contribute to teaching and research / creative activity within the Jazz Performance portfolio and will also be expected to teach into at least one other portfolio area of the Conservatorium or another area of the Faculty.

- The proposed changes in Music Education and Performance & Pedagogy include:
  - The Level C position will be disestablished at the time of the planned retirement and the Music Education portfolio merged with Performance & Pedagogy.
  - The VET funded Level C (1.0 FTE) will be disestablished at the time of the planned retirement.
  - The VET funded Level B (0.5 FTE) position will be disestablished as of 31 October 2015. The incumbent will be able to apply for new or vacant positions within the ECM.
  - The Level A or B (0.5 FTE) Music Education is a new position. This position will contribute to teaching and research / creative activity within the Music Education & Studio Pedagogy portfolio and will also be expected to teach into at least one other portfolio area of the Conservatorium or another area of the Faculty. The filling of this position on a continuing basis will be held over until the State government decision on recognised teacher qualifications.

- The change to Popular Music & Creative Technologies includes:
  - All positions will contribute to teaching and research / creative activity within the Popular Music & Creative Technologies portfolio and will also be expected to teach into at least one other area of the Conservatorium or another area of the Faculty.

- The change to the Sonic Arts includes:
  - All positions will contribute to teaching and research / creative activity within the Sonic Arts portfolio and will also be expected to teach into at least one other area of the Conservatorium or another area of the Faculty.

- The change to Composition includes:
  - The VET funded Level B (0.5 FTE) position will be disestablished as of 31 October 2015. The current incumbent will be able to apply for new or vacant positions within the Conservatorium.
  - All continuing positions will contribute to teaching and research / creative activity within the Composition portfolio and be expected to teach into at least one other area of the Conservatorium or another area of the Faculty.

- The change to Musicology includes:
  - Musicology and supporting studies will continue to be offered. All positions will contribute to teaching and research / creative activity within the Musicology portfolio and be expected to contribute to at least one other area of the Conservatorium or Faculty.

With the exception of the new positions in violin and conducting, all positions will be advertised internally in the first instance.