Welcome to ACU: Our Distinctive University

This chapter orients new teachers at ACU to the University Mission and our organisational structure.

Acknowledgement of Country



It is our custom at ACU to begin proceedings with an acknowledgement of country. In recognition of Aboriginal and Torres Strait Islander peoples spiritual connection to Country and in continuing ACU's commitment to Reconciliation, we acknowledge the First Peoples, the traditional custodians of Country where ACU campuses are located. Each of these nations has faithfully cared for Country for thousands of years. We respectfully acknowledge our Elders past and present and remember that they have passed on their wisdom and their spiritual connection to us in various ways. Let us hold this in trust as we work and serve our communities.

We recommend to play the Welcome to Country video in your first session with your class. Below are the links to the Welcome to Country for each campus.

- Welcome to Country Ballarat
- Welcome to Country Brisbane
- Welcome to Country Canberra
- Welcome to Country Melbourne
- Welcome to Country North Sydney
- Welcome to Country Strathfield

The ACU Mission

ACU's <u>Mission</u> commits the university to the pursuit of knowledge, the dignity of the human person and the common good. ACU offers a unique <u>core curriculum</u> that is integrated across all our courses of study and promotes empathy, engagement and the courage to make a difference for our students. Our university prayer is our customary expression of our Mission and is also shared at our meetings.



The University Prayer

God of all truth and goodness, bless us as we gather here at Australian Catholic University. May we be strengthened in mind and heart to pursue what you inspire, with insight and deliberation, that our world may advance. In true wisdom and justice for all: Through Christ our Lord.

Amen

IMAGE: Saint Mary Mackillop, 2013 | Louis Laumen, Australian (1958-) | Bronze ,ACU Art Collection, Melbourne campus

University Structure

ACU has four Faculties and multiple research institutes. Explore our Faculties and Research Institutes:

- Faculty of Education and Arts at ACU
- Faculty of Health Sciences at ACU
- Faculty of Law and Business at ACU
- Faculty of Theology and Philosophy at ACU
- Institutes, academies and centres at ACU

To get an overview of ACUs Organisational areas normally called Directorates (the departments, offices, units and teams that ensure the day-to-day running of ACU) as well as the people that make these up these teams you can click on the following links:

- Organisational structure at ACU
- Directorates About ACU

ACU Staff Website

The <u>ACU Staff Website</u> can be accessed from the University's public site. The staff website provides you with comprehensive University and campus wide information and access to systems, services, tools and resources to support you in your work.



This includes:

- Staff Connect HR system
- Service Central
- Timetabling information
- Learning and Teaching information
- Campus and amenities maps
- University policies and procedures
- Student Administration systems (such as Banner, Student Connect and Tutorial Direct)
- and a range of other tools and services.

Where do I go?

The following links take you to campus locations and amenities maps for each ACU campus.

- Ballarat
- Blacktown
- Brisbane
- Canberra
- Melbourne
- North Sydney
- Strathfield
- Rome
- ACU Online

When do I go there?

ACU has two standard semesters per year but also offers a range of other study periods. These are listed link below for 2024 and your contract should clarify for you the exact dates for the coursework that you are teaching.

Study Period 2024

Safety on Campus

What do I do in case of an emergency?

For **general emergencies**, please call the ACU emergency line:

- "8888" from an internal ACU phone
- 1300 729 452 from an external/mobile phone
- Use the SafeZone app to contact National Security Centre directly

You can download the SafeZone app to your mobile device at http://www.safezoneapp.com./

In a **life-threatening situation**, please call "000" immediately. After ringing triple zero, please report the incident to the National Security Centre by dialling "8888" (from an internal ACU phone) or 1300 729 452 or use the SafeZone app.

For more information, please visit the ACU Website.

Getting started

How do new continuing, fixed term, and sessional staff members get a staff identification (ID) card and an ACU email account?

After accepting your employment offer, new sessional or continuing staff members will receive **Network Account Information** which contains details about your ACU network and email account.



How do I get my staff identification card?

In most campuses the Staff ID enables access to facilities, amenities and services such as the library and printing. Once you accept your offer, you will receive a confirmation of offer email that contains a link that generates an email to the National Security Centre (NSC) inbox.

You are instructed to email the NSC and provide:

- Full legal name
- Preferred name
- Passport quality photo
- Start date

If you have accepted a new continuing, fixed term, or sessional employment offer but have not completed this process already, please send the above to ACUSecurity@acu.edu.au

More information on how to complete this request is <u>here</u>.

This email enables the NSC to generate the new ID card, which will be available for the new staff member to collect from the Campus Concierge Desk on your start date.

Staff are required to produce photo identification when collecting ID cards.



Once you have an active ACU account, you will be required to complete <u>induction</u> <u>training</u> that is provided by ACU People & Capability (previously HR) covering important topics such as safety, inclusion, privacy and critical incident responses. You will receive email requests to complete this online training and your training record will be updated as you progress through this material. ACU P&C also provide useful onboarding information that is relevant to all new ACU staff in their <u>ACU</u> Resources Guide document.

Getting help

How do you get help at ACU?

Service Central

Service Central is a single location for staff to access the information and services they require throughout their employment with ACU.



You can receive help from the following areas of the University through Service Central:

- People and Capability
- Properties and Facilities
- Information and Communication Technology
- Finance
- Marketing and External Relations (MER)
- Office of General Counsel (OGC)
- Governance
- Student Administration
- Data Analytics and Strategic Insights (DASI)
- Digital Education

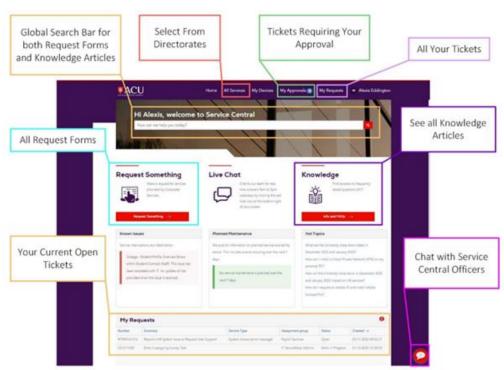
Using Service Central

Service Central allows staff to receive help at any time via our knowledge base and service forms, and you can chat or talk to our officers during our opening hours:

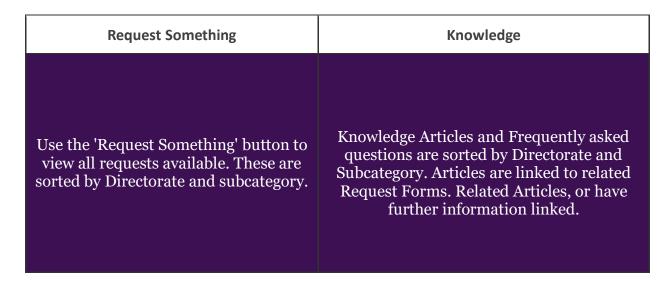
- 1. Find an answer to your question via the searchable knowledge base.
- 2. Make on-line Service Requests via the Service Central Portal
- 3. Call Service Central on (07) 3623 7272 Opening hours located here.
- 4. Chat to a Service Central Officer by clicking on the following icon at the bottom right of any page of the portal. (9am 5pm Monday to Friday)

The Service Central Portal

The Service Central portal is the main hub for all corporate service requests and information. There are over 250 requests forms from 12 directorates, and over 1500 knowledge articles available to staff.

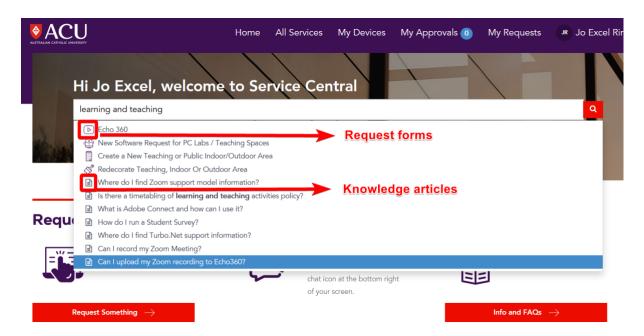


Use the search bar to look for Requests Forms and Knowledge Articles. Requests forms will appear with an icon to the left of the request, Knowledge articles will show with a document icon.



This <u>short video</u> details how to use the Service Central portal as a requestor.

The key area to begin with in Service Central is the global search bar below. Try searching for key words or phrases that will provide you with the knowledge, links or online service forms that you may require for your work.



For a list of useful forms, links and knowledge articles tailored for new teaching staff, please click the button below.

Knowledge Base for new staff

Getting paid

This section explains how sessional teaching staff are remunerated.

How am I paid?



Academic Pay Rates

<u>The ACU Employment of Academic Staff Policy</u> describes the expectations and remuneration arrangements for sessional teaching staff (please note that a new EBA will be introduced early in 2023). Full details of ACU pay, conditions and benefits can be accessed here.

ACU Online pay and conditions is explained <u>here</u> (can only be accessed with a Canvas account)

Once you are formally contracted, your records including pay, training, leave and so on can be accessed at Staff Connect which is a 'quick link' on the staff webpage. The sessional teacher hourly rates are inclusive of a 25 per cent loading which is paid in compensation for the casual nature of the appointment and in lieu of all paid leave entitlements including personal leave, public holidays, annual leave and annual leave loading and long service leave (other than where, in accordance with the Fair Work Act 2009, an applicable award or a State Act provides an entitlement). A sessional academic staff member will be paid on a fortnightly basis in line with the

A sessional academic staff member will be paid on a fortnightly basis in line with the formal delivery of lectures, tutorials, clinical education and musical accompaniment and other academic activities undertaken, as per the Sessional Work Schedule.

Structure of Casual (Sessional) Academic Rates

There are two basic casual academic payment rates:

- a standard rate
- a higher rate which is paid if the sessional staff has a doctorate or is LIC of a uni

Sessional academic staff are remunerated at an hourly rate of pay for the delivery of lectures and tutorials and the provision of associated work such as: preparation, student consultation and/or in class marking. The structure of lectures, tutorials, repeat tutorials are determined by the Employment of Sessional Academic Staff Policy. Below table outlines the normal sessional academic workload:

Preparation for lectures and tutorials include:

- Researching material for a lecture or tutorial
- Writing notes/developing PowerPoint presentation for lectures
- Preparing materials and teaching/learning activities for tutorials
- Preparing materials for posting onto the LMS (LIC)
- Updating unit outlines and reading lists (LIC)
- Meeting with the LIC/tutors to discuss the unit
- Consulting with the Course Coordinator to discuss the program or particular student

Student consultation

Student consultation will normally occur at the rate of at least one-half hour per week in total for each hour of lectures or tutorials given (including repeat lectures and tutorials). This may include consultation:

immediately adjacent to lectures or tutorials;

at regular times each week;

through an "open door" policy; and/or

through email correspondence.

Sessional rates of pay are derived from ACU's Enterprise Bargaining Agreement 2017-2021

Marking

Sessional staff are expected to mark the work of students in their tutorials unless other arrangements are made with the lecturer-in-charge.

- Marking contracts are issued and paid separately to teaching contracts.
- Contracts for marking are based on:
 - 1. type of assessment

- 2. weighting of assessment tasks
- 3. number of students marked

Individual assessments: Marking payment is calculated on a per student basis of one hour per student per unit. One hour is broken down according to the % weighting of the task involved. For example, if there are three assessments: o assessment 1 (20%) = 20% of 1 hour = 12 min marking time per student

- assessment 2 (30%) = 30% of 1 hr = 18 min marking time per student
- assessment 3(50%) = 50% of 1 hr = 30 min marking time per student
- 100% weighting for marking = 1 hr marking

Group assessments: Marking for group assessments are calculated by the number of groups and not student numbers

There is no payment for presentations marked during the class. These are covered by the tutorial payment.

Marking payments will be scheduled in the week the results are due except for contemporaneous marking as specified by lecturer-in-charge.

Superannuation

ACU provides generous superannuation benefits to assist in providing you with financial security during your retirement.

The University pays 17% employer superannuation contributions to eligible continuing and fixed-term staff and other staff receive contributions at the superannuation guarantee rate.

We provide staff with choice of fund in accordance with relevant legislation, however the University's nominated default superannuation provider is UniSuper.

For more information about superannuation at ACU, refer to our <u>Superannuation</u> <u>Policy</u> or visit <u>Service Central</u>.

Questions about your pay?

If you have questions with regards to your pay or contract, please lodge a request via Service Central - Pay.

Teaching and Learning Excellence at ACU

Principles

Here at ACU, we're dedicated to excellence in teaching. Seven learning and teaching principles guide our approach as an academic institution.

These seven principles ensure all our students learn in an environment that's equitable across campuses, uses the most up-to-date teaching methods, and balances practical learning with theoretical frameworks.

Principle 1: Excellent teaching provides an engaging learning experience

Principle 2: Excellent teaching integrates scholarship and research

Principle 3: Excellent teaching involves diverse community cohorts and <u>inclusive</u> <u>learning environments</u> and <u>curricula</u>

Principle 4: Excellent teaching provides <u>enriched learning</u> and <u>teaching</u>, <u>cocurricular support</u>, and <u>technology-enhanced learning</u>

Principle 5: Excellent teaching develops knowledge, skills and <u>personal values</u> developed through <u>active learning</u> and real-world experiences

Principle 6: Excellent teaching supports and develops critical reflection and <u>continuous improvement</u>

Principle 7: Excellent teaching is <u>consistent</u>, <u>comparable and equitable in curricula</u> delivery across the national University

An example of relevant resources selected from the extensive resources provided by the <u>ACU Centre for Education and Innovation</u> are linked to these principles.

Centre for Education and Innovation

The Centre for Education and Innovation is a team of dedicated academic and professional staff able to facilitate and support learning and teaching across the University.

The CEI website provides access to important ACU-wide policies and regular communications regarding teaching and learning. The CEI Professional Learning Program provides structured learning pathways for teaching and teaching support staff at ACU to develop their knowledge and skills and attain recognition through fellowships, qualifications, awards and grants.

CEI most popular resources to support new teachers

- Canvas Training
- How to use Microsoft Teams
- ACU Studios Services

Canvas Bootcamp

This series of online workshops has been designed to prepare teaching staff to get ready for teaching with Canvas. The bootcamp will run once a week for each faculty from January 29th to February 15th, and each session will cover different topics related to Canvas features and best practices. They are also designed so that participants can review what's been learned during the Canvas Training sessions, ask questions, and receive personalised support for their units. Please see the schedule outlined below.

FEA Canvas Bootcamp Schedule

Week 1: Unit Preparation & Readiness [Monday January 29th 10AM to 11:30AM Click here to Register]

Week 2: Communicating with your students [Monday February 5th 1PM to 2:30PM Click here to Register]

Week 3: Rubrics, Exams & Grades [Monday February 12th 2:30 PM to 4PM Click here to Register]

FHS Canvas Bootcamp Schedule

Week 1: Unit Preparation & Readiness [Tuesday January 30*th* 10AM to 11:30AM Click here to Register]

Week 2: Communicating with your students [Tuesday February 6th 1PM to 2:30PM Click here to Register]

Week 3: Rubrics, Exams & Grades [Tuesday February 13th 2:30 PM to 4PM Click here to Register]

FTP Canvas Bootcamp Schedule

Week 1: Unit Preparation & Readiness [Wednesday January 31*st* 10AM to 11:30AM Click here to Register]

Week 2: Communicating with your students [Wednesday February 7th 1PM to 2:30PM Click here to Register]

Week 3: Rubrics, Exams & Grades [Wednesday February 14th 10AM to 11:30AM Click here to Register]

FLB Canvas Bootcamp Schedule

Week 1: Unit Preparation & Readiness [Thursday February 1*st* 10AM to 11:30AM Click here to Register]

Week 2: Communicating with your students [Thursday February 8*th* 1PM to 2:30PM Click here to Register]

Week 3: Rubrics, Exams & Grades [Thursday February 15th 2:30PM to 4PM Click here to Register]

Professional Learning Program

At ACU, we offer a <u>Professional Learning Program</u> that supports teaching and learning support staff offering four streams of learning resources: Informal learning, reflective practice and collaboration, scholarship at ACU and formal coursework (Graduate Certificate in Higher Education (<u>GCHE</u>)). All staff with a contract to teach at ACU, including sessional staff, are eligible to enrol in our GCHE with course fees waived. The GCHE has been very successful in supporting ACU teachers develop their expertise, their engagement with the ACU community and in many cases career advancement in awards, grants or promotions. Speak with your supervisor to express interest in studying for your GCHE.

Academic Integrity

Academic Integrity is the expectation that teachers, students, researchers and all members of the academic community act with: honesty, trust, fairness, respect and responsibility (TEQSA 2021). Academic Integrity is integral to everything we do at Australian Catholic University. All members of the ACU community are responsible for maintaining high standards of Academic Integrity. A variety of resources are provided for teaching staff at ACU including processes and guidance for addressing academic misconduct and training modules.

Please visit the <u>Academic Integrity</u> website to familiarise yourself with our integrity practice.

Communicating at ACU

How do I communicate across the ACU organisation?



Communication is important and helps our faculty to support ACU's commitment to providing a world-leading learning and teaching environment, and quality learning experiences.

As a multi-campus university, communication commonly occurs via email and Microsoft (MS) Teams.

Email

Enriching student-facing experiences occur in many forms, including email communication.

ACU's commitment to email communication is reflected in policy. All staff and students are provided with their own email account.

After accepting your employment offer, new sessional staff members will receive Network Account Information which contains details about your ACU network and email account. You can set up a compliant ACU email signature with guidance here.

For privacy and security reasons, all of your communication as a staff member (to all ACU departments, staff and students) should originate from your ACU email address.

Note: It is a requirement that all staff and student email communication takes place through official ACU email addresses.

Microsoft (MS) Teams

To facilitate our needs as a national university, our teaching staff are committed to using a variety of communication tools, including MS Teams.

To get you started, you will be added to relevant Faculty Teams for all general communication between the Faculty's heads of school, administration and teaching staff. Teams is preferred to Zoom for videoconferencing and particularly for internal collaboration and communication as it is secure and offers capacity for file sharing, data storage and other useful functions. However, ACU also offers a Zoom license for staff here.

Please take some time to familiarise yourself with the MS Teams communication and collaboration tool, and ensure you check it regularly. Microsoft guidelines on how to use Teams to communicate or to teach classes are available here.

Note: Preferred communications between teachers and students is via Canvas in-box.

Calling an external number?

It is possible to dial an number outside of ACU. Below are the steps:

- 1. Select Calls from within the TEAMS software or App.
- 2. Type a name or an external number to call someone.
- 3. When you're ready, select Call.

For more information about MS Teams, visit Service Central Knowledge Base - Microsoft Teams.

Supporting students

What support are available to students?

Excellence in learning exists when teaching staff are confident in giving guidance, support and encouragement to students.

The AskACU, Academic Skills Unit and Student Advocacy Service can provide valuable assistance for our students and staff. ACU's Student Life portal provides more specialised services to our students as needed.



The AskACU Contact Centre and AskACU Centre staff are responsible for providing front line services to students. They provide comprehensive information, advice and services, through phone, email, SMS, online enquiry, live chat and face to face on the following areas:

- Admissions course information, TAC and direct entry requirements, Student Connect procedures,
- Enrolments all areas relating to a student's enrolment/Student Connect
- **Fees** and related charges, fines and holds on student records
- **Timetables** how to access/read and Tutorial Direct
- Examinations
- **Course completion** and graduation information
- Provision of transcripts, ACU/Staff Cards
- Assist with the Change of Grades process
- Events providing assistance at Open Day, Orientation, Information sessions/evenings

AskACU can be contacted via <u>email</u>, by calling 1300 ASK ACU (1300 275 228), or x8282 and via our self-service, online enquiry and live chat options at <u>AskACU</u>. ACU Online can contact AskACU at 132286 or SMS 0488 857 228.

Visit AskACU in your campus

Time: 9am-5pm Monday to Friday

Ballarat - Carn Brea Building (Ground floor)

Brisbane - Building 200 under the bell tower (200.1.18)

Canberra - Veritas Building (Ground floor)

Melbourne - Mary Glowrey Building (Ground floor)

North Sydney - Tenison Woods House (Ground Floor)

Strathfield - St Edmund Building (Ground floor)

Blacktown - 22 Main St Blacktown (Ground floor)

Academic Skills Unit (ASU)



Provides free workshops throughout the semester. The ASU can assist students with managing study habits, academic writing, referencing styles etc.

Resources are available to help and guide both students and staff:

ASU Canvas resources

Student Advocacy Service (SAS)

The Student Advocacy Service is an information, advice and referral service that helps students navigate ACU policies and procedures.

Student Advocacy Service (SAS) assists students with university policies and procedures. It is free and confidential.

Main areas of help are:

- academic reviews and appeals (appealing academic marks/decisions)
- administrative problems (applications for fee refunds)
- discrimination and harassment

Student Life Services

Further assistance is available to students through the <u>Student Life</u> portal including career advice, counselling, campus ministry, disability services, medical services, safety and Aboriginal and Torres Strait Islander services.

Creating colleagues at ACU

If you are new to ACU, it will be beneficial to reach out and engage with other staff. These resources promote this engagement.

Our library staff are here to help you locate and develop high quality resources to support student learning. You can find our <u>library staff</u> at each Campus or contact them online.

Why not join one of the many Communities of Practice that operate at ACU? These CoP are listed here.

ACU offers a successful Peer Observation and Review of Teaching (PORT) partnership program that is a great way for new teachers to get to know other teaching staff, the university and also reflect on and develop their teaching expertise.

You can find out more about <u>PoRT</u> here and contact your supervisor to start the program.

Your Faculty will regularly communicate to you training and development workshops and seminars that can also engage you in your discipline and your teaching community.

Library Support for New Teachers

Leganto is used by ACU to create reading lists and comply with copyright. It also allows you to track the use of reading materials you assign. You can ask the Library to create a new reading list or roll over an existing reading list.

Discover how to use different types of <u>copyright material in your teaching</u> and your obligations under the law.

Contact the Library

Faculty of Education and Arts Information

National School of Education critical links:

- 1. National School of Education | ACU
- 2. NSE Approach to Teacher Education
- 3. NSE SharePoint repository of a range of information, key contacts, tools and resources to support carrying out staff members' work (*please note that Sharepoint access is only available to currently contracted FEA staff*).
- 4. NSE Academic Calendar Timelines overview of University and School specific timelines and due dates for a range of activities and events (*please note that Sharepoint access is only available to currently contracted FEA staff*).
- 5. <u>LANTITE</u> (Literacy and Numeracy Test in Initial Teacher Education) information for ACU teaching staff

National School of Arts critical links:

NSA SharePoint -repository of a range of information, key contacts, tools and resources to support carrying out staff members' work (please note that Sharepoint access is only available to currently contracted FEA staff)

Other useful links

Academic Integrity Officers for FEA
Curriculum Design and Quality Assurance
Timetabling
Code of Conduct
Academic Regulations 2024

Faculty of Law and Business Information

Faculty of Law & Business Critical Links:

- 1. Faculty of Law and Business at ACU
- 2. Faculty of Law and Business Home (sharepoint.com) please note that Sharepoint access is only available to currently contracted FLB staff
- 3. Thomas More Law School: Thomas More Law School Home (sharepoint.com) please note that Sharepoint access is only available to currently contracted FLB staff

4. Peter Faber Business School: Peter Faber Business School - Home (sharepoint.com) - please note that Sharepoint access is only available to currently contracted FLB staff

Faculty of Health Sciences

Faculty of Health Sciences Critical Links

Faculty Health Science - Faculty Sharepoint page

https://myacu.sharepoint.com/sites/FHS (please note that Sharepoint access is only available to currently contracted FHS staff)

The Faculty of Health Sciences, led by the **Executive Dean Professor Suzanne Chambers**, offers health sciences courses across eight ACU campuses - Ballarat, Brisbane, Canberra, Melbourne, North Sydney, Rome, Strathfield and from 2021 also at the new Blacktown campus.

The Faculty leadership team also includes the **Deputy Dean Professor Justin Kemp**, the **Associate Dean (Research) Associate Professor Michael Cole** and the **Associate Dean (Learning, Teaching and Professional Experience) Associate Professor Stephen Guinea.**

The Faculty consists of three national Schools:

- The School of Allied Health is led by the National Head of School Professor Elspeth Froude and offers undergraduate and postgraduate courses in Occupational Therapy, Physiotherapy, Speech Pathology, Social Work and Human Services, Rehabilitation, Sports Physiotherapy.
- The School of Behavioural and Health Sciences is led by the National Head of School Professor David Greene and offers undergraduate and postgraduate courses in Exercise Science, Exercise Physiology, Nutrition, Psychology, Public Health as well as Science.
- The School of Nursing, Midwifery and Paramedicine is led by the National Head of School Professor Karen Nightingale and offers undergraduate and postgraduate courses in Nursing, Midwifery, Paramedicine, Mental Health, Health Professional Education as well as Health Administration.

This SharePoint site provides links to Faculty & School Organisational Charts, Leadership areas and School Sharepoint pages as well as other useful information.

FHS Faculty Health Sciences -Learning, Teaching and Professional Experiences (LTPE) SharePoint page

https://myacu.sharepoint.com/sites/FHS/LTPE

(please note that Sharepoint access is only available to currently contracted FHS staff)

Learning, Teaching and Professional Experiences (LTPE) is a unit within the Faculty of Health Sciences comprising the Departments of Technical Services, Placement Services, FHS Learning and Teaching and the FHS Student led Health Clinics. Departments in LTPE are responsible for providing support and service to schools in the faculty in the areas of clinical supervision, learning and teaching activity within the ACU Health Clinics and Specialist Learning Environments, and tutorial, practical and laboratory classes where specialist equipment is required.

FHS- Learning and Teaching Sharepoint page

https://myacu.sharepoint.com/sites/FHS/LTPE/LnT

(please note that Sharepoint access is only available to currently contracted FHS staff)

Here you will find information and ideas about teaching approaches suited to the Health Sciences such as:

- The FHS Learning and Teaching Calendar of upcoming events
- Faculty Professional Learning opportunities and res
- Support educational scholarship through Learning and Teaching Grants & Awards
- Support unit and course evaluation and review
- Support quality assurance through activities such as reporting and curriculum mapping
- Help support staff to provide professional learning opportunities to students through our ACU Health clinics and Simulation
- Lead engagement via campus Professional Learning and Teaching Communities (PLTC) and other Faculty Networks