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David Pacey

From: Peter Fox
Sent: Monday, 21 February 2011 4:00 PM
To: David Pacey
Subject: FW: Appoint by invitation
Attachments: appointment by invitationDeanLuscombeVC to Booth.doc

From: Peter Fox [mailto:Peter.Fox@uts.edu.au]
Sent: Monday, 21 September 2009 3:44 PM
To: Anne Dwyer
Subject: Appoint by invitation

Anne,
draft as discussed.
Peter

UTS MEMORANDUM

UTS:VICE-CHANCELLOR'S OFFICE

TO:	PROFESSOR PETER BOOTH, SENIOR DEPUTY VICE-CHANCELLOR	DATE:	21/09/09
ACTION:	FOR RESPONSE	RESPOND BY:	
FROM:	PROFESSOR ROSS MILBOURNE, VICE- CHANCELLOR	FILE NO:	0000000
SUBJECT:	APPOINTMENT BY INVITATION – DESLEY LUSCOMBE		

Professor Desley Luscombe, Dean, Faculty of Design, Architecture and Building is being headhunted for a position at the University of Sydney.

I know that you would be very concerned by the impact on the university's strategic objectives that would arise through losing Professor Luscombe at this time. The competitive positioning of the Faculty that has been achieved under her leadership is obviously the major reason for the aggressive recruitment they are currently pursuing to attract her to Sydney University. Should they succeed the strength of the gains made could be severely damaged.

Normally, a third term as Dean could be offered following a competitive selection process towards the end of a second term. We will not have that opportunity in this instance if our competitor succeeds

I am satisfied as to her likely leadership in any field of applicants who may be drawn for the role at the expiry of the current term. I am convinced that we need to maintain the continuity in the strategic directions that she is implementing in the Faculty through the next few years.

The *Appointment of Deans Policy* (3.8 HR Manual) states that "In exceptional circumstances, the University reserves the right to fill the position [of Dean] by invitation." The policy also states that Vice-Chancellor has authority to approve the appointment of a Dean. This authority is consistent with the Standing Delegations of Authority Register which is the more recent document.

I am satisfied that 'exceptional circumstances' exist and in order to retain her services at UTS I have approved Professor Luscombe's appointment by invitation for a further term as Dean for three years from the conclusion of her current term.

Can you please proceed with the appointment by arranging the particulars of the further contract on your return.

Ross Milbourne

David Pacey

From: Alysia Blackham
Sent: Tuesday, 22 February 2011 3:45 PM
To: David Pacey
Subject: FW: thank you for meeting

Alysia Blackham
Executive Officer
Deputy Vice-Chancellor (Corporate Services) University of Technology, Sydney


Phone: 61 2 9514 2556
Fax: 61 2 9514 2937

-----Original Message-----

From: Monica Ho [mailto:Monica.Ho@uts.edu.au]
Sent: Thursday, 7 October 2010 4:08 PM
To: Alysia Blackham
Subject: FW: thank you for meeting

-----Original Message-----

From: Desley Luscombe [mailto:Desley.Luscombe@uts.edu.au]
Sent: Monday, 21 September 2009 11:56 AM
To: Monica Ho
Subject: Re: thank you for meeting


Desley

Anne Dwyer wrote:

> Ross,

> I have sent through to HR the necessary strategic circumstances for varying the normal recruitment procedures and they are preparing a document for you to sign-off on a further term by invitation rather than competitive selection which includes this rationale.

> My understanding from Desley was that she just needed written confirmation from you that we were going down this path (which you have now done below) and that she is now happy to work with Peter Booth on his return to finalise the details of the next contract.

>

> The document to authorize Peter to do that will be completed for your signature before the end of the week if not sooner (he is not back until next week). We will also include a note from you to Vicky advising her of your decision to exercise the "exceptional circumstances" clause. I understand that she is already supportive of this.

> Regards

> Anne

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> Anne Dwyer
> Deputy Vice-Chancellor (Corporate Services)
> University of Technology, Sydney
> PO Box 123
> Broadway NSW 2007 Australia
> Telephone: 02 95142935