Session 3
REINVENTING THE ACADEMIC WORKPLACE
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Of all the components of the University estate, the space occupied by academic or administrative workplace can be as much as 30%. And whilst the workspace within the university context shares many attributes with that in the commercial and government sectors, the gulf between the two has broadened dramatically in the past decade. For whilst the commercial and government sectors have moved from highly cellular environments to open, collaborative worksettings, suggestions that academic staff adopt a similar shift are typically met with significant resistance.

Yet the forces that have generated these changes in other sectors can apply equally in academic applications:
- technology-enabled mobility and knowledge management;
- the need for greater space efficiency and utilisation;
- the need for greater flexibility in space allocation and tenure;
- the need to foster collaboration, communication and interaction;
- precedence as organisations seek to drive down cost for competitive advantage or to get better return on government investment.

Notwithstanding these influences, the basis for resistance to change within academia are legitimately founded:
- the need for "space in which to think";
- the need to house personal academic libraries and reference material;
- the need for permanence in a world of change.

How are these competing positions to be reconciled? This presentation will address this conundrum in four parts:
1. Current issues in academic workplace – what to keep, what to consider changing?
2. Learning from commercial and government workplace – what initiatives are relevant and what are not?
3. International examples of innovation in academic workplace; and
4. Strategies for determining and achieving appropriate levels of change.

The topics that will be covered in the presentation include:
- workplace models and typologies
- the evolving impact of technology and generational change
- adaptability and flexibility
- providing spaces that support concentration *and* collaboration
- pilots and prototypes
- making change work
- case studies

Both presenters have extensive experience in this subject matter.

Presenters Biography
Chris Alcock and *Fiona Duggan* are architects by training, specialising in strategic consulting to universities on the use of space to support organisational and pedagogical innovation and change. Chris is Principal of learning.space.logic based in Sydney and Fiona is Director of FiD Ltd in London.

Chris's has undertaken projects for universities in Australia, New Zealand and Singapore, with his most recent consulting work being for the University of Otago, the University of Newcastle, the University of Canberra and the Canberra Institute of Technology.

Fiona has worked extensively with universities in the UK. A regular speaker and writer around the changes taking place, Fiona has been convenor of the RIBA's Higher Education Design Quality Forum, steering group member and contributing author of research projects involving educational space types for Lincoln University, Loughborough University and Strathclyde University. She is currently part of the master-plan team for UCL (University College London).