More than the Sum of its Parts: Bringing Together the Diversities of an Educational Working Environment

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> **Sophie Hayman** *has have worked at AUT University for over fifteen years in a number of administrative roles. She is currently the Head of Academic Office and Faculty Registrar in the Faculty of Design and Creative Technologies. In this role she is responsible for managing the quality assurance processes for academic programmes and overseeing student administration across four Schools and an Interdisciplinary Unit.*
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> **Therese Walkinshaw** *has worked at AUT University since 2008 as an HR Advisor and more recently an HR Manager. She has a portfolio of 620 FTE including two faculties (Faculty of Design and Creative Technologies and Faculty of Culture and Society) and two PVC areas (Innovation/Enterprise and International).*
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> **David Sinfield** *is a senior lecturer and the programme leader for the Graphic Design programme at Auckland University of Technology in Auckland New Zealand.*
> *He has been involved in the graphic design field specialising in typographic design for both industry and education for over thirty twenty years both on a domestic and international level. David is also a practising researcher and has an extensive array of research outputs that range from international journal papers, international conference presentations and intellectual property.*
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> *His main research lies with capturing workers stories and portraying these as visual texts. As a graphic designer his research is located in the areas of narrative inquiry and social commentary. In generating creative and social discourse it investigates relationships between typography and narrative with particular focus on spatiotemporal modalities.*

In 2011 the Faculty of Design and Creative Technologies[1] at Auckland University of Technology, Auckland New Zealand, initiated an 'Allied Staff Project'. The purpose of the project was to take stock after six years and ensure the Faculty has an allied staff structure that meets the changing needs of the Faculty now and into the future. More specifically the overall objectives were:

1. To fully understand the Faculty's current allied staffing structure, and identify any issues associated with it.
2. To develop an allied staff framework, in response to the current structure and associated issues, that will meet the future strategies and objectives of the Faculty, that:
   - Enhances career opportunities for allied staff;
   - Enhances the student experience;
   - Enhances the teaching and research environment;
   - Ensures an equitable distribution of technical and administrative support for academic staff.

A project team was established including representatives from all the different Schools in the Faculty. Stage 1 of the project involved two steps: firstly an analysis of the existing

infrastructure to identify any issues associated with the structure that may impede our future development; secondly all staff across the Faculty were given the opportunity to contribute to the project through participation in focus groups or individual one-on-one sessions. As an outcome of the findings a number of recommendations were considered. Based on the report at the end of stage 1 the project has moved into the implementation phase. Six different working groups have been established to focus on different recommendations.

This presentation will outline the approach the Faculty took to implement the project and discuss the outcomes and challenges for the future.