Governance
Advisory/Management Committees

Transforming Culture Implementation Team

Establishment	
When:	June 2021
By what authority:	Vice-Chancellor's Group
For what period:	June 2021 - June 2022

Role/Terms of Reference	
Nature:	On 26 August 2020, the Independent Commissioner Against Corruption (ICAC) issued a 'Statement about an Investigation – University of Adelaide' regarding misconduct by the then Vice-Chancellor. The statement included eight recommendations which the University accepted and committed to adopting.
	Subsequently, the University, in partnership with an external provider, undertook an extensive review and engagement process and identified 22 actionable recommendations in response to the ICAC Statement. The University has accepted all of the recommendations and committed to their implementation.
	The scope of the implementation of KPMG recommendation 17 (*Review of the HR function and core enabling capabilities*) has been broadened to ensure the University's needs will be met. Recommendation 17 forms the basis for the HR Review, but the project brief has been designed to address a more detailed scope. The HR Review is co-sponsored by Bruce Lines, Chief Operating Officer, and Professor Katrina Falkner, Chair, Transforming Culture Implementation Team. Professor Falkner will update the Transforming Culture Implementation Team of progress and outcomes that are directly linked to recommendation 17.
Terms of Reference:	The Transforming Culture Implementation Team will:
	i. Guide the University in the implementation of the ICAC actionable recommendations by acting as the key governing body;
	ii. Consider, endorse and monitor a program of work and/or project plans that allocates responsibilities and resources in order to achieve implementation of the KPMG recommendations;
	iii. Consider and monitor the outcomes of the HR Review that are aligned to recommendation 17;
	iv. Ensure those staff and areas of the University responsible for implementation are provided

appropriate project structures (milestones and reporting);

v. Engage and update the University community on the progress of implementation, as appropriate;

vi. Utilise its networks, relationships and expertise to ensure the success of the program of work; and

vii. Provide regular reports to the Vice-Chancellor and Vice-Chancellor's Executive.

Reporting line:	Vice-Chancellor's Executive
Quorum:	The quorum for all Committees is half of the full membership plus one unless stated otherwise.
Procedures prescribed/determined itself:	N/A
Frequency of meetings:	As appropriate
List of any sub-committees:	N/A

Membership

Any categories prescribed:	i. Chair, Executive Dean, Engineering, Computer and Mathematical Sciences; ii. Executive Director, Human Resources (or senior nominee); iii. Acting Provost; iv. General Counsel and Executive Director, Legal and Risk (or senior nominee); v. Chief Information Officer (or senior nominee); vi. Manager, Student Affairs; vii. The Chair of the Gender Equity Committee; viii. An undergraduate student ix. A Higher Degree by Research or Post Graduate Course Work student; x. An early career academic, if not already represented through another membership category; xi. A professor, if not already represented through another membership category; and xii. An external member with expertise in risk management.
Gender balance and Diversity	To be considered before members are appointed or re-appointed.
Term of Office:	Until 30 June 2022
Attendance	The Chair of the Transforming Culture Implementation Team may invite individuals to participate as required or needed.

The Vice-Chancellor and President is an ex-officio member of all Committees of the University.

Contact person and phone/email

RMO File Number: 2021/5638