Melbourne Law School Fellowship on Freedom and Inclusion in the Modern University

POSITION NO: 0045691

CLASSIFICATION: Level A (Research Fellow)

SALARY: $69,148 - $93,830 p.a. (pro rata for part-time)

SUPERANNUATION: Employer contribution of 9.5%

WORKING HOURS: Full time (1 FTE)

BASIS OF EMPLOYMENT: Fixed term for 1 year

OTHER BENEFITS: http://about.unimelb.edu.au/careers/working/benefits

HOW TO APPLY: Online applications are preferred. Go to http://about.unimelb.edu.au/careers, select the relevant option (‘Current Staff’ or ‘Prospective Staff’), then find the position by title or number.

CONTACT FOR ENQUIRIES ONLY:

Professor Adrienne Stone
Tel +61 3 8344 7135
Email a.stone@unimelb.edu.au

Please do not send your application to this contact

For information about working for the University of Melbourne, visit our website: about.unimelb.edu.au/careers
**Position Summary**

Melbourne Law School (MLS) at the University of Melbourne, Australia’s leading law school, invites applications for a Postdoctoral Fellows to participate in Professors Adrienne Stone and Carolyn Evans’ ARC Discovery Project on Freedom and Inclusion in the Modern University.

MLS is one of the professional graduate schools of the University of Melbourne. It has been ranked in the top ten law schools in the world in the QS World University Rankings by subject, and rated at 5 in all Excellence in Research for Australia assessments. It is home to a dynamic group of faculty and research students in constitutional law, and has a reputation for outstanding critical and innovative work in this field. It is a centre for international collaboration, regularly bringing leading international scholars to Australia to teach, participate in conferences, and conduct master classes for doctoral students.

**About the ARC Project**

Professors Stone and Evans have received an ARC grant to examine the tensions between freedom and inclusion in modern universities.

Universities are facing new and complex challenges arising from their commitments to freedom and inclusion. As universities become increasingly diverse academic communities, deep and intractable disagreements arise as to the conduct of teaching, research and the management of campus life. Yet despite the importance and increasingly urgent nature of these issues, there is little scholarship dedicated to examining them, particularly in an Australian context, or to assessing the way in which both universities’ values and the regulatory environment in which they operate impact on their resolution.

The aim of this project is to deliver an innovative and significant program of work with the following priories:

1. First, to analyse disputes in which conflicts arise between core university values of freedom and inclusion in light of the unique social role of universities to better understand the causes of such disputes and the challenges that they pose to universities;
2. Second, to examine the strengths and limitations of various approaches to resolving these conflicts, with a particular emphasis on the way in which (the sometimes maligned notion of) tolerance has a role to play in mediating opposing viewpoints; and
3. Third, to address these problems by developing a principled, theoretically grounded and practically useful framework for the management of these issues within Universities.

**1. Key Responsibilities**

- To undertake research and drafting of academic articles and chapters relevant to the ARC project at the direction of the Chief Investigators;
- Lead an analysis of existing policies of Australian universities and the legislative restrictions relevant to issues of freedom and inclusion in universities;
- To organise workshops or conferences related to the project and to be involved in editing papers from those conferences for publication in a book or other format;
- To draft publicly accessible materials based on project research (e.g. blogs, web-materials and other social media outputs);
To work with the Chief Investigators to shape the intellectual project and prioritise aspects of it.

2. Applicant Eligibility

- Applicants must have graduated or have met the requirements to graduate with a Masters or PhD in a relevant field by 1 June 2018.
- Applicants must provide evidence of the award of their degree, including date of award.
- Applicants must be able to commence employment in July 2018.
- Applicants must have existing work rights in Australia for the duration of the fellowship.

3. Selection Criteria

3.1 ESSENTIAL

- A Masters or higher qualification in a discipline relevant to the ARC project (this may include law, social sciences, political sciences and philosophy);
- A proven capacity to engage in independent research and writing of a high quality;
- Demonstrated communication skills;
- Strong organisational capacity and ability to work with limited oversight;
- Knowledge of one of the key areas of the project (freedom of speech; academic freedom; university policy and management).

3.2 DESIRABLE

- A PhD in a relevant discipline;
- A track record of scholarly publications and/or the creation of public communication materials.

4. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University’s People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people’s age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and
background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous deserve to service for excellence and reach the targets of Growing Esteem.

5. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

http://safety.unimelb.edu.au/topics/responsibilities/

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

6. Other Information

6.1 ORGANISATION UNIT

www.law.unimelb.edu.au

Melbourne Law School is Australia's first all-graduate law faculty. Melbourne Law School was the first faculty in Australia to teach law, and awarded this country's first law degrees. The Law School is now fully graduate with its Juris Doctor for admission to practice recognised as a high level qualification in Australia and beyond. Coupled with the unrivalled excellence of the Melbourne Law Masters and its excellent Research Higher Degree programs, the Law School offers a unique opportunity for the integration of scholarship and teaching.

Its faculty is a vibrant community of creative scholars, committed to a highly collegial, research-intensive institutional life. The Law School has particular strengths in comparative analysis. It aims to integrate teaching with research and engagement activities and to engage with local, national and global communities.

The Law School is a single department faculty located in a custom designed building in University Square. The Law School has approximately 2,200 graduate students (including JD, Melbourne Law Masters and Research High Degrees).

Research

The international reputation of the School is closely linked to the range and quality of its research programs.

The School has several research Institutes, Centres, Networks and Groups which provide a focus for scholarly interaction, including:

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<th>ARC Laureate Program in Constitutional Law</th>
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<td>ARC Laureate Program in International Law</td>
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6.2 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia’s premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at http://about.unimelb.edu.au/careers.

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<td>Asia Pacific Centre for Military Law (APCML)</td>
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<td>Centre for Comparative Constitutional Studies (CCCS)</td>
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<td>Centre for Indonesian Law, Islam and Society (CILIS)</td>
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<td>Centre for Media &amp; Communications Law (CMCL)</td>
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<td>Competition Law and Economics Network (CLEN)</td>
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<td>Centre for Resources Energy and Environmental Law (CREEL)</td>
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6.3 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne’s strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. http://about.unimelb.edu.au/strategy-and-leadership

The University is at the forefront of Australia’s changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University’s global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University’s research strategy Research at Melbourne: Ensuring Excellence and Impact to 2025 aspires to a significant advancement in the excellence and impact of its research outputs. http://research.unimelb.edu.au/our-research/research-at-melbourne

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia’s ‘place’ in the Asia-Pacific region and the world, and on our ‘purpose’ or mission to improve all dimensions of the human condition through our research.

- Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the ‘convergence revolution’ of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.

- Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.
Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

6.4 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at http://www.unimelb.edu.au/governance