

FAIR WORK COMMISSION

Commission Matter No.:
AM2015/6

4 yearly review of modern awards – Education group
Higher Education Industry - Academic Staff - Award 2010

REPLY STATEMENT OF CHERISE HOEFLER

I, Cherise Hoefler, care of Bond University, 14 University Drive, Robina in the State of Queensland, state as follows:

1. I have previously made a statement dated 9 August 2016 in these proceedings (**my first statement**).
2. I have reviewed the Statement of Raoul Mortley filed in these proceedings (**the Mortley statement**).
3. As outlined in my first statement, my primary employment with Bond University as a teacher has been on a rolling semester-by-semester basis since 2008. For each of those engagements I was required to teach classes for the duration of the entire semester according to a schedule given to me each semester by the University. I was also informed in advance of my total remuneration for working the semester. Having accepted a contract for each semester, I could not reduce my teaching workload during the semester without the approval of the Dean.
4. My resignation from my position at Bond College, referred to in paragraph 12 of the Mortley statement, was for the reasons I have set out in paragraph 25 of my first statement. In addition, the reference to the end of my employment at Bond College in "December 2014" in paragraph 15 of my first statement is incorrect; it should instead read "December 2013".
5. As noted in paragraphs 13 of the Mortley statement, I have not yet enrolled in a PhD. I completed a minor dissertation with [REDACTED] and in the second half of 2015, I had a meeting with [REDACTED] in which I advised him that I was considering enrolling in the PhD with the topic of women leveraging social media in the political economy. [REDACTED] did not suggest to me that my proposal was unsatisfactory. I have not nominated a supervisor for a PhD. However, [REDACTED] have all offered to be my supervisor if I choose to enrol.
6. I have not, to date, enrolled in my PhD because I would be required to complete the PhD within three years and I have instead decided to maximise my number of teaching hours to maintain a decent income. I have also been sick in the times outside of teaching hours as a result of overwork. I have so far taken the view that it would be difficult to work full time and complete a PhD whilst being the primary caregiver for my children. However, my children are now at an age where enrolling in a PhD may become an option for me, and I am currently considering that option.
7. I am not aware of any impediment to the University employing me on an ongoing basis, even if I do not have a PhD. I am aware of the following academic staff at the Faculty of Society and Design who have ongoing employment but do not have PhDs:
 - (a) [REDACTED]

- (b) [REDACTED]
- (c) [REDACTED]
- (d) [REDACTED]
- (e) [REDACTED]

- 8. With respect to paragraph 14 of the Mortley Statement, I have never applied for the position of Assistant Professor and do not believe I am eligible or qualified for an Assistant Professor position.
- 9. With respect to paragraph 15 of the Mortley Statement, I am not aware of any impediment on the University employing me as a Senior Teaching Fellow on an ongoing basis.
- 10. This statement is true and correct to the best of my knowledge and belief.

Dated this day of September 2016.



Cherise Hoefler



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