

## **The Self-organising University**

### **Mission statement**

Do excellent work for our clients. Develop the expertise of our faculty members. Support the wider community of self-educators.

### **Senior faculty members**

Be available to work in their chosen area of expertise. Delegate and support the work of junior faculty members and Students. Support the training of junior faculty members and Students. Attend weekly Faculty meetings (when working on a University project).

### **Junior Faculty members**

Be available to work in their chosen area of training. Support the training of Students. Attend weekly Faculty meetings (when working on a University project).

### **Students**

Be available to work in their chosen area of training. Attend weekly Faculty meetings (when working on a University project).

### **All faculty members**

Support the University's public commitment to the education of the general public, by attending and helping to convene at least one public tutorial session per week (following any one of a number of publicly-available courses or on a subject of their choosing).

### **Budgets**

In the first instance, project budgets for commercial work will be divided as follows:

- 10% to the University
- 20% to Sales
- 20% to Project management
- 50% to Implementation

These proportions will be subject to review based on the needs of the Faculty and of the University.

A Senior faculty member will be allocated to Project management and at least one to Implementation, depending on requirements.

Where Junior Faculty members and Students are available in the appropriate area of training, they will be allocated, as appropriate.

Senior faculty members must take responsibility for the budget in their area of responsibility. They should allocate budget for Junior members of their team at a rate not less than half their own rate of pay and to allocate budget for the expenses of any student members of their team.