

## Research, Research Training Management

### Priority A: Fully embed a high performance culture

**Instil an expectation of high achievement in students and staff, and provide the means for this high achievement.**

7 Ensure that recognition and reward systems encourage and celebrate excellence at both the individual and group levels.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Provide increased resources to encourage staff to deposit their publications in a UTAS digital repository (such as ePrints).</p> <p>Target: Entry of all HERDC 2007 publications will be completed by 31 December 2008. Following 2008, entry of all DEEWR-reportable publications in a UTAS digital repository will be completed by 31 December of the year following.</p> <p>Outcome: Achieved. An additional digital repository (eCite) has been added to the Research Management Database (RMDb) to eliminate the double entry of publications data.</p>	H1	PVCR and Manager, Library Services	A \$200k per year	2009
2	<p>Increase internal funding for research through IRGS with 50% for Early Career Researchers (ECR) and establishing a competitive fund to support attendance at international conferences. Establish more rigorous reporting from grant recipients to ensure and monitor value from investment.</p> <p>Target: <ul style="list-style-type: none"> <li>• ECRs better supported in developing their research profile.</li> <li>• Will lead to more successful applications for external funding.</li> <li>• Engender greater accountability.</li> <li>• Will assist in positioning UTAS for ERA</li> <li>• Greater international profile and networking for UTAS through showcasing research at international conferences.</li> </ul> </p> <p>Outcome: Achieved. 50% of Internal Research Grants Scheme allocated to Early Career Researchers. Conference Funds established for academics and for Higher Degree by Research candidates. Reporting requirements have been revised.</p>	H1	PVCR	A \$1M per annum	2009 onwards
3	<p>Position UTAS for the ERA to enable high scores and increased reputation.</p> <p>Target: <ul style="list-style-type: none"> <li>• Anticipate what metrics will be used in each discipline and address areas that require support.</li> <li>• Areas of research excellence identified in RQF to be further supported and strengthen via points 1- 8 above.</li> </ul> </p> <p>Outcome: Internal investment of \$800k per annum in research support.</p>	H1	100k	A PVCR, DVCP, Deans	2008 and ongoing

## Priority B: Create and implement a distinctive UTAS teaching and learning model

Develop a UTAS student experience, learning outcomes and graduate profile that ensure contemporary knowledge and skills, generic capabilities and an experience of place, environment and community that is distinctly Tasmanian.

12 Ensure that academic, personal and administrative support services are responsive to student needs.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Grow the support staff in the Graduate Research Office to bring it closer to the national average.</p> <p>Target: Improved services to students, and improved completion rate for postgraduate students.</p> <p>Outcome: Support through the central Budget process has led to the employment of 2 additional staff members to assist with student queries and strategic projects.</p>	H1	Dean, Graduate Research	A \$590k	2009 and ongoing
2	<p>Living allowance for 9 international students.</p> <p>Outcome: In 2009, living allowances were provided for 7 international students.</p>	H1	Dean, Graduate Research	A \$190k	2009 and ongoing

13 Restructure and streamline the course profile to provide: common course structures, multidisciplinary and interdisciplinary learning opportunities; and flexible delivery options that are responsive to students' needs and the University's academic strategic priorities.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Develop a structured programme of compulsory generic training for RHD students.</p> <p>Target: • Better equip RHD graduates for the job market. • Improved quality of the RHD experience.</p> <p>Outcome: The Graduate Certificate (Research Management) was implemented in 2009. It is intended that it will be compulsory for all HDR candidates from 2010.</p>	H1	Dean of Graduate Research	A \$50k	2009

17 Provide a high quality, distinctive and energising student experience that develops life-long learning skills, generic graduate attributes and a global perspective that lead to satisfying and rewarding employment, career and personal development outcomes for students.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Establish a competitive conference fund for RHD students to enable them to make one presentation at a national or international conference during their training. Schools will be expected to provide matching funding.</p> <p>Target: During their candidature, every RHD student will make one presentation at a national or international conference.</p> <p>Outcome: A competitive conference fund of \$100k was established in 2009, which supported 46 candidates.</p>	H1	Dean of Graduate Research; Supervisors	A \$25k	2009

## Priority E: Maximise support for core activities by aligning resources and improving business services

**Optimise financial resources and physical infrastructure to support core activities and strategic priorities; Optimise human resources and support systems and staff infrastructure to support core activities and strategic priorities; Achieve efficiency gains and the best use of strategic and operational resources.**

33 Maintain a coherent business planning system that supports this strategic plan and area-specific strategic and operational plans.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Build on existing system for external review of University institutes and centres. Reviews should occur triennially</p> <p>Target: • Provides international and national perspective and benchmarking of institute or centre. • Research College Board to receive reports every two years on prospective plans of institutes and centres.</p> <p>Outcome: Research Centres with external funding have a reporting cycle determined by the funding body. School and Faculty-based research centres report annually to the Research College Board, and are reviewed as part of the School Review cycle.</p>	H1	PVCR; Institute/Centre Directors	A \$10k	2008 and ongoing

36 Further diversify funding sources, particularly from the non-government sector.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Increase income from commercial sources supporting high quality research through increased interface with industry and more informative and encouraging procedures for staff, for example UTAS Business Competition.</p> <p>Target: • Establish a commercial income portfolio with a dominance of contract research versus consultancy. • Increase commercial income to a level comparable with the GO8 by 2010. • Enhanced knowledge transfer and enterprise.</p> <p>Outcome: Following the establishment of the Research Office Commercialisation Unit (ROCU), initiatives include: Commercialisation Skills Workshops attended by over 400 participants; Consultancy contracts in 2009 to the value of \$5.8M (over \$1.3M more than in 2008); development of a costing tool; provision of contract negotiation services and facilitation with Legal. In 2009 UTAS signed an agreement with UniQuest, the commercial arm of the University of Queensland, for the provision of commercialisation expertise. Two UniQuest employees are now located on the UTAS campus.</p>	H1	PVCR; Deans; HoSs	A	2010