

2005 University Plan



Faculty of Education

REPUTATION

UTAS will strengthen its international reputation through enhanced performance, so that it is equal to one of the current Go8 universities.

- 1 Match Go8 profiles in key foundation disciplines and thematic areas, building student and staff numbers, course offerings and research activity in accordance with comprehensive enrolment and staffing plans. [Ex, G]

To foster and maintain a research and teaching culture that will strengthen the international reputation of the Faculty and which matches with Go8 profiles and the University theme areas. This will involve:

	Initiative	Priority	Responsibility	Budget	Date
1	Increase the staff profile with strategic appointments to support the creation of a Centre for Transforming Learning Communities through appointment of 1 Professor and at least 6 additional profile places . Target: Appoint a Director of the TLCRC. Appoint at least 6 additional profile places. Outcome: Director of TLCRC appointed and commenced latter half of 2005. The Faculty made significant changes to the academic profile during 2005. Following a skills audit, a number of strategic positions were advertised and filled which will improve the teaching and research capacity of the Faculty and reduce its reliance on secondments and casual appointments.	H1	Dean	A,C \$750,000 Fac strat	02/2005
2	Develop and implement flexible, innovative programs, articulations with TAFE. Explore feasibility and development of 0-5 years program at Cradle Coast Campus, core teacher education component in pre-service courses. development-2005, implementation-2006	H	Assoc. Dean T&L	C \$30,000 Fac strat	12/2005
3	Investigate the potential for across Faculties teaching and research collaborations and joint appointments consistent with the theme "Community, Place and Change".	M	Director of Transforming Learning Communities	A Fac strat	12/2005

- 2 Benchmark and improve performance to match Go8 and other exemplar university outcomes in research, teaching quality, entry standards, staff quality, internationalisation, strategic collaborations and financial indicators. [Ex, D]

To establish benchmarks comparable with Education faculties in G8 universities and improve performance to match these benchmarks. This will involve:

	Initiative	Priority	Responsibility	Budget	Date
1	Build on advice from external consultants reports to identify benchmarks with comparable Education faculties in G8 universities to include research, teaching quality, entry standards, and staff quality .	H	Faculty Executive	A Fac strat	06/2005
2	Appoint an academic from a Go8 university to the external panels for the formal reviews of postgraduate coursework programs.	H	Prog. Director Postgraduate Coursework	A TL Strat	03/2005
3	Develop strategic collaborations with at least 2 Education faculties which have been used for benchmarking. Provide opportunities for staff to be actively involved.	H	Assoc. Dean T&L	A TL Strat	12/2005

- 3 Diversify and enrich the University by increasing enrolment of international students, both onshore and offshore, encouraging participation of students and staff in overseas activities, and by internationalising the curriculum. [G, En]

To further develop international exchange programs and opportunities for staff and students and to use these links to support internationalising the curriculum. This will involve:

	Initiative	Priority	Responsibility	Budget	Date
1	Send students to, and receive students from at least 2 overseas universities -Butler University (USA) and Malmo University (Sweden).	H	Chair International Committee	A TL Strat	12/2005
2	Provide scholarships to support at least 4 students going to Butler and/or Malmo as part of the exchange programs.	H	Chair International Committee	B TL Strat	12/2005
3	Explore options for exchange programs with universities in Vermont and Tennessee in the USA and with UBC in Bristish Columbia and arrange through the University to formalise options which are viable .	H	Chair International Committee	B TL Strat	12/2005
4	<p>Work with staff from Butler, Malmo and other overseas universities to further develop staff exchanges and internationalisation of the teacher education curriculum evidenced through changes to existing unit outlines .</p> <p>Target: Develop staff exchanges. Internationalisation of the teacher education curriculum</p> <p>Outcome: Staff Exchanges. Staff have visited Malmo University during 2005. Preliminary discussions have also been undertaken with the Danish University of Education regarding staff exchanges and research collaboration in a range of areas.</p> <p>Internationalising the Curriculum. Funding was received from AusAid over three years to develop units in our undergraduate programs and this was achieved with the offering of EPC452 Thinking Globally a module in year 4 of the Bachelor of Education and ESH469 Thinking Globally: Thinking & Enquiry Skills in Global Education.</p>	H1	Assoc. Dean T&L Chair International Committee	B TL Strat	12/2005

UTAS will maintain world leadership in key areas, and will develop new areas of international collaboration.

- 4 Target, support and showcase world-class performance across the University profile. [Ex]

Further develop the existing program for Visiting Scholars and academics with international reputations to support staff and develop collaborative activities. This will involve:

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Continue the Visiting Scholar and Distinguished Scholar programs with a focus on academics who can support the staff in the achievement of the Faculty's goals and who will work on collaborative activities with the Faculty. Host at least 2 international Visiting Scholars in 2005 .</p> <p>Target: Host at least 2 international Visiting Scholars in 2005.</p> <p>Outcome: The Faculty hosted 3 Associate Professors from China and Mongolia during 2005/06. To date these visits have been very successful with the Visiting Scholars enhancing intercultural awareness in the Faculty, participating in Faculty research seminars and being guest speakers in a number of Units on intercultural education.</p> <p>Hosting these visiting scholars has enhanced the University and Faculty's reputation and provides a pathway towards building closer relationships with participating Institutions overseas.</p>	H1	<p>Director Transforming Learning Communities Prog. Director Postgraduate Coursework</p>	A,C \$20,000 Fac strat	12/2005
2	Support Study Leave applications for academic staff to undertake research and teaching in overseas universities consistent with Transforming Learning Communities and existing relationships with Butler, Malmo and other universities.	H	Dean	A FSD	12/2005
3	Provide opportunities for staff to showcase research findings and exemplary teaching initiatives through a conference to launch Transforming Learning Communities .	H	Director of Transforming Learning Communities	B Fac Strat	11/2005

5 Develop strategies for enhancing the teaching/research nexus – particularly in developing existing and new theme areas. [Ex, D]

Implement the plan for the development of the Faculty's 'Centre for Transforming Learning Communities' to support the teaching/research nexus. This will involve:

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Appoint a Director of the Centre for Transforming Learning Communities who will provide leadership for the implementation of the plan for the Centre and for staff in supporting the Transforming Learning Communities theme, develop a scholarship program consistent with this theme, and to develop appropriate relationships with stakeholders.</p> <p>Target: Appoint a Director to the TLCRC.</p> <p>Outcome: Director appointed during the latter half of 2005. The TLCRC was officially launched in December 2005 with a range of key stakeholders in attendance.</p> <p>A Scholarship program did not commence in 2005 due to the timing of the appointment of the Director.</p>	H1	Dean	A,C (\$ in 1.1) Fac strat	06/2005

	Initiative	Priority	Responsibility	Budget	Date
2	Focus marketing and recruitment to increase RHD numbers to achieve the University targets for growth and consistent with Transforming Learning Communities .	H	Director of Transforming Learning Communities	A Fac Strat	12/2005
3	The Transforming Learning Communities Strategic Plan will develop strategies to support a research/teaching nexus consistent with the Faculty mission and Transforming Learning Communities theme.	H	Director of Transforming Learning Communities	A Fac Strat	06/2005
4	Offer internal grants to support research/teaching development. At least 4 successful grant applications and completions .	H	Director of Transforming Learning Communities	A Fac Strat	12/2005

7 Identify emerging teaching and research themes for development. [D]

	Initiative	Priority	Responsibility	Budget	Date
1	Establishment of the Centre for Transforming Learning Communities as in 5.1 Target: Refer 5.1 Outcome: Refer 5.1	H1	Dean	A,C	06/2005
2	Building on the review of Teaching Across Programs, develop the concept of a core program for pre-service courses which provides for a more flexible, holistic and innovative approach, for implementation in 2006 . Target: Develop the framework for the implementation of Teacher Education Reform in 2006. Outcome: The Faculty secured the services of Professor Malcolm Skillbeck and Dr Helen Connell as leading experts in educational reform to conduct a review of initial teacher education programs offered in the Faculty. A report on their findings was provided in the later part of 2005 providing advice with respect to the development of a core program for the 1st year component of all Programs offered by the Faculty.	H1	Assoc. Dean T&L	B Fac Strat	12/2005
3	Develop expanded opportunities at the Cradle Coast Campus. The Faculty Cradle Coast Campus Working Party to make recommendations to the Faculty on strategies to increase participation at the Cradle Coast Campus through existing and additional programs. New and revised program proposals prepared for implementation in 2006 . Target: Increase student numbers and develop new and revised program proposals for implementation in 2006 Outcome: The Faculty experienced growth at the CCC in 2005. Two tenurable positions have been created on the CCC with the B.Ed program being extended to 1st and 2nd year units. A new Bachelor of Early Childhood is also to be offered, via distance, from 2nd semester 2006 and the Masters Post-Graduate coursework program will also be administered from the CCC from 2006.	H1	Faculty Executive	B Fac Strat	12/2005

	Initiative	Priority	Responsibility	Budget	Date
4	Investigate options for a 0-5 program which would enhance a partnership with the Department of Education and TAFE. Research grant applications and a high level honorary appointment to support investigation, planning and implementation will be pursued. Program proposal prepared for implementation in 2006 .	H	Assoc. Dean T&L	B Fac Strat	12/2005
5	Pathways for articulation with TAFE programs to be investigated. Proposals for approval completed in 2005 for implementation in 2006.	H	Assoc. Dean T&L	A	12/2005
6	Investigate Birth to Eternity program options to broaden the range of learning opportunities which do not lead to a formal teaching qualification and which support lifelong learning. Encourage collaborative development across Faculties.	M	Assoc. Dean T&L	A	12/2005

UTAS will be increasingly acknowledged by all levels of government and industry as a vital partner in State, regional and national development, and will be recognised by the community for this contribution.

9 Negotiate new State Partnership Agreement that recognises common goals of the State and the University and identifies new areas for joint development. [En]

Continue to develop strong links with the State Department of Education. This will involve:

	Initiative	Priority	Responsibility	Budget	Date
1	The continuance of two joint committees with the State Department of Education: the Innovative Teaching Committee and the Leading Learning Schools Committee each with both Faculty and Department of Education representation. Both committees to support developments to enhance teacher education and collaborative partnerships.	H	Dean	A Fac strat	12/2005
2	Investigate strategies, including a fractional academic appointment, to increase staff development participation by practising teachers both through award and non-award programs.	H	Assoc. Dean T&L	A Fac strat	12/2005
3	Develop high level State and Department of Education initiatives to enhance Faculty and State reputation for innovative education.	H	Dean	B Fac strat	12/2005
4	Increase the number of research and consultancies relevant to the needs of the state education stakeholders and encourage proposals for collaborative research. 10% increase over 2004 income in research and consultancy funding for 2005 .	H	Director of Transforming Learning Communities	A Fac strat	12/2005

12 Extend its engagement with all of its communities of interest. [En]

The Faculty will extend its engagement with its communities of interest. This will involve:

	Initiative	Priority	Responsibility	Budget	Date
1	Continue existing engagement and seek to develop new opportunities with all sectors of the education community through teaching, research and service.	M	Academic Staff	A Fac strat	12/2005

	Initiative	Priority	Responsibility	Budget	Date
2	Provide expert advice to educational communities and other relevant bodies.	M	Academic Staff	A Fac strat	12/2005
3	Provide leadership in the community through membership of professional committees and external bodies.	M	Academic Staff	A Fac strat	12/2005
4	Increase engagement with the Cradle Coast Community, particularly in the development of award and non-award offerings to be available through the Cradle Coast Campus.	H	Chair Cradle Coast Campus Working Party	B Fac strat	12/2005
5	Support recruitment activities through marketing and community engagement.	H	Faculty Executive Officer	A Fac strat	09/2005
6	Continue to develop strategies through the Faculty Communications Plan to inform stakeholders, alumni and education communities of Faculty priorities and activities.	M	Dean	B Fac strat	12/2005

UTAS will enhance its teaching so that it is ranked in the top ten Australian universities with respect to teaching performance.

15 Expand opportunities for student and staff feedback and monitor student and staff satisfaction through systematic use of SETL, CEQ and other surveys. [Ex]

Support current opportunities for student and staff feedback and investigate strategies to expand opportunities for feedback. This will involve:

	Initiative	Priority	Responsibility	Budget	Date
1	Seek qualitative feedback from students through informal surveys and student advisory boards. Student advisory board minutes to reflect feedback.	H	Assoc. Dean T&L	A Fac Strat	12/2005
2	Provide opportunities for staff to gain a better understanding of the forms and significance of formal and informal feedback available.	H	Assoc. Dean T&L	A Fac Strat	12/2005
3	Encourage staff feedback and comment on academic workloads and staff development.	H	Deputy HOS	A Fac Strat	12/2005

PEOPLE

UTAS will be renowned for its distinctive, quality student experience - 'the natural choice' for study in Australia - and be a first-choice destination for local, interstate and international students.

17 Integrate student learning and lifestyle in vibrant campus environments, including enhanced infrastructure for student learning and "Island Experience" opportunities. [D]

Facilitate students' entry into programs. Provide support for students to enhance their learning experiences. This will involve:

	Initiative	Priority	Responsibility	Budget	Date
1	Investigate ways to improve student transition into a supportive university environment.	H	Assoc. Dean T&L	A Fac Strat	12/2005
2	Ensure students are made aware of forms of support available across the University and within the Faculty.	H	Faculty Executive Officer	A Fac Strat	12/2005

	Initiative	Priority	Responsibility	Budget	Date
3	Ensure the Faculty website is student friendly and increase provision of supportive information and course and unit information.	H	Faculty Executive Officer	A Fac Strat	12/2005

UTAS will have a staff profile, an organisational culture and a working environment that supports its aspirations and recognises and rewards achievement.

20 Build up academic leadership generally, and at Launceston and the Cradle Coast Campus in particular. [Ex, G]

Staff profile revised to provide more senior level positions and more profile positions to support academic leadership. This will involve:

	Initiative	Priority	Responsibility	Budget	Date
1	Increase in staff profile targetting staff who can support and provide leadership for the EDGE agenda, Transforming Learning Communities and the Cradle Coast. Appointment of at least 1 Professor and at least 6 additional profile places .	H	Dean	A,C (\$ in 1.1) Fac Strat	02/2005
2	As part of the increase in the staff profile appoint an academic staff member based at the Cradle Coast Campus.	H	Dean	A \$105,000 Fac strat	02/2005
3	Provide opportunities for staff to develop academic leadership through committee membership and staff development programs.	M	Deputy HOS	A Fac Strat	12/2005

22 Develop staff workload protocols that support effective and equitable workplaces, and that recognise diversity of excellence. [Ex]

Implement staff workload protocols to support an effective and equitable work place. This will involve:

	Initiative	Priority	Responsibility	Budget	Date
1	Planning workloads consistent with protocols established by the University and by the Faculty.	H	Deputy HOS	A Fac Strat	12/2005
2	Monitor feedback from staff on the implementation of workloads protocols through Performance Management Reviews and informal feedback.	H	Deputy HOS	A Fac Strat	12/2005

23 Provide/support a broad range of staff development opportunities that develop the capacity of staff to achieve the University's goals, while improving individual job satisfaction and career prospects. [Ex, En]

Provide support for staff to take advantage of staff development activities which enhance the capacity of staff to contribute to the goals of the University and of the Faculty and to improve career prospects.

	Initiative	Priority	Responsibility	Budget	Date
1	Ensure that staff engage in appropriate staff development activities that support development of their capacity to contribute to the University and Faculty goals and individual career development. Faculty budget established for staff development and performance management planning to identify individual plans.	H	Deputy HOS	C \$100,000	12/2005