

2006 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	Continue to maintain staff profile in relation to strategic appointments which meet Faculty strategic needs, including the Transforming Learning Communities Research Centre (TLCRC) and the Institute for Inclusive Learning Communities (ILLC). Target: Improved SETLs, CEQ returns and ratings and research quantum.	H	Dean	A,C	On-going
2	Implement the Bachelor of Education and Care (Early Years) (BEC) program initially centred on the Cradle Coast Campus. Target: Increase growth on CCC for Faculty by 10% in 2006.	H	Program Director	C	06/2006
3	Establish effective cross-Faculty communication lines and develop incentive schemes for cross-Faculty collaborative research. Target: Increase the number of academic staff in the Faculty of Education who collaborate with academic staff from other Faculties on grant-funded research projects from the current level of 1 project to an average of 5 projects per year by 2010.	M	Director - TLCRC	A	12/2006
4	In the Undergraduate programs implement revised core structures and units in BAVE and B.Ed In-Service. Target: To increase applications and student numbers from interstate. Outcome: The B.Ed In-Service Program has increased its interstate numbers (not EFTSL) from 22 to 36 when comparing Oct 05 and 06. A good level of growth. The BAVE Program has experienced a range of problems in implementing a new mode of delivery and a possible outcome of this is the reduced interstate load carried in comparing 05 to 06 with interstate numbers (not EFTSL) reducing from 44 to 8.	H1	Program Directors	A,C	12/2006

	Initiative	Priority	Responsibility	Budget	Date
5	<p>Develop national and international recruitment scheme for attracting qualified RHD students and provide mentoring to RHD student supervisors.</p> <p>Target: Increase the number of students in the Faculty of Education who complete a RHD from the current level of 7 per year to at least 15 per year by 2010.</p> <p>Outcome: Completions are calculated as at December of each year therefore this measure is difficult to report on. As at October 2006 the Faculty had 4 students completed and graduated and a 05 completion has also graduate this year. More 06 completions are expected with most to also meet the graduation deadline for December 06.</p>	H1	Director - TLCRC, Program Director (Masters Coursework)	A,C	12/2006

- 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	Continue to develop strategic collaborations with Deans of Education in Go8 Universities (particularly University of Melbourne and University of Sydney) benchmarking teaching and staff quality, internationalisation and strategic collaborations.	H	Dean	A	12/2006

- 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 increase international exchange programs and opportunities for staff.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Continue to send students to, and receive students from Malmo University (Sweden) and further develop student exchange partnership with Butler University (USA).</p> <p>Target: Send 6 students on international exchange programs and host 2 students from overseas.</p>	H	Chair International Committee	A \$10k	12/2006
2	Internationalise the curriculum through the recruitment of international staff and through the development and incorporation of global and cultural education within teaching programs.	M	AD - T&L	A	On-going

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 Honorary and Visiting appointments with international reputations to support staff and develop collaborative activities. This will involve:

	Initiative	Priority	Responsibility	Budget	Date
1	Extend the Honour/Visiting appointment program with a focus on academics who can support the staff in the achievement of Faculty goals and who will work on collaborative activities with the Faculty. Target: To enhance research and teaching equivalent to Go8 standards.	H	EO - Strategic Initiatives	A,C	12/2006
2	Develop and implement a mentoring program and incentive schemes to assist academic staff in conducting research. Target: Increase the percentage of academic staff who will meet the future proposed definition of research-active from the current level of 12% to at least 20% by 2010.	H	Director - TLCRC	A,C Fac Strat	11/2006

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

Continue to develop the Transforming Education agenda to enable greater coherence within and across teaching and research programs.

	Initiative	Priority	Responsibility	Budget	Date
1	Establish ongoing transformative education in our teaching programs and the wider community informed by research through the TLCRC. Target: Increase research activities to transform teaching programs which are recognised and supported by the community and accepted by the State Education stakeholders.	H	Dean	A,C	12/2006

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

Reform teacher education to enable greater coherence within and across teaching programs.

	Initiative	Priority	Responsibility	Budget	Date
1	Teacher Education Reform - plan, trial and fully implement an alternative model of initial teacher education in line with recommendations from the Skilbeck/Connell report. Target: Coherent teaching program which will improve teaching quality evidenced by CEQ and SETL ratings. Outcome: Work has been undertaken to identify what would for the “core” of our Education undergraduate degrees. The work on this is being postponed pending a recent Federal Government Inquiry into Teacher Education. Findings of the Inquiry are expected towards the end of 06 and it is expected the Inquiry outcomes will significantly impact on our courses.	H1	Dean AD - T&L Program Directors Chair - CPIT	A,C Fac Strat \$1 mil/year	12/2006

	Initiative	Priority	Responsibility	Budget	Date
2	<p>Practicum Education Reform - plan, trial and progress the implementation of an alternative model for practicum in all degree programs through the joint Partners in Professional Practice Working Party.</p> <p>Target: Improve practicum outcomes through improved SETLs and CEQ ratings.</p> <p>Outcome: The Department in Education dissolved the Joint Partners in Professional Practice Working Party. The Faculty is trialling a cluster based practicum model in the Bachelor of Teaching Program which will be reported against at the end of 06.</p>	H1	Chair - CPIT	A,C Fac Strat	12/2006

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.

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	<p>Increase the number of research projects relevant to the needs of the state education stakeholders and encourage proposals for collaborative research.</p> <p>Target: Increase research quantum.</p>	H	Director - TLCRC	A Fac strat	12/2006
2	<p>Increase the number of consultancies relevant to the needs of the Community.</p> <p>Target: Increase community involvement.</p>	M	EO - Policy & Planning	A	12/2006
3	<p>In consultation with Dan Guhr (University Alumni Consultant), develop and implement an alumni plan to maintain interest and connections with past students in the community.</p>	M	Marketing & Alumni Officer	B Fac strat	12/2006
4	<p>Develop communication and marketing strategies to inform the community on Faculty activities and School programs.</p>	M	Marketing & Alumni Officer	A	12/2006

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	<p>Seek qualitative feedback from students through informal surveys and student advisory boards.</p>	H	Assoc. Dean T&L	A Fac Strat	12/2006

	Initiative	Priority	Responsibility	Budget	Date
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	12/2006
3	Seek feedback from past students through the Alumni on member s University experiences. Target: Use feedback to enhance current and future student experiences measured by reduced attrition rates.	H	EO - Academic	A	12/2006

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 through the EDGE Catalyst project.	H	AD T&L; EO - Academic	A \$25k	12/2006
2	Continue to improve upon the provision of student information through revising and improving the Faculty website.	H	EO - Academic	A Fac Strat	12/2006

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

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	Implement and evaluate workloads consistent with protocols established by the University and by the Faculty in conjunction with staff.	H	Business Manager; EO - Policy & Planning	A Fac Strat	12/2006

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 EDGE agenda and Faculty goals and individual career development. Faculty budget established for staff development and performance management planning to identify individual plans.	H	EO - Policy & Planning	C \$100,000	12/2006

POSITION

UTAS will have administrative structures, budget processes, business systems and infrastructure that effectively and efficiently support its strategic priorities.

- 33 Review all administrative areas to look at how current systems and processes will support quality, growth, internationalisation and compliance strategies; and be accountable to, and efficient for, users. In particular, review the service needs of students in the light of projected growth. [Ex]

To provide an administrative structure to support and enhance Faculty teaching, research and community.

	Initiative	Priority	Responsibility	Budget	Date
1	Implement the introduction of an IT Service Level Agreement with ITR. Target: Successful implementation of SLA.	H	Business Manager	A	06/2006
2	Develop, monitor and evaluate an appropriate operating budget that supports the achievement of Faculty goals. Target: Adherence to budget allocations and achievement of Faculty goals.	H	Business Manager	A	12/2006
3	Review Faculty policies, procedures and systems to ensure compliance with Faculty & University requirements. Target: All policies and procedures updated on Faculty website.	H	EO - Policy & Planning	A	12/2006

- 37 Ensure that infrastructure plans (eg. Capital Development and Asset Management, Information Technology) are developed in a strategic and coordinated manner to support the University's teaching, research and community service goals. [Ex]

To provide an administrative structure to support and enhance Faculty teaching, research and community service goals.

	Initiative	Priority	Responsibility	Budget	Date
1	Develop and monitor an appropriate operating budget that supports achievement of Faculty goals. Target: Adherence to Budget allocations.	H	Business Manager	A	12/2006
2	Review of Faculty policies and procedures to ensure Faculty openness and transparency in decision making. Target: All policies and procedures updated on Faculty website.	H	EO - Policy & Planning	A	06/2006