

# 2008 University Plan



## Faculty of Education

### 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.**

- 1 Strengthen high-achiever programs and pathways to attract and support the top echelon of local, national and international undergraduate and postgraduate students.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>In accordance with the University College development, the Faculty will develop pathways for the top echelon of students.</p> <p>Target: Creation of a faculty-wide Honours program that provides a coherent high performance learning pathway to high achieving commencing students.</p> <p>Outcome: Target met. An honours program is available across the B Ed, B Teach and B HM. 21 students completed the honours program in 2008 with our top student, Sibella King, also receiving a University Medal. A very successful Honours presentation night was held at the end of 2008 where the majority of Honours students presented on their research projects. In addition, the Faculty offers a M Education (Honours) program, in which 18 students were enrolled in 2008.</p>	M	Associate Dean (Teaching and Learning) and Honours Coordinator	C \$25,000 (Op Bud)	12/2008

- 3 Review and enhance UTAS' human resources policies and programs to provide the framework and resources to develop, recruit and retain excellent staff.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Implement a comprehensive recruitment, induction and colleague support program to assist new and experienced staff in effectively building career pathways that are aligned to University goals and address individual career aspirations, in particular focusing on developing the leadership potential of academics.</p> <p>Target: a) Fill vacant positions currently under advertisement by June 2008 b) Implement 2008 Induction Program which will be offered prior to the start of each semester c) Achieve completion of PhDs by 50% of staff currently enrolled</p> <p>Outcome: a) Target not met: Two vacant position filled by June 2008: Lecturer in Human Movement and Senior Lecturer in Rural and Regional Education. The Senior Lecturer position in Literacy was not filled. b) Target met: Induction Program implemented in 2008 with all new academic and sessional undertaking it at the commencement of 2008. c) Target not met: One staff member submitted their PhD thesis in 2008, with a further two due to submit in early 2009. As most staff have significant time remaining on their candidature this target is difficult to measure.</p>	H1	Dean, Deputy Heads of School, Assistant Dean, Associate Dean (Teaching and Learning)	A,C \$1.4m (Staff Profile)	12/2008

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>The Faculty will build on the incentives and rewards schemes for excellence in research and teaching activity that have been established in 2007 to further develop excellence at individual and group levels.</p> <p>Target: a) Submission of 5 applications for UTAS Teaching Excellence Awards b) Increase in DEST publications to 58.5 in 2008.</p> <p>Outcome: Target met. The Faculty submitted 9 applications for internal teaching awards, with 4 UTAS Citations for Outstanding Contributions to Student Learning awarded. In addition, Faculty staff received 3 or the 6 Australian Learning and Teaching Citations awarded to UTAS staff. Successful staff were: Dr Margaret Baguley, Dr Kim Beswick and Dr Kerry Howells. b) Target met. With 78.48 points for publications, the Faculty experienced a 47% increase in research output (up from 53.37) and surpassed the target.</p>	M	Associate Dean (Teaching and Learning), Associate Dean (Research)	C \$100,000( Op Bud)	12/2008

### 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.**

9 Review and strengthen tertiary preparation programs and entry pathways to support a broader range of students.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Develop an Associate Degree in Community Studies during 2008 for commencement in 2009, to be offered State-wide, with a range of specialisations, including Physical Activity Studies (Launceston) and Regional Community Studies (Burnie).</p> <p>Target: Associate Degree in Community Studies proposal to be approved in 2008, for offering in 2009.</p> <p>Outcome: Target not pursued due to a reassessment of priorities.</p>	M	Dean, Associate Dean (Teaching and Learning), Professor in Education (Regional and Rural Contexts)	C \$50,000 (Op Bud)	12/2008

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

	Initiative	Priority	Responsibility	Budget	Date
1	<p>The Faculty will develop a comprehensive careers website to provide easy access to information on a range of both school-based and broader career options and opportunities for graduates, as a strategy to identify a broad range of career options for Education graduates.</p> <p>Target: Functional web site launched June 2008.</p> <p>Outcome: Target met. The Faculty launched a Careers for Education Graduates website in 2008: see <a href="http://www.educ.utas.edu.au/careers">www.educ.utas.edu.au/careers</a>. The Faculty also launched a Professional Experience website in 2008.</p>	L	Dean, Marketing and Alumni	A \$20,000 (Op Bud)	06/2008

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>In a declining market for teacher education courses in Tasmania, explore opportunities for expanding programs in non-school education, building on strengths in community and adult vocational education, to sustain current and grow future enrolments both nationally and internationally, over time.</p> <p>Target: a) Increase interstate enrolments in the Bachelor of Education (Inservice) by 20% in 2008 b) Increase enrolments in the Bachelor of Adult and Vocational Education (BAVE) by 10% in 2008.</p> <p>Outcome: a) Target met. Enrolments in the B Ed (Inservice) grew 108% from 2007 to 2008 (183 to 380) (b) Target not met. Enrolments were steady, with 67 in 2007 and 66 in 2008.</p>	H1	Dean, Associate Dean (Teaching and Learning), Deputy Heads of School, Assistant Dean	C \$250,000 (Op Budg)	12/2008

	Initiative	Priority	Responsibility	Budget	Date
2	<p>Implementation of a distinctive program for years 3 and 4 of the Bachelor of Education on the Cradle Coast Campus that is aligned with the provision of education in regional environments and which leverages off other cross-faculty offerings at that campus, wherever possible.</p> <p>Target: Measurable growth in student numbers on the Cradle Coast Campus with continuing enrolments through years 3 (2008) and 4 (2009) and increased intake at degree entry.</p> <p>Outcome: Target met. The Cradle Coast Campus has experienced 31% growth from 2007 to 2008, with overall enrolment growing from 134 to 175. First year enrolments rose from 60 (2007) to 75 in 2008, although by census date the enrolment figures were steady at 55. 2008 experienced a significant change in the first year cohort with equal numbers of mature-age and school-leaver (under 23yo) students. All previous intakes had a much greater proportion of mature age (ie.older than 23) students, usually around 65-70% of the cohort.</p>	H1	Dean, Associate Dean (Teaching and Learning), Deputy Heads of School	A,C \$65,000 (Fac Strat), \$230,000 (Op Bud)	12/2008
3	<p>The Faculty will implement a program of improvement targeting on-line delivery to build staff expertise, improve course and unit design and delivery and expand enrolments in courses offered through flexible delivery</p> <p>Target: a) Standard Faculty templates for on-line unit development in place b) Virtual School model trialled and students engaged c) 8 units revised by December 2008 d) 80% of academic staff effective users of VISTA</p> <p>Outcome: a) Target met. A standard Faculty template for on-line unit development is now in place. b) Target met. A Virtual School model has been trialled and students engaged. c) Target met. With 31 B Education (In-service) units revised by December 08 the target of 8 was surpassed significantly. d) Target partially met. A professional development program has been implemented for 2008 and expanded for 2009 to ensure that a maximum number of staff will be competent at using MYLO.</p>	H1	Dean, Deputy Heads of School, Associate Dean (Teaching and Learning), Course Coordinators	C \$100,000 (Op Bud), \$100,000 (T&L Funds)	12/2008
4	<p>The Faculty will work towards applying to all programs the University s proposed Common Course Structure, in accordance with agreed timeframes and in the context of course registration requirements.</p> <p>Target: a) Respond to B.Teach Review recommendations b) Identify synergies and reduce duplication between BECEY, B.Ed(Inservice), BEd and BTeach.</p> <p>Outcome: a) Target met. The Faculty has responded to the B Teach Review recommendations. Intake to the B Teach will cease in 2009 with a new M Teach being launched in 2010. (b) Target met. Reduction in the duplication of units and compliance with the Common Course Structure will be met through our new B Ed and M Teach programs, due to be launched in 2010. The BECEY has been discontinued, with no new intake from 2009.</p>	M	Associate Dean (Teaching and Learning)	C \$60,000 (Op Bud)	12/2008

14 Introduce UTAS Island Units that are nationally distinctive and capture the island educational experience.

	Initiative	Priority	Responsibility	Budget	Date
1	Cross-reference 9	L	Dean, Associate Dean (Teaching and Learning), Professor in Education (Regional and Rural Contexts)	C	12/2008

16 Expand postgraduate coursework programs specifically aimed at continuing professional development and career start-up.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Complete the restructure of the Post Graduate Coursework program to more effectively meet professional needs and increase its attractiveness to national and international markets.</p> <p>Target: New program introduced as soon as UTAS course approvals processes are finalised, and at least by semester 1, 2009; Increase enrolments in new program by 10% in 2009. Attract 90 FFPOS in 2009.</p> <p>Outcome: Target partially met. A new M Education program has been introduced for 2009. To date, it is not possible to report on the FFPOS enrolment figures for 2009. The Faculty did, however, experience strong growth in this cohort from 2007 to 2008, with postgraduate FFPOS enrolments growing from 46 to 62 (and overall FFPOS enrolments growing from 73 to 91).</p>	M	Dean, Deputy Heads of School, Associate Dean (Teaching and Learning)	C \$200,000 (Op Bud)	07/2008; 12/2009

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>The Faculty will implement processes for the improvement and regular review of its teaching and learning performance including: student retention and progress, and graduate outcomes as indicated by the GDS and CEQ and SETL.</p> <p>Target: GDS response rate 50% CEQ response rate 50% GS 31 GT 20 OS 25 Retention 80% Progress 0.95 SETL %age of unit enrolments 80% SETL mean of means 4.2 Development of website to facilitate Professional Experience by March 2008.</p> <p>Outcome: Partially met where data is available. GDS and CEQ data as well as retention and progression rates for 2008 are not yet available on MIRU. Data held by the Faculty shows a retention rate of 84.1% in 2007 with a 0.94 progression rate into 2008. While the percentage of SETLs by unit enrolments are also not yet available, the Faculty received a SETL mean of means of 4.15. A Professional Experience website has been developed (see: <a href="http://www.educ.utas.edu.au/profexp">www.educ.utas.edu.au/profexp</a>)</p>	H1	Associate Dean (Teaching and Learning)	A,C \$100,000 (Op Bud) + staff profile costs	12/2008

### Priority C: Further strengthen existing UTAS institutes, centres and groups and identify new flagship opportunities

#### Reassess and renew the focus of UTAS' research strengths and opportunities; Develop the opportunities that arise as a result of the integration of UTAS and the Australian Maritime College.

19 Develop key areas of strength in the AMC institute as part of completing the integration process.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Identify possible opportunities for collaboration between the Faculty and AMC in teaching and research development.</p> <p>Target: One AMC collaboration implemented.</p> <p>Outcome: Partially met. Discussions have been held on collaborative work related to Adult and Vocational Education.</p>	M	Dean, Deputy Heads of School	C \$20,000 (Op Bud)	12/2008

22 Increase the scale and focus of research to achieve critical mass by clustering activity into groups, centres and institutes.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>The Faculty will establish the Tasmanian Institute for Research in Teaching and Learning Environments (TIRTLE), a Launceston Blueprint initiative. This will support the development of a strong and vibrant research culture in the Faculty and in Launceston. It will build on areas of current strengths, as identified through the RQF process, as well as identify emergent opportunities, particularly in partnership with the State Government and other community organisations.</p> <p>Target: Establishment of TIRTLE through appointment of a Level D/E Director, an identified program of research and a strategic research development plan. Increase FFPOS to 90 in 2009.</p> <p>Outcome: In the light of considerable staff changes, the Faculty has reviewed research development plans. The Faculty has focused on (1) consolidating and extending existing research strengths and associated research groups; (2) identifying emerging strengths and building prospective groupings around these; (3) strengthening key partnerships as an integral aspect of (1) and (2). Accordingly, the Faculty has: Appointed an Associate Professor in Mathematics Education; Supported the further development of the Science, ICT and Mathematics Education in Rural and Regional Australia research group; Advertised for senior appointments in school leadership and literacy; Identified Teaching and Learning in Tertiary Education as an emergent area of research; Established a Faculty Research Committee; Produced a draft Research Strategic Plan for 2009-2013; Established a Faculty Research Office and appointed a full-time Faculty Research Administrator; Provided mentor support for Early Career Researchers</p>	H1	Dean, Associate Dean (Research)	C \$221,000 (Strategic) , \$159,000 (Op), \$110,000 (Ex)	12/2008; 12/2009

### **Priority D: Strengthen relationships with UTAS' communities, including the Tasmanian State Government**

**Further develop relationships with the Tasmanian State Government and UTAS' communities of interest; Seek collaborations that enhance UTAS' distinctiveness and provide unique opportunities for all stakeholders.**

24 Renew major partnerships with State Government and industry and develop new partnerships with the private sector.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Identify partnership opportunities with a variety of Government Departments on a range of mutual priorities, including ongoing emphasis on Department of Education collaboration.</p> <p>Target: Establish formal partnership with Department of Education in related to literacy.</p> <p>Outcome: Target met. Liaison person for partnerships has been appointed at the Department of Education. To date the partnership has developed a pilot project in the B Teach, collaborative work in teacher professional development in literacy and an evaluation project for the Raising the Bar, Closing the Gap literacy/numeracy project.</p>	H1	Dean, Assistant Dean, Deputy Heads of School	A,C \$160,000 (Op Bud) \$200,000 (External funding)	12/2008

26 Work with local communities to further develop the University's northern campuses.

	Initiative	Priority	Responsibility	Budget	Date
1	Cross-reference 9, 13.2, 22, 28	L	Dean	A	12/2008

28 Review the opportunities for new, distinctive collaborative activities and provide appropriate resources to pursue them.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Maximise the benefits from relationships with Faculty and stakeholder communities through the establishment of a strategic approach to engagement.</p> <p>Target: a) Identify and build on all current valuable relationships b) Establish two Faculty-wide Course Advisory Committees, with strong external stakeholder membership c) Implement scholarship development strategy.</p> <p>Outcome: a) Target met. Relationships developed with Department of Education (noted in 24.1) and extended to other stakeholders through Course Advisory Committees. b) Target met. Two Faculty-wide Course Advisory Committees have been established: undergraduate and postgraduate. Each has representative across key stakeholder groups and resulted in strong relationships. For example, a new Faith Education elective for the B Ed has been developed in cooperation with Catholic Education. (c) Target partially met. New scholarship opportunities have been identified, with 3 new scholarships/awards in the pipeline. A formal scholarship strategy is under development.</p>	M	Dean	C \$20,000 (Op Bud)	12/2008