

## Faculty of Business

### 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	Continue to provide PhD scholarships in the Faculty.  Target: 10 PhD scholarships leading to an increase in PhD completions in the Faculty across the next 3-5 years.	H1	Dean, Ass Dean Research, AIRC Exec Director	C \$150,000	2009 - 2010
2	Identify new PHD opportunities in innovation related research areas.  Target: Attract at least 2 new PHD students.	M	Director, AIRC	A	Sept 2009
3	Continue growth in the Graduate Certificate in Commercialisation for the AIRC.  Target: At least 18 students enrolled in each of Sem 1 and Sem 2, 2009.	H	Ass Prof Jack English	A	August 2009
4	Continue to encourage excellence in the student body in the School of Mgt by advancing initiatives for support and sponsorship by professional bodies and potential employers.  Target: An extra 2 scholarships/prizes for the School of Mgt students.	H	HOS Mgt	A	Ongoing 2009

- 2 Optimise the range of support programs for prospective and current students.

Initiative 2 is most relevant for the Faculty due to its high proportion of international students. Providing a community friend will enhance these students' experience, allow them to embed better into the community and provide greater opportunity for them to remain in Tasmania and gain meaningful employment after graduation.

	Initiative	Priority	Responsibility	Budget	Date
1	Provide ongoing student support for postgraduate students by employing PG Academic Support Officer  Target: Increased student progression rates, improved SETL scores and in the longer term improved CEQ outcomes	H1	Dean	C \$100,000	Jan 2009
2	Facilitate the introduction of a Community Friendship Scheme, designed to assist in supporting international students and students studying away from home better into the university and wider community.  Target: 1. Provide community friends to at least 100 students in Lton and Hobart.	H1	Dean, Student Services, Int Services	C \$110,000	March 2009

4 Develop a broad-based visiting fellowship program.

	Initiative	Priority	Responsibility	Budget	Date
1	AIRC to continue a separate visiting scholars program  Target: Two visiting scholars during 2009.	H	Director, AIRC	A	Oct 2009

6 Strengthen and increase participation in organisational professional development programs that support a high-performance culture.

	Initiative	Priority	Responsibility	Budget	Date
1	Provide additional funding for staff development activities through the research and teaching and learning committees.  Target: Increase in F1 and A1 publications over the next 3 years. 2. Increase in the number of applications for teaching and learning grants, internally and externally.	H	Dean, ADTL, Ass Dean Research	C \$90,000	2009
2	Develop and deliver a jointly badged Executive Short course program with the Australian and New Zealand School of Government (ANZSOG).  Target: Promoted, created and run at least one program with 15 participants	M	Director, AIRC	A	End 2009
3	Offer research skills workshops for staff and PG students using visiting academics.  Target: Offer 3 workshops attended by majority of Mgt staff and RHD students.	H	HOS Mgt	A	Ongoing 2009

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

	Initiative	Priority	Responsibility	Budget	Date
1	Provide annual awards for research, academic and general staff.  Target: Present at least 3 awards for excellence based on predetermined criteria as part of the Faculty s Annual Dinner.	H	Ass Dean Research, ADTL, Business Manager	C \$21,000	2009

**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.**

10 Investigate the potential to develop a college offering enabling and foundation programs and entry pathways primarily for international students.

	Initiative	Priority	Responsibility	Budget	Date
1	Work with the Director-International Services and the DVC AP on establishing an international business education model to articulate students from foundation studies through to UG and PG study.  Target: Agreed on model of operation by end of 2008 with a view to commencing in July 2009.	H1	Dean, Director International, DVC AP, ADTL	C \$265,000 (from Strategic funds)	July 2009

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

	Initiative	Priority	Responsibility	Budget	Date
1	Review of Faculty Admin functions, especially in light of increasing PG international student enrolments and increasing move to flexible delivery.  Target: Optimal staffing resources to ensure efficient and effective student administration.	M	Manager, Academic Administration, ADTL	A \$2,000	March 2009

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	Continue to develop units for a fully flexible online MBA. To begin marketing and offering in Semester 2, 2009.  Target: 1. Increase enrolments in MBA by 20 EFTSL over 2008 numbers. 2. Development of at least 4 fully online PG units and work on development of flexible delivery of 4 UG units in 2009. 3. Increase in domestic PG coursework enrolments by 15% from 2008 numbers by the end of 2010.	H1	Dean, ADTL, HOS	C Approx \$250,000 year	2009-2010

15 Develop/revamp off-campus fieldwork and placement facilities, particularly for UTAS Island Units.

	Initiative	Priority	Responsibility	Budget	Date
1	Increase resources for work place based units in UG and PG courses. Seeking business case funding of \$50,000 for 2009.  Target: 1. 40 UG corporate internship placements each semester in 2009. 2. At least 40 PG corporate internship placements in semester 2, 2009. 2. Introduce a corporate internship component in selected coursework PG courses.	H	Dean, ADTL	C \$130,000 per year	Ongoing

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

FOB will be seeking strategic funding to employ a Level C academic to develop and begin teaching a Master of Finance. The revenue earned once the course begins will cover the salary post 2009.

	Initiative	Priority	Responsibility	Budget	Date
1	Expand PG coursework MBA Health Mgt for flexible delivery, to Northern Sydney and Tas State Public service  Target: Increase enrolments by 30 EFTSL from the 2008 numbers by the end of 2009.	H1	Dean, ADTL, HOS Mgt	C \$300,000 per year (inc salary component)	2009 - 2010
2	Develop and teach Master of Finance (by 2/2009) and develop units for a Finance specialisation in other PG programs.  Target: 1. Initial enrolments of 10 EFTSL in Master of Finance. 2. Increase in enrolments of PG Finance units in other PG courses of 5 EFTSL.	H1	Dean, ADTL, HOS Eco & Finance	C \$150,000	July 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	Senior Teaching Fellow in charge of project aimed at mapping and improving graduate generic skills in UG majors in the Bachelor of Business.  Target: 1. Improved CEQ outcomes 2. Potential of share of Federal LTPF 3. Improved student progression	H1	Senior Teaching Fellow, ADTL, Dean	C \$200,000 (includes salary component)	2009-2010
2	Increase the number of Teaching Merit Certificates awarded in the School of Acc & CG.  Target: Improve on the 2007 outcome awarded in 2008.	M	HOS Acc & CG; Academic staff of the School	A	March 2009

### 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.

18 Develop current and identify new areas of research strength.

	Initiative	Priority	Responsibility	Budget	Date
1	Faculty will continue to fund research activity including the provision of small grants, staff conference funding, staff research awards, scholarships for RHD students and additional support for RHD students.  Target: 1. Increased publications in A1 and F1 category by 5% from 2008. 2. Provision of at least 3 new PhD scholarships. 3. At least 4 visiting scholars. 4. Increase the number of IRGS and external grant applications by 10% from 2008.	H1	Ass Dean Research, Dean, HOS	C \$335,000	2009

	Initiative	Priority	Responsibility	Budget	Date
2	Improve DEWWR outcomes and RHD Completion rates in the School of Acc & CG.  Target: 1. 5% improvement over 2008 in DEWWR publications (A1 & F1). 2. Two RHD completions by the end of 2009.	M	HOS Acc & CG, RHD supervisors	A	End of 2009

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	Continue to provide support to the Australian Innovation Research Centre and to promote increase in research output, consultancy and PhD completions.  Target: 1. Seek additional State Government funding for further work on Tasmanian Innovation Census. 2. Provide ongoing scholarships for 5 PhD students. 3. Completion of at least 3 PhD theses.	H1	Dean, Director of AIRC	C \$500,000 (FOB funding)	2009
2	Faculty to encourage excellence in research outputs via a funding scheme which rewards A* and A level publications.  Target: 1. Increase A* and A level journal submissions by 20% over 2008. 2. Increase in A* and A publications by 10% over 2008.	H	Dean, ADR, Research Committee	C \$80,000	Ongoing 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	Obtain State Government funding to Tasmanian Innovation Census (TIC) related projects.  Target: Have a commitment of at least \$500,000 from the State Government by the middle of 2009 for projects related to TIC.	H1	Director, AIRC; Prof Keith Smith, Dean	C \$750,000 (research income)	July 2009
2	Write the Tasmanian Innovation Strategy for the State Government  Target: Complete the strategy to be delivered to the Tas Government by Sept 09.	H1	Director, AIRC	C \$500,000 (inc & exp)	Sept 2009
3	Develop and deliver IDEAS workshops to the community in collaboration with the State Government.  Target: Offer 3 workshops during the year.	M	Ass Prof Jack English, AIRC	B	End of 2009

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

	Initiative	Priority	Responsibility	Budget	Date
1	Develop and launch a scholarly journal  Target: 1. Determine focus of journal 2. Identify and appoint editorial board 3. Secure financial support from Faculty and elsewhere as appropriate	M	HOS Acc & CG, School Res Director	B \$20,000 p.a	Ongoing 2009
2	Identify and support collaborative activities with the UTAS community for School of Acc & CG staff  Target: 1. Identify at least one staff member engaged in community activities and provide support (time or resources) for this activity. 2. Nominate 1 staff member for VC s community engagement award.	M	HOS Acc & CG.	B \$3,000	October 2009

29 Explore the opportunities for additional national and international collaborations in areas of excellence and distinctiveness.

	Initiative	Priority	Responsibility	Budget	Date
1	Continue to explore opportunities to offer courses offshore and to better market existing courses to international markets.  Target: 1. Have at least 2 viable, efficient TNE programs running Faculty courses by the end of 2009. 2. Increase number of FFPOS enrolments in the Faculty by 5% over 2008 figures.	H	Dean, ADI, Director-Int Services	C \$100,000 marketing	Ongoing 2009
2	Organise the hosting of the 2010 CAUTHE conference in Hobart.  Target: Planning and organising to meet deadlines as negotiated with CAUTHE executive.	H	HOS Mgt, School of Mgt Tourism Staff	A	Ongoing 2009
3	Explore opportunity to offer BBus Management Major at UPH Indonesia.  Target: Signed MOU	H	Dean, HOS Mgt, ADI	B \$5,000	July 2009
4	Host the 3rd International Conference in Accounting and Corporate Governance Education.  Target: 1. 80 Registrants 2. At least break even financially	M	HOS Acc & CG; School organising committee	C \$12,000 (loan from Faculty)	January 2009