

## Faculty of Science, Engineering & Technology

### 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.**

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

	Initiative	Priority	Responsibility	Budget	Date
1	To enhance student retention and academic success by fully implementing the PASS Scheme and supporting the Transition Support Officer in implementing academic support programs within the Faculty.  Target: Improved progress rates and lower attrition rates.	H	Associate Dean (T&L)	C \$100K+	12/2009

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	To continue to improve the quality of staff appointments and the retention of excellent staff by responding rapidly and positively where appropriate.  Target: Respond within 1 week with a new package after notification of offers to key existing staff or to issues raised by successful applicants.	H	DVC, Dean, HoS	A	On-going

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

	Initiative	Priority	Responsibility	Budget	Date
1	To provide incentives for the achievement of excellence in teaching and learning as well as research at the School, group and individual levels.  Target: Ensure budgets, promotion and loadings for teaching and learning as well as research are strongly performance driven.	H1	Dean, Research Directors, HoS	C \$2M+	On-going

### 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	Deliver bridging/enabling programs for key disciplines including Chemistry, Engineering, Life Science, Mathematics and Physics.  Target: Enrolment by over 50% of successful participants in full-degree programs.	H	Associate Dean (T&L), HoS	A \$60K	On-going

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

	Initiative	Priority	Responsibility	Budget	Date
1	Maintain an open-door policy in the Faculty Office allowing students to access staff and information during extended business hours.  Target: Faculty Office access to be maintained between 8.45am and 5.30pm.	H	Faculty staff	C \$20K+ Staff Profile	On-going

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	To provide leadership for University-wide initiatives to develop a common course structure which includes opportunities for multidisciplinary study and a unique UTAS experience.  Target: To implement a common degree structure across all programs by 2010.	H1	Associate Dean (T&L), HoS	C \$300K+	12/2009

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

	Initiative	Priority	Responsibility	Budget	Date
1	Introduce a Graduate Certificate in Science Education in 2009 to update and upskill science and maths teachers across the state.  Target: Enrol at least 25 students in the first unit.	H	EDPD, Associate Dean (T&L), HoS	C \$50K	7/2009

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	To continue to improve the quality of teaching and learning outcomes within the Faculty through innovative teaching and learning initiatives.  Target: To obtain top 10 status in the science area in the Learning & Teaching Performance Fund for 2009.	H1	Dean, Associate Dean (T&L), HoS	C \$1.2M+	6/2009

### **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	To support and further develop areas of international recognition including Ore Deposits, Separation Science, Antarctic and Marine Science, Radio-Astronomy, Food Safety and Biotechnology and identify new areas of strength.  Target: Strategic new appointments and retention of key staff in these areas.	H1	Dean, Research Directors, HoS, PVC(R)	C \$2M+ Fac Res Budget (IGS, RTS, RIB)	12/2009

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	Position the Faculty to maximise reputational and financial returns through developing excellent research groupings, including new nationally funded Centres.  Target: Obtain a top 10 ranking for research performance amongst SET faculties across Australia.	H1	Dean, Research Directors, HoS	C \$200K+, School Budgets	12/2010

**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.**

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

	Initiative	Priority	Responsibility	Budget	Date
1	Support and grow the specialised named degrees on the Launceston and Cradle Coast campuses.  Target: Growth in programs, such as, BComp, BEnvDes (Architecture, Furniture and Interior), BEnvSc, BRRM, BIS and MArch.	H	Degree Coordinators	A	On-going

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

	Initiative	Priority	Responsibility	Budget	Date
1	Actively pursue joint ventures with CSIRO, the state government, other research organisations and international universities.  Target: Growth in research income of at least 10% from joint venture initiatives and establishment of exchange/cotutelle arrangements with top 100 ranked universities.	H	HoS, Institute Directors, Fac Res Officer	A	On-going

## 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.**

32 Review budget allocation models to ensure that they complement and reinforce UTAS' academic and business objectives.

	Initiative	Priority	Responsibility	Budget	Date
1	To ensure that funding is distributed to reward performance and to recognise and enhance the long term vision of UTAS to achieve top 10 rankings in teaching and learning as well as research.  Target: For at least 90% of funds to be distributed on a performance basis.	H1	Dean All staff	C \$20M+	On-going

34 Plan and implement a high-quality shared services model.

	Initiative	Priority	Responsibility	Budget	Date
1	With central student administration provide highly accessible and timely advice to students.  Target: Continuous access during business hours to informed advice on all matters related to courses.	M	St Admin and Fac Office staff	A	On-going

38 Plan and implement major capital projects in line with the UTAS Master Plan.

	Initiative	Priority	Responsibility	Budget	Date
1	Provide access to high quality laboratories and facilities.  Target: Annual expenditure of at least \$0.5M on equipment and minor works.	H	Dean, HoS	C \$0.5M+	On-going