

# INFORMATICS FACULTY PLAN (2006–2007)

## FIRST PROGRESS REPORT

### SUMMARY OF PROGRESS AGAINST OBJECTIVES

#### PREAMBLE

Once again, the University has changed the Faculty Planning template as well as the planning and reporting timeline. Whilst, in the past, Faculties were required to plan and report on a calendar year basis, now Faculties are required to plan on a financial year basis, but still report on a calendar year basis. As a result, the Faculty Plan for the 2006–2007 year is not required to be submitted until September and the new Template has not yet been finalised.

This first report captures the new and revised objectives/strategies and reports the progress achieved against them to date.

These same objectives/strategies will be populated into the University's Faculty Planning template when finalised. In anticipation of the final Template, this report follows the proposed template structure as it is known to date and comprises the following sections:

#### Part 2 Planning and Review – Core Activities

##### 2.1 Student Profile

- 2.1.1 2006 Review and 2007 Update
- 2.1.2 Faculty Strategies addressing UoW Objectives
  - Recruitment – domestic
  - Recruitment – international
  - Access by equity groups
- 2.1.3 Additional Faculty Objectives

##### 2.2 Learning and Teaching

- 2.2.1 2006 Review and 2007 Update
- 2.2.2 Faculty Strategies addressing UoW Objectives
  - Development of Graduate Attributes
  - Quality teaching programs, including course development and review
  - Student support
  - Student equity initiatives
  - Support for quality teaching

##### **International linkages and activities**

- Offshore teaching programs
- Study abroad/student exchange linkages
- Other
- 2.2.3 Additional Faculty Objectives

##### 2.3 Research

- 2.3.1 2006 Review and 2007 Update
- 2.3.2 Faculty Strategies addressing UoW Objectives
  - Research income
  - Research student training

- Quality of outcomes
- Partnerships and commercialisation
- International linkages and reputation
- Research environment and recognition

#### 2.3.3 Additional Faculty Objectives

### 2.4 Community Engagement

#### 2.4.1 2006 Review and 2007 Update

#### 2.4.2 Faculty Strategies addressing UoW Objectives

- Sharing knowledge
- Economic and environmental management
- Educational growth and development
- Social and cultural development and well-being

#### 2.4.3 Additional Faculty Objectives

## Part 3 Resources

### 3.1 Staff

#### 3.1.1 2006 Review and 2007 Update

#### 3.1.2 Faculty Strategies addressing UoW Objectives

- Recruitment
- Training and career development
- Employment equity and diversity
- Occupational health and safety

#### 3.1.3 Additional Faculty Objectives

### 3.2 Other Faculty Resources

### 3.3 Resource Implications for Professional Units

### 3.4 Budget

## OVERVIEW

The Planning Conference held in December 2006 formulated Faculty objectives and strategies for 2007 and beyond which have been captured in the Faculty's now well-established planning cycle (based on the calendar year) and processes. This first report captures the new and revised objectives/strategies and reports the progress achieved against them to date.

## HIGHLIGHTS

- Deans Scholars proposal sent to Senate for approval.
- Marketing plan developed and strategies being implemented, including revamped careers market flyers, poster of business cards of graduates and advertising in Good Universities Guide
- Multilingual web pages complete and will soon go live (Faculty of Informatics first UOW faculty to use multilingual web pages)
- Coordinator of Women in Engineering appointed, action plan developed (including an email group for females in the faculty and a social forum) and new advertising material produced
- 45% of new students in BMath courses are female
- SISAT has identified a number of subjects that may no longer be appropriate, or are redundant, and have removed them from their new degree structures

- SCS&SE has held two meetings with 'at risk' students, focussing on commencing students who were made 'forced offers' and continuing students who failed more than one subject in Spring session 2006
- Katina Michael awarded a CEDIR fellowship
- Maureen Morris to be awarded the Octal Sessional Tutor/Demonstrator Award
- Annette Worthy to be awarded an Octal Faculty Award (only three Faculty Awards presented across the University)
- Daniel Saffioti to be awarded the Vice Chancellors award for Excellence in Community Engagement
- 35 Discovery grants have been submitted, all reviewed by senior staff within the Faculty before being submitted.
- At least 21 new HDR students enrolled in Autumn session 2007 (Faculty had highest HDR student load at UOW in 2006)
- The Centre for Statistical and Survey Methodology has been recognised as a research strength within the university
- Mathematics in Industry Study Group 2007 successful, with six companies and 120 delegates attending
- New school, SISAT, progressing well, workloads and career interviews underway

## PART 2: PLANNING AND REVIEW – CORE ACTIVITIES

### 2.1 Student Profile

#### 2.1.2 Faculty Strategies addressing UoW Objectives

##### *Recruitment – domestic*

- Develop a strategic multi-faceted Faculty marketing plan to increase market share of HCS first preferences.
- Attract undergraduate and postgraduate students by establishing school-based Marketing Committees to complement the work of the Faculty Marketing Committee.
- Other strategies include:
  1. Developing a Dean's Scholars Program
  2. Restructure the BIST course
  3. Initiating competition for Yrs.9 and 10 High School students focused on Electrical Engineering
  4. Establishing new high-level and work-integrated scholarships to attract high-calibre students
  5. Enhance the effectiveness and quality of School websites
  6. Review and broaden u/g and p/g offerings in new School (SISAT)
  7. Exploring delivery of p/g coursework subjects as short courses

##### *Progress:*

- Marketing plan developed and strategies being implemented, including revamped careers market flyers, poster of business cards of graduates and advertising in Good Universities Guide
- Marketing and High School Liaison Committee (SM&HSLC) formed in SECTE
- School specific brochures developed, targeting HSC students
- Deans Scholars proposal sent to Senate for approval
- SISAT has completed an extensive review of u/g and p/g offerings and presented report to FEC.
- Need for BIS degree confirmed and new majors in BIST developed
- Discussions held at SM&HSLC regarding options for high school competition in 2007 and work in progress to submit a community engagement grant proposal to source funding
- Walter Mining work integrated learning and Delta Electricity work integrated learning scholarships established, under discussion is the Australian Power Academy work integrated learning scholarship.
- UOW scholarship website now linked to SECTE website

**Recruitment – international**

1. Produce marketing materials for Planet India road show and promoting Faculty in targeted Indian cities with greatest potential for IT students
2. Attend Beijing CIEET road show and conduct agent training
3. Translate targeted marketing materials into Mandarin and development and launch of multilingual web pages
4. Consolidate high level offshore partnerships in China
5. Develop strategies for expansion into Vietnam and South Korea

**Progress:**

- Brochures developed for India and China road shows and circulated to key agents and off-shore partners.
- Multilingual web pages complete and will soon go live (Faculty of Informatics first UOW faculty to use multilingual web pages)
- Dean and other UOW staff visited offshore partners in China at the end of February
- 20 additional students projected for 2008 from Zhengzhou and Tianjin Universities

**Access by equity groups**

- In non-traditional areas, increase female students by:
  - reviewing course structures to make them more inviting to females
  - developing marketing materials targeted at females
- Improve access, participation, retention and completion rates among student equity groups

**Progress:**

- SCS&SE to participate in Enrichment program and make workshops ‘female friendly’
- New SISAT degrees focusing on business problems and solutions, rather than just technology solutions, making them more attractive to females
- Coordinator of Women in Engineering appointed, action plan developed (including an email group for females in the faculty and a social forum) and new advertising material produced
- 45% of new students in BMath courses are female.

**2.1.3 Additional Faculty Objectives****Attract and retain undergraduate and postgraduate students, both domestically and internationally**

- Increase quality of postgraduate supervision in SCSSE

**Progress:**

- Introduction to Research Methods now compulsory for all MCompSc (Research) students

**2.2 Learning and Teaching****2.2.2 Faculty Strategies addressing UoW Objectives****Development of graduate attributes**

1. Review all SISAT current and proposed courses to satisfy graduate attributes and accreditation requirements
2. Improve learning outcomes and pass rates in subjects with high failure rates through QUALITY101
3. Integrate academic and information literacy, language and learning support into curricula

**Progress:**

- SISAT currently engaged in developing graduate qualities and mapping to their degrees
- New FEC working party formed to consider Graduate Qualities and how they might be mapped to subjects and degrees.

**Quality teaching programs including course development and review**

1. Review structure and effectiveness of SECTE p/g courses by:
  - internally reviewing the structure and content of the MIT
  - reviewing the effectiveness of the new MEngStudies introduced in 2006
2. Review subject delivery in each session and address abnormalities in student achievement and satisfaction by:
  - ensuring Subject Review form completed for each subject in every session
  - examining delivery of subjects with low student satisfaction rates
3. Review all SCSSE subject offerings (both u/g and p/g) with a view to rationalisation
4. Develop new syllabus for Master of Software Engineering and benchmark with top international offerings
5. Review all u/g SISAT degree structures including:
  - conducting surveys of graduate satisfaction
  - identifying strengths and weaknesses in existing courses from both IS and IT
  - removing non-viable courses
  - redesigning existing courses to provide a high quality learning outcome
6. Conduct reviews of all SMAS courses over the next five years
7. Ensure Faculty compliance with the University's new Quality Review Framework
8. Develop a Dean's Scholars Program across Faculty courses

**Progress:**

- Sub-committee of the SECTE Education Committee created to review MIT
- Postgraduate coursework students invited to meeting to share concerns and views on degree
- SECTE Education Committee has programmed a series of activities to address student satisfaction issues.
- SECTE Postgraduate Studies Committee has taken steps to encourage social interaction and plan a number of forums.
- Process in place to review subject delivery and low student satisfaction.
- SCS&SE working parties established to implement rationalisation.
- Software Engineering working party formed and benchmarking underway
- SISAT has identified a number of subjects that may no longer be appropriate or are redundant and have removed them from the new degree structures
- Deans Scholars proposal sent to Senate.

**Student support**

1. Reinstate SCSSE mentoring scheme for "at risk" first-year undergraduate students
2. Review the transition in and through first year Mathematics subjects by:
  - developing procedures to identify and help weak students as early as possible
  - developing strategies to engage students at all levels of ability
  - conducting reviews of first year subjects concentrating on assessment as well as curriculum
3. Develop repositories of SMAS subject materials accessible by web interface

**Progress:**

- SCS&SE has held two meetings with 'at risk' students, focussing on 'forced offers' and students who failed more than one subject in Spring session 2006
- 'At risk' database constantly being updated.
- SMAS working party formed to investigate issues

***Support for quality teaching***

- Develop processes to encourage and assist academic staff to apply for competitive grants in the area of quality teaching and learning

***Progress:***

- Katina Michael awarded a CEDIR fellowship

**INTERNATIONAL LINKAGES AND ACTIVITIES*****Offshore teaching programs***

- Evaluate offering proposed Dean's Scholars Program to offshore courses

***Progress:***

- Recommendation submitted to Faculty for approval.

**2.2.3 Additional Faculty Objectives*****Seek accreditation of SMAS courses where appropriate***

1. Determine appropriate financial bodies to give accreditation for the Finance courses
2. Investigate articulation into p/g Actuarial courses offered at other Universities

***Progress:***

- Proceeding under the direction of the Chair of the SMAS SEC

**2.3 Research****2.3.2 Faculty Strategies addressing UoW Objectives*****Research income***

- Increase the level of external funding from national competitive grants, industry and other funding sources by:
  - developing an early strategy for developing ARC grant proposals
  - identifying funding opportunities and disseminating information
  - senior staff assisting junior staff with developing competitive research grant proposals

***Progress:***

- At least one linkage industry application to be submitted in the first round of ARC Linkage grants
- 35 Discovery grants have been submitted, all reviewed by senior staff within the Faculty before being submitted.

***Research student training***

- Enhance the quality of higher degree research student scholarship and training by:
  - actively identifying and attracting quality students both internally and externally
  - creating strong high-performance research culture
  - rewarding high achievers and profiling them as role models

***Progress:***

- At least 21 new HDR students enrolled in Autumn session 2007 (Faculty had highest HDR student load at UOW in 2006)

***Quality of outcomes***

- Produce a substantial amount of high quality and high impact research by:
  - developing measures of research quality and impact
  - identifying mechanisms to support and promote high quality research and ways of making an impact
  - reviewing the elements that contribute to groups in other institutions being acknowledged as high impact

***Progress:***

- In light of the new RQF requirements the Faculty is working with the Office of Research to develop measures of research quality and impact.
- Initial RQF groups have been identified.

***Partnerships and commercialisation***

1. Develop and take part in high profile external collaborative R&D partnerships
2. Establish and/or improve relationships with key domestic organisations by:
  - reviewing existing contacts and deciding on priorities
  - identifying key elements of a productive relationship for the Faculty and the identified partner

***Progress:***

- On-going

***International linkages and reputation***

1. Develop and implement an R&D incubation commercialisation plan within the Innovation Campus
2. Have a strong international reputation for research through high level of activity on international bodies

***Progress:***

- Two start-up companies have been launched (no space currently available at Innovation campus)

***Researcher environment and recognition***

1. Quarterly topical ICT presentations for campus community
2. Develop another long-term research strength for the Faculty by:
  - identifying key staff and groups
  - recruiting where possible into the identified future strength
  - establishing the essential criteria for evolving into a research strength in concert with PVC(R)
  - ensuring that each School participates in at least one research strength
3. Develop an effective Faculty-wide research management and funding plan in collaboration with the URC by reviewing current funding arrangement and developing a performance-driven funding formula aligned with the RQF

***Progress:***

- The Centre for Statistical and Survey Methodology has been recognised as a research strength within the university
- Discussions held with schools and research groups to identify viable research groupings and guidelines being developed

### 2.3.3 Additional Faculty Objectives

#### *Research-only staff to be strategically involved with honours teaching program.*

- Review opportunities for such teaching, such as research-only staff identified to thesis subject coordinator for inclusion into supervision list

**Progress:**

- On-going

#### *Ensure that 85% of Academic staff are research active*

- Clarify minimum requirements for “research active” status
- Ensure priority allocated in career development interview/plan.

**Progress:**

- No progress to date

#### *Establish criteria to ensure study leave is effective (ie undertaken as prescribed)*

- Improve study leave planning.

**Progress:**

- On-going

#### *Produce bi-annual Faculty Research Report*

1. Collating data on research activities
2. Compile and edit into report.

**Progress:**

- On-going

#### *Leverage Faculty's data mining expertise to position the Faculty at the forefront of this emerging discipline*

- Conduct audit of Faculty's current expertise levels

**Progress:**

- Yet to be investigated.

#### *Review SMAS research structure*

1. Determine structure to manage research within School
2. Each current research group to go up another level
3. Manage impact of new RQF and new staff appointment into School

**Progress:**

- The Centre for Statistical and Survey Methodology has achieved research strength status
- SMAS has two top-ranked groups in 2007 RQF
- 80% of staff involved in top-ranked groups in the subsequent RQF round

## 2.4 Community Engagement

### 2.4.2 Faculty Strategies addressing UoW Objectives

#### *Sharing knowledge*

- Conduct research seminars and/or mini-workshops on a quarterly basis targeted at local industry with a view to fostering engagement

#### *Progress:*

- To be investigated in second half of 2007

#### *Educational growth and development*

- Review and consolidate the Faculty Enrichment Program ensuring appropriate evaluation criteria implemented

#### *Progress:*

- Feedback sought from stakeholders and evaluation on-going

## PART 3: RESOURCES

### 3.1 Staff

#### 3.1.2 Faculty Strategies addressing UoW Objectives

#### *Training and career development*

1. Provide access to targeted development opportunities and/or bridging programs for EEO eligible staff
2. Leverage opportunities afforded by AMSI, ARG and MISG

#### *Progress:*

- Bridging programs yet to be undertaken
- High profile Honours courses being run using AGR in 2007
- MISG 2007 successful with six companies and 120 delegates attending.

#### *Employment equity and diversity*

1. Ensure work practices are non-discriminatory
2. Monitor and develop new staff

#### *Progress:*

- Team teaching in place in SECTE for most subjects to provide more flexibility in the provision of development opportunities
- As new SECTE staff are appointed they will be assigned appropriate mentors from existing staff

#### *Occupational health and safety*

- Implement identified strategic KPIs and establish SECTE OH&S sub-committee to develop and review SECTE OH&S policies

#### *Progress:*

- Sub-committee established and operational. Inspections undertaken and reports lodged.
- Policy development on-going

### 3.1.3 Additional Faculty Objectives

#### *Create a more inclusive and mentoring Faculty culture for equity group members*

1. In cooperation with CEDIR, develop best practice case studies for cultural exclusivity with particular reference to work group
2. Develop appropriate mentoring linkages for new staff and for staff preparing for probation and promotion

#### **Progress:**

- SCS&SE HOS mentoring new staff with regards to probation and career development issues
- Informal mentoring established within SECTE in areas of research and governance
- Career development and planning interviews underway in SECTE to assist in professional development and promotion
- Three SMAS staff currently undertaking probation process

#### *Improve staff morale in SCSSE*

- Increase public appreciation of efforts

#### **Progress:**

- Four staff publicly acknowledged for their efforts

#### *Form the new School of Information Systems and Technology comprising staff from Informatics and Commerce*

1. Develop a shared vision by:
  - exploring staff attitudes to the new School
  - naming the new School
  - identifying areas of teaching expertise
  - designing short and long term goals for the new School
  - assisting staff to articulate their career goals and to develop strategies for realising them
2. Develop a sense of belonging by:
  - providing opportunities for staff to socialise
  - installing noticeboards in the building and purchasing business cards
  - identifying possible sites for staff co-location
  - obtaining UOW approval for identified site and designing suitable office and meeting spaces
  - planning for phased transfer of staff to new space
  - arranging for physical relocation to new space

#### **Progress:**

- New School progressing well, workloads and career interviews underway.
- Many social functions have already been held and relocations planned and in progress.

#### *Provide a pleasant working environment for SMAS staff*

1. Provide all staff with adequate physical facilities
2. Maintain current inclusive and collegial atmosphere

#### **Progress:**

- A large postgraduate space being developed to free up space for new staff
- New staff integrating well, social function held and undertaking a range of teaching and administrative duties.