

INFORMATICS FACULTY PLAN (2008–2009)

SECOND PROGRESS REPORT

SUMMARY OF PROGRESS AGAINST OBJECTIVES

OVERVIEW

As advised in the first Progress Report, the University has changed their Faculty Planning and Resource template yet again. The Plan, as submitted, complies with this changed template. This second Progress Report builds on that of the first, hence the achievements identified in the first Report, where not changed, have been retained for this Report.

HIGHLIGHTS

- 16 new Indian, 6 Pakistani and 178 new Chinese students enrolled at 30 July 2008. Greatest increase is in Bachelor of Engineering, with a total of 22 new Chinese student enrolments (with 21 from Zhengzhou University).
- Faculty successfully held its first ICT Careers Week event on 30 July. A panel of industry experts including the Dean of the Faculty were asked questions relating to the ICT industry, in front of 300 prospective and current students.
- SCSSE conferences held: 'Provsec 2007', <http://media.uow.edu.au/news/UOW039081.html>; 13th Australasian Conference on Information Security and Privacy (ACISP 2008) <http://media.uow.edu.au/news/UOW046199.html>.
- Course reviews progressing with subjects/courses deleted and new offerings developed and approved
- Faculty members awarded large ARC Linkage Grants.
- Seven research contracts/consultancies were signed by Faculty staff between January and May 2008.
- Faculty member highly commended for Excellence in Research Supervision at the VC research awards. Another Faculty member highly commended for Outstanding Achievement in Research Partnerships for his work with the ABS at the VC Research Awards.
- Faculty member recognised as a Fellow of the Australian Computer Society.

PART 2: PLANNING AND REVIEW – CORE ACTIVITIES

2.1 Student Profile

2.1.2 Faculty Strategies addressing UOW Objectives

Recruitment – domestic

1. Develop a strategic multi-faceted Faculty marketing plan to increase market share of HCS first preferences.
2. Attract undergraduate and postgraduate students by establishing school-based Marketing Committees to complement the work of the Faculty Marketing Committee.
3. Other strategies include:
 - Developing a Dean's Scholars Program
 - Restructure the BIST course
 - Initiating competition for Yrs.9 and 10 High School students focused on Electrical Engineering
 - Establishing new high-level and work-integrated scholarships to attract high-calibre students
 - Enhance the effectiveness and quality of School websites

- Review and broaden u/g and p/g offerings in new School (SISAT)
- Exploring delivery of p/g coursework subjects as short courses

Progress:

- Staff have been involved in attendance at Careers Markets (Macarthur and Canberra) and Information evenings with two more events scheduled in August and September.
- Second Annual High School Challenge held 25-26 June 2008, with approximately 420 students from 13 schools across the Illawarra and Southern Highland region participating. Positive feedback was received from all event participants. SECTE staff have been involved in visiting the participating schools to present trophies and participation certificates to those students involved in the Challenge at their respective School assemblies. Planning is underway for 2009 and the follow up visits are assisting to promote participation in this event.
- Creation of BIS(Hons) & BIT (Hons), suspension of BIST and minor changes to MITM were approved by the Faculty.
- Creation of Graduate Certificate of Technology Engineering, Master of Technology Engineering and a review of the Master of Engineering Studies/Master of Engineering Studies (Double Major). Approval of four new majors in the Bachelor of Mathematics and Finance.
- 9 major subject change applications by SISAT were approved by the Faculty. This completes year 1 of the 3 year rolling plan for subjects.
- Changes to MITM approved by Graduate School of Business and accepted by the Faculty. Changes to MITM make it attractive to a wider range of students. It is also easier to manage and suits our articulation arrangements better.
- SISAT HDR applications remain good and some improvement in quality has been noted. A number of Malaysian academics enrolled this semester to do PhDs, despite trend noted on 25 April report
- The Centre for Business Services Science is still performing well and should be attractive to good HDR students. The Centre for IS and IT Research is nominal only but will be developed further this year. SISAT is attempting to set up an RFID/LBS lab in building 39 which would be a big draw card.
- New Master of IT Studies (MITS) & MITS (Adv) degrees have been developed to concept stage and widely accepted by SISAT school and advisory committees. These degrees address the lack of technical skills in our current Masters graduates.

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
6. Explore opportunities with identified institutes and high schools in China to create pathways for undergraduate programs.
7. Diversify into other International markets

Progress:

- Point 1 complete
- International Officer to attend Roadshow in India with UniAdvice in late August and follow-up with agent training commenced by Coordinator in April 2008.
- 16 new Indian and 6 Pakistan students enrolled at 30 July 2008
- 178 new Chinese students enrolled at 30 July 2008. Greatest increase is in Bachelor of Engineering, with a total of 22 new Chinese student enrolments (with 21 from Zhengzhou University)
- Trip planned for China in September 2008

- Indonesia: Binus has added new subjects and the articulation arrangement is currently being reviewed. As the articulation stands, Binus students articulating to UOW will need at least 1.5 years to complete the 3+1 to fulfil prerequisites for Project CSCI321.
- Malaysia June 08, International Officer: Marketing and training of Informatics degrees to agents; visits to selective high schools and universities for potential scholarship students; reconnaissance for potential partner institutions for SISAT
- Head of SMAS, Professor Tim Marchant, met with ACIC student agency in Beijing for promotional visit. Academic staff need to be selected to help promote SECTE programs in Malaysia, particularly with the University of Kuala Lumpur and Thailand to progress articulation arrangements
- The Graduate Diploma in Computer Science has been approved by Senate for introduction in Singapore. First intake will be in September

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:

- Montse Ros is coordinating an inaugural Summit titled: So you think you can Engineer? An Engineering Summit for Young Women to be held from 12-15 January 2009. The target market is year 10 students from local and regional areas with 80 places available planning and meetings are ongoing with regard to this event.
- In conjunction with the Faculty of Engineering a series of workshops are being conducted during the year for girls aged 10-13. SECTE provided workshops for 28 participants on 10 May 2008 that focussed on Solar Power and harnessing the energy of the sun. Survey feedback received from the participants was highly complimentary. Dr Montse Ros, Dr David Stirling, Mr Sasha Nikolic and Yin Chin were involved in this successful event.
- Feedback at marketing exercises suggest new SISAT degrees are better suited to females. However proportion of female enrolments remains low.

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:

No further action required.

2.2 Learning and Teaching

2.2.2 Faculty Strategies addressing UOW Objectives

Development of graduate attributes (note this item now renamed by UOW to graduate qualities)

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:

- A new interface to the Equella database is being built to streamline processes described in 25 April progress report. SISAT have employed a Research Assistant using ESDF funding to manage these processes. He has already proved very useful in development of subject change proposals.

Rob MacGregor is spearheading this process while Holly Tootell is on maternity leave. He has been granted special funding by university administration

- The Graduate Qualities Group has been put on hold due to Katina Michael and Holly Tootell both being on maternity leave. The Faculty has adopted the university's 5 graduate qualities. Schools are incorporating these into all their subject offerings. Schools have been given the option to add to the University's 5 graduate qualities. SECTE have had their graduate qualities approved by Faculty - they have aligned theirs to the Engineers Australia Qualities.

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 Master of Engineering Studies 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:

- The documentation to delete the MIT and approve the GradDip and Master in Technology Engineering for 2009 introduction is before Senate. The revisions to the MEngStud and MEngStud (Double Major) are also pending Senate approval.
- Subjects currently under review are ECTE 457 (specifically focussing on flexibility required to accommodate mid-year intake), ECTE 363/364/365 (identify overlaps, omissions and revise the content accordingly), ECTE 906 and ECTE 955 (content of each of these subjects requires review as a result of the new degrees that are pending approval. Factors such as increasing the number of experiments and skills training require consideration)
- All aspects of the course program were reviewed by Engineers Australia and the accreditation panel that attended on 6-7 May 2008. A verbal report indicated that overall there were no major issues to be raised with the final report and subsequent recommendations to be sent to the School by September
- SISAT has completed surveys of graduate satisfaction and identification of strengths and weaknesses in existing courses from both IS and IT; removed non-viable courses and redesigned existing courses to provide a high quality learning outcome
- SISAT is continuing its review of subjects over the next 3 years. Subjects have been organised into "content hubs" and lecturers who specialise in these hubs have been asked to review subject offerings. Several hubs have been very effective and have significantly improved a number of subjects. This review process asks academics not only to review content but also teaching activities (e.g. labs, tutorials etc) and assessment tasks
- New majors in BMathFin awaiting University approval. Changes to SMAS coursework Masters degrees are proposed, increasing them to 72cp. This will make the degrees easier for international students to complete and more attractive from a marketing point of view

- SMAS plan to seek accreditation of courses by the Statistical Society of Australia; planned for later this year.
- Plans for teaching the new first year SMAS subjects are well underway with staff allocated to these classes
- Second Dean's Scholars event held – "Research Snapshot Series" lunches. Willy Susilo volunteered to present a brief overview of his research to interested Dean's Scholars and other high achieving students. The event was successful, with students returning positive feedback forms. Plans are to hold regular "Research Snapshot Series" lunches, with one scheduled for October 2008.

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:

- Historical records are being kept; SCSSE will look into the possibility of identifying repeat 'offenders'.
- Meeting held 24/7 with re-enrolled students with two or more fails in Autumn Session 2008. Of the 59 offenders, 19 attended the student forum.
- 104 Letters of congratulation have been sent to SCSSE/SISAT students who received 2 or more high distinction grades in Autumn session 2008.

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:

- No change to first Progress Report

INTERNATIONAL LINKAGES AND ACTIVITIES

Offshore teaching programs

Evaluate offering proposed Dean's Scholars Program to offshore courses

Progress:

Evaluating complete and 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 provide accreditation for the Finance courses
2. Investigate articulation into p/g Actuarial courses offered at other Universities

Progress:

- Accreditation of SMAS courses by the Statistical Society of Australia is planned for later this year.

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:

- Peter Eklund was awarded a \$246,000 ARC Linkage grant in collaboration with the Australian Museum and researchers from Creative Arts
- David Steel, Ray Chambers and Robert Clark awarded a \$140,000 ARC grant under the Linkage International Social Sciences Collaboration scheme
- Seven research contracts/consultancies were signed by Faculty staff between January and May 2008.

Develop and take part in high profile external collaborative R&D partnerships

Explore participation in an ARC-funded centre of excellence and research network

Progress:

- This is on-going
- A proposal to establish a NSW Designing Out Crime Research Centre, submitted earlier this year, was not successful.
- Applications for centres of excellence and research networks have not been called for.

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:

- Eleven HDR (7 Ph.D. and 4 Research Masters) students graduated in July 2008.
- At least thirteen new HDR students enrolled in Spring Session 2008.
- SECTE has reviewed the supervision arrangements of HDR students in the school to ensure that all students have two supervisors.
- Minjie Zhang was highly commended for Excellence in Research Supervision at the VC research awards.

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:

- The draft ERA journal rankings and the ERA consultation paper were circulated to all research groups/centres for comments. Most groups have provided input, which will be forwarded to the research office to form part of the University response.

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:

- this is on-going
- Three new partnership grants submitted to URC
- David Steel was highly commended for Outstanding Achievement in Research Partnerships for his work with the ABS at the VC Research Awards

International linkages and reputation

1. Develop and implement an R&D incubation commercialisation plan within the Innovation Campus
2. Establish and/or improve relationship with some key international research universities or other organisations
3. Have a strong international reputation for research through high level of activity on international bodies

Progress:

- The new MICD, appointed earlier this year, has resigned; vacant position is to be re-advertised soon
- At least two University Internationalisation grants were submitted in June 2008
- A number of international researchers visited the Faculty.

Researcher environment and recognition

1. Hold quarterly topical ICT presentations for campus community by identifying and compiling a list of high-profile ICT guest speakers and inviting them to address the 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:

- This is on-going. There has been no call for applications to establish new research strengths, but the Faculty research structure is well positioned for a new research strength
- Discussions were held with the Acting DVC (Research) to decide funding for 2008. The funding level for research groups outside the research strengths has been confirmed for 2008.

2.3.3 Additional Faculty Objectives**Ensure that 85% of Academic staff are research active**

Ensure priority allocated in career development interview/plan.

Progress:

More than 85% academic, including research only, staff have submitted research publications for DEST data collection.

Produce bi-annual Faculty Research Report

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

Progress:

In progress with report due to be published by November 2008

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:

- A new post-doc has been appointed in Pure Maths
- Three new positions in Statistics have been advertised. They are a Director of Statistical Consulting, a clinical trials statistician and a Deputy director of CSSM
- Tim Marchant appointed to a DEEWR Endeavour Awards selection panel.

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:

- Various research groups hold seminars and invite their collaborators
- A number of workshops and conferences have been organised by staff in the Faculty.

Educational growth and development

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

Progress:

No progress to date.

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, AGR and MISG

Progress:

- One SMAS post-doc has left UOW to take up a lecturing position at ECU. Others have been given the opportunity to lecture large classes on a casual basis
- Significant usage of AGR is occurring this year. Plans for the AMSI Summer School and MISG2009 are well underway. Tim Marchant is an advisory committee member of nGame, a University of Sydney group set up to oversee the implementation of Honours Mathematics teaching using the AGR.

Employment equity and diversity

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

Progress:

- Teaching loads for 2009 to be planned soon with the objectives of a balanced workload and range of classes in mind.

Occupational health and safety

1. Implement identified strategic KPIs and establish SECTE OH&S sub-committee to develop and review SECTE OH&S policies
2. Implement the OH&S Strategic Plan set for Informatics

Progress:

- A revision of the SECTE OH&S Committee Terms of Reference is ongoing and the outcomes presented to the School Committee for approval. The results of OH&S inspections have been submitted to the Faculty OH&S Committee for consideration.
- All Spring Session Casual Academic Teaching staff have participated in an in-house induction program that incorporated laboratory OH&S requirements.
- Workplace inspections completed and checklists returned for SCSSE, SISAT, Faculty Office and SECTE
- Items to be addressed are to be reported via SafetyNet for follow up with OH&S unit. 2008 year to date - only 3 incident reports submitted.

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 groups
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
- All new SMAS staff have attended a CDI.

Improve staff morale in SCSSE

Increase public appreciation of efforts

Progress:

- This is on-going.

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; CDIs all being processed routinely. Workloads all complete but still require a faster turnaround time and linkage to subject allocation process. Will explore this before 2009. Several staff have completed initial promotion applications and these are of good quality.

Provide a pleasant working environment for SMAS staff

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

Progress:

- SMAS has been allocated five new offices in building 15, with the departure of ISEM to the Innovation Campus.

Angelina Lonard
29 August 2008