Faculty of Engineering Computing and Mathematics

2011 Full Faculty Meeting

The Way Forward

22 June 2011
Welcome

Agenda

• Brief overview of the Faculty position
• Faculty Leadership
• Vision and Mission
• Strategic planning
• Way forward
• Questions and feedback
Faculty Update

Education

• New Courses 2012
  – Commence teaching new majors in 2012.
  – Master of Professional Engineering will commence in 2013.
  – Major achievement to consolidate our course offerings whilst maintaining our commitment to a high quality education.

• Significant thanks to staff who have and continue to contribute to the development of New Courses 2012
  – Students will benefit significantly through the new ways of learning NC2012 will make possible.

• Upcoming accreditation is very important
Faculty Update
Education: Student enrolments

Coursework Load (31 March)

- Commencing Domestic U/G
- Commencing International U/G
- Total Commencing U/G
- Commencing P/G Coursework
- Total Commencing Coursework
- Total Coursework Enrolments
- Total Coursework EFTSL

Comparison of 2010 and 2011 data.
Faculty Update
Research

Research Students

- Commencing HDR
- Total HDR
- HDR EFTSL

2010: 12% of total EFTSL
2011: 11.5% of total EFTSL

Graph showing comparison between 2010 and 2011 for Commencing HDR, Total HDR, and HDR EFTSL.
Faculty Update

Research continued

Research Income

• 2010: Total income of approx. $30 million (2009: $23.5m)

• Recent ARC Success Rates:

  – **ARC 2010 Linkage Round 2**: 9 ECM Applications; 67% success rate (v UWA 59%; v National 43%)

  – **ARC 2011 Linkage Round 1**: 6 ECM Applications; 83% success rates (v UWA 77%; v National 47%)

  – **ARC Discovery 2010**: 51 Applications; 27% success rate (v UWA 18%; v National 22%)

  – **ARC Discovery 2011**: 43 Applications, plus additional Discovery Early Career Researcher Award applications
ERA Results (2010 ERA Exercise)

- Mathematical Sciences (FoR 01)
  - Overall: 4 (Go8 average: 4)
    - Pure Mathematics FoR: 5
    - Applied Mathematics FoR: 4

- Information and Computing Systems (FoR 08)
  - Overall: 3 (Go8 average: 3.6)

- Engineering (FoR 09)
  - Overall: 3 (equal lowest in Go8+2, average: 4.1)
    - Environmental, Civil, Mechanical FoRs: 4
Faculty Update
Organisational Change

• The academic Organisational Change process undertaken by the Faculty over the last 6 months is completed.

• The savings in salaries that will accrue from the academic Organisational Change and other initiatives (17 staff) is close to the target outlined in the academic Organisational Change documentation of $2.5million.

• This gives us a sustainable base to now consider strategic initiatives.

• The process has given us as a Faculty a much better understanding of the finances.
Faculty Update
Financial Situation

- Stabilised sufficiently to plan for the future
Faculty Update
Some Take-away Messages

• We have done a lot of hard work over the last two years – it is starting to pay off.
  – We are in a better financial position.
  – We have some good measures of our performance and understand where we are.
  – We are expanding our industry links.
  – We have made outstanding progress on NC2012.
  – We are identifying and playing to our strengths.
  – We are starting to work as a team.
Faculty Leadership Team

• John Dell
  – Dean of the Faculty
• Andrew Bassom
  – Mathematics and Statistics
• Mohammed Bennamoun
  – Computer Science and Software Engineering
• Liang Cheng
  – Civil and Resource Engineering
• Greg Ivey
  – Deputy Dean, Research
• Paula Langley
  – Faculty General Manager
• Jeremy Leggoe
  – Deputy Dean, External Relations
• Yinong Liu
  – Mechanical and Chemical Engineering
• Cara MacNish
  – Deputy Dean, Education
• Brett Nener
  – Electrical, Electronic and Computer Engineering
• Chari Pattiaratchi
  – Environmental Systems Engineering
Faculty Leadership Team
Role in the Faculty

• The Faculty Leadership Team is primarily for advising the Dean in making decisions.

• The Faculty Leadership Team, in consultation with the Faculty, sets and reflects on the Vision, Goals and Strategies of the Faculty. As such, the Faculty Leadership Team has significant power to influence the future of the Faculty.
Faculty Leadership Team
Culture and Values

• Trust
• Fairness
• Openness
• Excellence
• Ownership
• Honesty
• Courage to back ourselves
• Courage to challenge each other

• Confidence
• Adaptability
• Flexibility
• Respect for diversity
• Value feedback
Faculty Leadership Team
What have we been doing?

• Learning how to work together, to live our values.

• Working as a team to make significant decisions affecting the Faculty.

• Identifying the way forward.

• Starting the processes needed to get the entire Faculty working together.

• **Starting the process of redefining our, the Faculty’s, Mission and Vision.**
Idea of the Mission ...

Sometimes people will suggest that the great innovations, the great advances have already taken place – the Newton’s, the Edison’s, the Bell’s …

We believe that history will show differently, that we have only just begun. **We believe that the greatest challenges are ahead of us.**

In some ways we have had it easy – cheap energy, plentiful natural resources, a relatively small global population. We are living in a 21\textsuperscript{st} century world with 21\textsuperscript{st} century expectations, powered by 20\textsuperscript{th} century technologies.
Mission

• We need:
  – to find a way to live sustainably with a greater population, higher standard of living and greater expectations than ever before.
  – to change the way we use energy and resources.
  – to change the way we work, live and interact.
  – to change the way we manage and look after the health of an aging population.

• These changes require both technical excellence and ingenuity. They require new ideas and the ability to put them into practice.

• The Faculty needs to provide the dynamic, exciting and engaging environment that breeds that excellence and fosters that ingenuity.

• The Faculty must create the graduates and the research that will CHANGE THE WORLD.
Vision

A dynamic Faculty empowering people to change the world
Achieving the Vision

• We (the Faculty) need to identify and own the
  – Guiding Principles
  – Goals
  – Strategies
  – Tactics

• In key areas of activity
  – Leadership and Management
  – Resources
  – Education
  – Research
  – Industry, Partnerships and Engagement

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### Overarching Principles, Goals and Strategies

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<th>Principles</th>
<th>Goals</th>
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<td>1. The Faculty regularly reflects on its strategies and modify as appropriate to ensure the Faculty is moving towards its vision.</td>
<td>1. To have a Faculty that is fully engaged and working <em>together</em> to achieve the Faculty’s vision and goals.</td>
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<td>2. The Faculty strives to attract and retain high-quality staff with excellent research, teaching and service performance.</td>
<td>2. To establish a set of Faculty-wide core values.</td>
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<td>3. The Faculty values and guarantees academic freedom for thoughts and ideas.</td>
<td>3. To develop a Faculty with a culture that:</td>
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<td>4. The Faculty recognises and values diversity of staff contributions.</td>
<td>- <em>Believes we are One Faculty.</em></td>
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<td>5. The Faculty promotes and encourages a culture of co-operation and collaboration.</td>
<td>- <em>Believes overall performance of the Faculty is more important than local interests.</em></td>
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<td>6. The Faculty actively promotes the connectivity between teaching and research.</td>
<td>- <em>Believes that research and teaching are compatible and works in ways that makes this possible.</em></td>
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<td>7. The Faculty will ensure there is equitable experience and opportunity to succeed for all staff and students.</td>
<td>- <em>Will challenge behaviour that is not aligned with its values.</em></td>
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<td>8. The Faculty will clearly and unambiguously communicate expectations of behaviour, performance and duties.</td>
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Achieving the Vision

ONE STRATEGY DOES NOT MEET NEEDS OF ALL GROUPS

CULTURE BEATS STRATEGY

We need to make sure that how we work together, how we interrelate, in all areas, allows us to make our vision a reality.

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The Way Forward

- The Vision, Principles and Goals for all of the areas (Leadership, Resources, …) need to be discussed in your context – in Schools, Professional Teams, Centres, Research Groups, Committees, …
  - What do they mean to you, your colleagues?
  - Are we ready to share the vision?
  - Take up the challenge!

- Feedback to the Faculty Leadership Team through Heads, General Manager, Deputy Deans, Dean

- Strategies and tactics found and implemented, locally, Faculty wide, University wide, externally

The time frame is weeks not months!

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The Way Forward

• **Importantly**, the Strategic Plan is a living thing – it will be reviewed and adapted to work for us, the Faculty
  – At least annually at the level of goals and principles
  – More frequently at the level of strategies and tactics

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It is up to us, the Faculty, to build our future, to create, own and implement the strategies and tactics that will make the Vision a reality.

This presentation and the associated documents are available online at:

www.ecm.uwa.edu.au/staff/planning

Encourage your colleagues look at, discuss, think about the message of this presentation and be involved.
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Please join the Faculty Leadership Team over drinks and snacks at the MILC to talk to them and discuss with each other what has been presented today.