

Ten Key Action Points from Academic Heads' Conference: Practical Leadership

1 December 2009

- 1) The **Academic Strengthening** agenda is crucial and must be defined clearly and in a non-threatening way for all colleagues
- 2) In Academic Strengthening, plans must proceed in parallel, with **simultaneous work** towards definitions of the Teaching and Research staff stream; the Teaching Intensive staff stream; and the Research Intensive staff stream. These should all be announced in tandem;
- 3) **Definitions of success**, levels of attainment, aspiration and outcome should be drafted for each academic stream and level (from A to E inclusive)
- 4) **Definitions of Education Achievement** should be submitted for consideration at exactly the same time as definitions of Research Achievement;
- 5) We should also look at the possibility of a '**third stream**' of Education-focused HEW staff, who might share responsibility (and to assume workload) for course administration and eEducation design, releasing Higher Ed staff for teaching and research;
- 6) The **ARC single-page template** for assessing research grants (shown by Kate Smith-Miles in her presentation) should be sent to all Academic Heads/supervisors for use in Performance Development;
- 7) **The Monash Institute of Advanced Studies** Working Group (co-sponsored by Edwina Cornish and Adam Shoemaker) should detail its aims and advantages very carefully. In particular, what will it add to the current activities of the Monash Research Graduate School? What benefits will accrue?;
- 8) The **Anti-Drudgery Project** is a great idea and should cut red-tape at every opportunity. Key areas for attention include the Learning Management System, Plagiarism Detection Software and the possibility of wholly online assignment submission. The new Chief Information Officer will play a key role here;
- 9) The aspects of the **Monash Passport Mark II** introduced at the conference should be considered by its Working Group very carefully, especially:
 - a. The proposal to embed high-level Honours programs in each Faculty;
 - b. The possibility of introducing some interdisciplinary breadth/depth "choice" units across faculties in key thematic areas (eg Sustainability);
 - c. Exploration of a consistent policy for funding and allocating credit to internships and volunteer placements.
- 10) The **international role** of Academic Heads is crucial. Given our international, multi-campus nature, Heads should be given priority for international trips to other Monash campuses.