



Professor Rod Simpson.



Dr Thomas Schlacher.



Professor Tania Aspland.

Priority: To attract, retain and develop excellent staff.

■ Recruiting staff who will contribute to achieving the University's Mission

Employer of Choice for Women

The University of the Sunshine Coast was named an 'Employer of Choice for Women' by the Federal Government Equal Opportunity for Women in the Workplace Agency (EOWA). The citation recognises the University as a workplace that supports female staff by providing a positive and flexible environment. The University was the only Sunshine Coast organisation to be named in a list of 15 Queensland-based organisations and one of only 115 Australia-wide. Organisations awarded the citation actively recognise and address the needs of their female workers to enable them to reach their full potential. The award, which is valid for 12 months, assists in attracting the best staff to the University.

Senior Staff Appointments

A restructure of the senior management group supporting the Vice-Chancellor was approved in 2004. Changes were implemented in 2005 and involved a review of the position of Deputy Vice-Chancellor and the establishment of two new senior positions: Pro Vice-Chancellor, International and Development; and Chief Financial Officer, Corporate Services.

Key senior staff appointments in 2005 included:

- Deputy Vice-Chancellor – Professor Greg Hill, formerly Dean of Education, Health and Science at Charles Darwin University took up his position at the University in March
- Dean, Faculty of Arts and Social Sciences – Associate Professor Pam Dyer
- Chief Financial Officer – Mr Robert Stratford
- Head of School, Commerce, Faculty of Business – Professor Edmond Fitzgerald
- Head of School Management, Faculty of Business – Associate Professor Jennifer Radbourne

WHO Air Quality Review

Professor Rod Simpson, Dean of the Faculty of Science, Health and Education, participated in the 2005 review of the World Health Organisation Air Quality Guidelines. Professor Simpson, an international expert on air pollution, attended the global update in Germany and his participation will assist in the formulation of the guidelines for air quality around the world.

Scientist appointed to International Journal

Senior Lecturer in Marine Science, Dr Thomas Schlacher, was appointed to the editorial board of the prestigious international journal *Marine Ecology*. The journal publishes cutting-edge articles by marine scientists from around the world and the editorial board sets the strategic direction of the journal, its content and the quality of the papers published. The Board is also tasked with identifying 'hot topics' in marine science and encouraging innovative research papers and novel applications of scientific methods.

Senior Lecturer appointed President of ASSH

Faculty of Arts and Social Sciences Senior Lecturer, Dr Tara Magdalinski, was elected President of the Australian Society for Sports History (ASSH). Dr Magdalinski, who lectures in Australian and Cultural Studies, is the first female President of ASSH and is also believed to be the youngest. ASSH focuses on examining the socio-cultural aspects of sport, and the role and significance of sport and its development in various societies and cultures.

QSA Membership

Professor Tania Aspland, who was appointed as Professor of Education in 2005, has been appointed as a member of the Queensland Studies Authority until 2008.

■ Increasing the professoriate to enhance academic leadership

The University established three new professorial positions:

- Professor of Regional Development
- Professor of Social Sciences
- Professor of Nursing

■ Encouraging and supporting staff in becoming innovative practitioners in their areas of expertise

Evaluation and Improvement of Teaching

The Evaluation and Improvement of Teaching Policy commits the University to the evaluation and improvement of teaching, and student feedback.

The purposes of this policy are to:

- encourage and support reflective practice amongst lecturers;
- maintain and develop the quality of learning and teaching in the University; and
- gather evidence that may be used to demonstrate quality teaching.

Grant Scheme

The University's Teaching, Research and Development Grant Scheme, developed in 2004, commenced in 2005 with five submissions from staff.

Indigenous Staff Scholarship

Brendan Powell of Student Services was awarded one of only five national Indigenous Staff Scholarships by DEST. The scholarship enabled Mr Powell to undertake 12 months full-time MBA study in 2005. The scholarship, with an annual value of \$31,000, is one of the largest scholarships awarded to any student at the University.

Staff Development

In 2005, 95 percent of new staff participated in Performance Planning and Review (PPR) training and all new supervisors/advisers attended relevant training. The majority of University staff has now experienced at least one round of PPR discussions with their supervisor.

Twelve applications were received for the Professional Development Program (PDP) from Teaching and Research (T&R) staff and one application from an Administrative, Professional and Technical (APT) staff member.

Eight T&R staff applications were received for promotion: three to Level D, and five to Level C. Two Level D and two level C promotions were approved. One APT staff application was received.

In 2005, 58 internal and 31 external staff development opportunities were offered to staff and 157 staff attendances were recorded at internal sessions.

The University is currently supporting 27 staff through study assistance.

■ Establishing a culture of rewarding the performance of staff

Performance Management Framework

A Performance Management Scheme was developed and implemented, comprising probation, performance planning and review, staff development, promotion, and management of unsatisfactory performance, misconduct, and ill-health.

Vice-Chancellor's Medals

The University established two new Vice-Chancellor's Medals for Outstanding Service. The first awards will be made in 2006. Four Vice-Chancellor's Medals are awarded annually.

Staff take on a Healthy Challenge

Staff at the University of the Sunshine Coast were able to sign up for an innovative new health and lifestyle program on campus. The program was developed by staff of the Centre for Healthy Activities, Sport and Exercise (CHASE).

New Certified Agreement

The University of the Sunshine Coast Certified Agreement (CA) 2004–2008 was certified on 22 November 2005 and came into effect from 28 November 2005. The CA will remain in force until the nominal expiry date of 31 July 2008. The CA provides for staff salary increases of 22 percent over the life of the Agreement.

Industrial Relations

The University responded effectively to the Federal Government's Higher Education Workplace Reform Requirements. There is an expectation that the University will receive almost \$3 million in funding in 2006.

Workplace Rehabilitation

Through a revised workplace rehabilitation program the University has reduced its workcover premium from 0.8 percent of total annual salaries to 0.2 percent.

Indicators of Success

■ Qualifications profile

According to the DEST 2004 Staff Publication Table 24, USC has the highest proportion of academic staff with Doctoral or Masters qualification of any university in Queensland, and is ranked fifth when compared to all Australian universities. (Refer to page 3.)

■ Student assessment of teaching and the proportion of staff engaged in assessments

The University has introduced a student feedback system entitled 'Student feedback on teaching' (SFT). SFT includes a standard process for collecting feedback, processing the information, and reporting results to lecturers. All lecturers will use SFT to collect and respond to student feedback on teaching at least once a year and results will be used by the University for quality assurance purposes.

■ Job satisfaction measures

Staff who resigned from USC are sent a Confidential Staff Resignation Questionnaire. During 2005, 47 staff resigned and 12 staff returned the questionnaire to Human Resources (26 percent). The three main reasons for leaving USC were change of career path, family commitments and travel. Sixty-seven percent of respondents indicated the aspects of their employment they enjoyed the most were the people they worked with and the friendly atmosphere.

■ Proportion of research active staff

The following table indicates the number of staff who have been actively involved in research. The growth in the number of research active staff grew until 2003 when the University revised the definition of 'research active' staff.

Year	Staff involved in Research
2001	41
2002	47
2003	60
2004	52