College Development Priorities 2012
May 2012

1. Purpose

A key priority of the College is the ongoing development of staff. This document provides a consolidated view of development priorities and opportunities across Learning and Teaching, Research and Innovation and Planning and Resources for 2012 and 2013.

Schools and staff are encouraged to consider their development objectives and activities they need to undertake to meet these needs – through exposure, experience or education to increase their engagement in development initiatives and fulfill their role at RMIT.

2. Engagement

Executive and staff are invited to consider the options, document and discuss their development needs throughout the performance cycle and earmark group development requirements to address gaps identified.

Schools are invited to engage with Organisational Development Group, HR to deliver customised sessions as required for staff groups (as required). Human Resources helps identify facilitators and RMIT experts to run sessions locally. Go to: www.rmit.edu.au/staff/professionaldevelopment/teamdevelopment for further information.

HoS/Deans may wish to discuss the development priorities with their School executives to identify School priorities and needs.

Schools may wish to share the School priorities and objectives with staff to be included in their individual development plans.

The College Executive is invited to consider development initiatives for the leadership group and top 100.

The College Office is available to support the schools by working with HR and/or the other relevant portfolios for local tailoring and implementation.
3. Learning and Teaching

3.1 DSC College Office L&T development priorities

Each School has a dedicated Senior L&T Advisor from the College office allocated with a primary objective to provide L&T development support and advice as required across the Schools.

In addition the L&T DSC team are continuing to publish to the successful L&T blog - the teachingtomtom - with weekly posts from the team on learning and teaching news, issues and initiatives relevant to academic staff to enable them to engage with the scholarship of learning and teaching and a community of practice.

The team are also developing a Scoop.it! site to be launched in Semester 2, 2012. A Scoop.it! website is a dynamic information system which allows you to curate and disseminate relevant information/news in a social network.

Each L&T Senior Advisor in the College office will become a champion on a learning and teaching topic and will populate their topic area with stimulating, current and controversial information via links to other data sources.

Topics will include:
- Offshore delivery
- Work integrated learning
- Internationalisation of the curriculum
- Urban curriculum
- Student centred learning
- New learning spaces
- Curriculum design

This information will be available across the College to all academics who will be invited to engage online with the material and make comments.

This project will ensure all academics have access to the latest learning and teaching information on topics relevant to them. It will also give them an opportunity to meaningfully engage and participate in discussion.

Other projects currently underway are:
- Closing the Loop 2: Strengthening and supporting PAR action plans on the ground - Continued from the successes of last year.
- Contribute 2: Peer learning for inclusive practice in Art and Design
- Learning Segments: A blueprint for re-imagining postgraduate coursework masters programs @ RMIT
- Sharing the LTIF project findings to inform future planning
3.2 Office of the Dean Learning and Teaching initiatives

One of the major business plan items in the Office of the Dean of Learning and Teaching 2012 workplan is focused on development and aims to improve tertiary teaching. This includes:

**Part A: Development of Professional Development for Tertiary Teaching Practice (PDTTP)** includes:
- Develop and trial Foundations and Leadership courses;
- Develop and trial modules for sessional staff;
- Redevelop Graduate Certificate in Tertiary Teaching and Learning;
- Implement new Diploma of Vocational Education & Training;
- Develop a professional development program for new Learning Spaces and technologies and conduct sessions.
- Design an option for a facilitated model of completion, with assessments leading to credit in revised GCTT.

The measures for the above development objectives include:
- Foundation and Leadership programs in tertiary teaching and learning developed and trialed.
- Professional development program established for sessional staff developed and trialed.
- Graduate Certificate in Tertiary Teaching and Learning redesigned.
- Skills Victoria e-learning Grant project completed

The links to Learning and teaching initiatives are available on the RMIT Website under RMIT website DevelopME [www.rmit.edu.au/staff/professionaldevelopment](http://www.rmit.edu.au/staff/professionaldevelopment)

A range of workshops and seminars are available to teaching staff to meet the current and emerging needs of this group in a challenging and fast-moving teaching environment.

See also the Tertiary Teaching and Learning – Graduate Certificate.

- Academic promotion information session
- Budget preparation and grant management for learning and teaching grants
- Copyright
- DEEWR - Office of Learning and Teaching grant writing workshops
- DEEWR - Office of Learning and Teaching/citation and award application writing workshop
- Exploring strategies for engaging students through career development learning
- Getting your students work ready
- Learning and teaching investment fund (LTIF) information session
- Learning and teaching investment fund (LTIF) writing workshop
- Personal Response Systems
- RMIT Offshore Transnational Education partners
- RMIT teaching awards 2012 information session
- Teaching with technology: engaging with curriculum
- Teaching with technology: engaging with students
- Webs wikis blogs and avatars.....what the?
- Writing your application for promotion
- Writing your application for promotion to Associate Professor or Professor Blackboard 9.1 basic
- Blackboard assessment
• Blackboard collaborate advanced
• Blackboard collaborate basic
• Blackboard communication tools
• HE Course Guide Editing
• Program guides system
• TAFE Course Guide Editing
• ePortfolios Pebblepad basic
4. Research & Innovation

4.1 DSC College Office R&I development priorities

The R&I team in the DSC College Office plans to deliver the following sessions based on availability and demand requirements. For details about specific dates and bookings please email or call Luciana Pinto on 9925 2226.

Occasional guest speakers
1. Distinguished Prof Stuart Cunningham: CHASS, ERA and the research impact agenda (Feb)
2. Emeritus Prof Ian Hunter: the new humanities and versions of scholarship (Feb)
3. Several other potential talks

ARC grant rounds (13 sessions)
1. Discovery (5 2hr sessions, for current and future applicants, c. 25 people)
   a. Jan/Feb peer review (held)
   b. mid-year rejoinders
   c. Sept: Discovery in Spring
   d. Oct: Ian Hunter
   e. Nov: Ian Hunter
2. Linkage (5 2hr sessions, for current and future applicants, c. 25 people)
   a. Feb: rejoinders (held)
   b. July: introductory
   c. August: ROPE and research questions
   d. Sept: research approach and budget
   e. Sept: peer review on drafts
3. Industry transformation hubs and training centres (4 2hr sessions, for current and future applicants, c. 25 people) *run by DSC or R&I
   a. Intro (held)
   b. ROPE, research questions, partnerships
   c. Research approach and budget
   d. Peer review on drafts

Research professional development (12 sessions)
- Research careers (three 2 hr sessions, at City, Brunswick and Bundoora campuses, for ECRs and MCRs, Denise to lead)
- Research leadership (three 2 hr sessions, for HoS, Deputies R&I, current and prospective Centre and group directors and research leaders, c. 20 people)
  o Running successful Research Centres: Prof David Held (scheduled March)
  o Research planning in a School (panel)
  o Mentoring in Schools and centres (panel)
- Partnerships (three 2 hr sessions, for researchers at all levels, c. 20 people)
  o Working with industry, government and community partners (panel)
  o Effective contract research and consultancy (Ralph Horne)
  o Policy, influence and networking (guest speaker from Eidos institute)
- Writing and publishing (three 2 hr sessions, for researchers at all levels, c. 20 people)
  o Publishers and pitching book proposals: Joe Syracusa, Paul James?
  o Talk from Oxford University Press: others?
  o Writing and publishing reports (incl. APO)
**Partner city focus groups** (8 sessions, 20 people, invited/identified by schools)
- April 20  Hanoi/Ho Chi Minh
- May 2     Manchester/Salford/London
- May 18    Karlsruhe
- June 1    Tianjin/(Shanghai?)
- June 14   Seoul
- June 28   Copenhagen/Stockholm
- July 12   Barcelona
- July 26   Ghent

**International briefing sessions** (7 sessions)
DSC’s R&I and Marketing & Business Devt teams. (20 people, invited/identified by schools. Includes HoS, DDRs, School Director International, current and prospective Centre directors, key researchers identified by DDRs.
- International collaboration – strategic focus (info session)
- International higher degrees by research
- EU funding (EU Centre)
- International research with industry: strategies
- Funding from international trusts and foundations
- RMIT Vietnam and research opportunities
- Capping session: strategic planning

4.2 **R&I development initiatives**

The links to Research and Innovation development initiatives are available on the RMIT Website under DevelopME [www.rmit.edu.au/staff/professionaldevelopment](http://www.rmit.edu.au/staff/professionaldevelopment)

**The Research Office**
The Research Support and Performance team supports programs relating to research, utilising internal expertise and sector knowledge to design seminars and workshops targeted specifically for RMIT staff. The seminar series has been running for several years and has been highly successful in providing staff with the skills and knowledge to progress their research careers at RMIT. For further information on the program, please contact Simon Liddle.

**The School of Graduate Research**
The School of Graduate Research also supports development programs relating to research degrees at RMIT, including

- **On-track workshops**
- **Higher Degree by Research candidate professional development.**

**Workshops**

- COS Pivot
- Discovery Early Career Researcher Award (DECRA)
- ECR@RMIT seminar 1
- ECR@RMIT seminar 2
- ECR@RMIT seminar 3
- ECR@RMIT seminar 4
- ECR@RMIT seminar 5
• ECR@RMIT seminar 6
• Fulbright Scholarships for study or research in the United States in 2013
• Promoting your research through the media
• Research@RMIT
• The art of writing a good ARC rejoinder
5. Planning and Resources

5.1 DSC College Office Planning and Resources development priorities

The objective of the team is to work with HR to deliver development programs to address:
- Performance management
- Leadership
- Business development & relationship management

Several initiatives are planned to address this including the College Development priorities document and encouraging engagement through this initiative.

Other initiatives include:

- Developing a FAQ/Knowledge Bank guide for DSC College office staff
- Explore experiential Academic leadership development process for mid management level staff
- College Executive & School Managers - Business development & relationship management workshop
- School manager’s workshop and retreat
- MS Project Management training for the College office

5.2 Human Resources development priorities

MyPerformance MyCareer

The 2012 Performance Workplan (online) was launched to all staff on 9 January 2012. To support staff in the objective setting phase, learning solutions are available from the MyPerformance MyCareer website [www.rmit.edu.au/staff/myperformancemycareer](http://www.rmit.edu.au/staff/myperformancemycareer), including:


The Conversation Ready program was rolled out to managers in 2011 to support the rollout of the Behavioural Capability Framework and is offered to all staff in 2012. [www.rmit.edu.au/staff/professionaldevelopment/conversationready](http://www.rmit.edu.au/staff/professionaldevelopment/conversationready)

Conversation Ready is fully funded and offered as group consultancy. Schools are encouraged to set up customised staff sessions for increased engagement. School group supervisor sessions may be useful to build the supervisor’s capability in terms of the performance management discussion. Go to: [www.rmit.edu.au/staff/professionaldevelopment/teamdevelopment](http://www.rmit.edu.au/staff/professionaldevelopment/teamdevelopment) - for further information.