Focusing our work priorities for 2002

Purpose:

To inform staff of the work program for 2002 and the initiatives being put in place to ensure that we can focus on key challenges whilst managing work loads.

Details:

The Strategic Planning Forum has now determined the program of strategic change projects for 2002. It is targeted at consolidating RMIT’s current position and building towards RMIT’s new strategy ‘Dissolving the boundaries: Building a sustainable RMIT’.

A guiding principle of the new work program is the need to focus our available resources on high priority challenges critical to the University’s sustainability. As a consequence, only a small number of new projects are proposed for 2002.

Uppermost in consideration is the need to control the impact of new work on those staff across the University who are working on the Academic Management System. Further, it recognises more generally the need to manage workload and clearly identify accountabilities at all levels. As a result, the scale and number of projects is limited.

The 2002 work program comprises:

- AMS remediation - sponsored by the Vice-Chancellor
- Australian Universities Quality Agency / Australian Quality Training Framework audit preparation - sponsored by the Vice-Chancellor
- Budget review / overhead cost reduction - sponsored by the DVC (Resources)
- A review of academic policy - sponsored by the PVC (Access & Equity)
- Ensuring profile relevance & quality - sponsored by the PVC (Learning & Scholarship)
- Improving research performance - sponsored by the PVC (Research)

Work that is already resourced as a part of core funding under the Vice-Chancellor’s Executive sponsors that will support change will continue:

- Improving project management and decision support - sponsored by the Vice-Chancellor
- Implementation of Country Frameworks - sponsored by the PVC (International)
- Improving teaching quality - sponsored by the PVC (Learning & Scholarship)
- Work on Vietnam, OLA and GUA - sponsored by the PVC (Learning & Scholarship) and the PVC (International)

Further details will be published as project briefs are developed. If, subsequently, you wish to contribute ideas regarding the work program you can do so via the email link at http://www.rmit.edu.au/future.

The work program will be co-ordinated by the Vice-Chancellor’s Executive. Clear accountabilities, measures and targets at VCE, Dean and Resources Director level will be determined by 22 March 2002 and included in performance plans.
To ensure that workloads are manageable the following approach has been adopted:

- As a general rule no further university-wide initiatives will be commissioned in the 2002 period. In addition some areas of current activity may be deferred or decommissioned in 2002. Work to identify these is currently in hand.
- If issues of equal or greater importance to those listed above are identified (as judged by the Vice-Chancellor’s Executive) resources will be re/allocated accordingly.
- Resources allocated to the work program identified above (in faculties and the centre) will be quarantined to focus on these projects. This arrangement will be monitored monthly to ensure the appropriate utilisation of resources.

This approach is intended to focus key resources on high priority challenges. As a result, any new opportunities or initiatives identified by any unit within RMIT must be planned in the context of:

- capacity to be undertaken with minimal inter unit resource implications;
- capacity to be undertaken within existing resource constraints;
- non-utilisation of resources allocated to the defined work program; and
- zero resource increase requirements for the defined work program.

Deans and Directors are responsible for ensuring that this approach is followed in their areas. The Vice-Chancellor’s Executive will ensure that a similar focus is maintained centrally.

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