

INSTITUTIONAL DEVELOPMENT PLAN

The Institutional Development Plan aims to build CSU's institutional strength, reputation and sustainability through implementing strategies around four corporate themes.

These corporate themes are:

- Organisational culture
- Sustainability
- Service alignment
- Workforce planning

Essential to institutional development is the creation of a culture that supports the vision, values and mission of the organisation. It has been agreed that 'One University' is a fundamental principle for CSU. The University needs to develop a shared understanding of this principle and its implications for organisational culture.

SUPPORT OF KEY OBJECTIVES

The Institutional Development Plan 2007-2011 is designed principally to support Key Objective 4 of CSU's University Strategy 2007-2011 – continue to build institutional strength, reputation and sustainability.

RESPONSIBILITY FOR IMPLEMENTATION

The Institutional Development Committee is responsible for the development and implementation of the Institutional Development Plan 2007-2011.

Information on the membership of this committee is available at the University Strategy website at: www.csu.edu.au/division/plandev/strategic_planning/

INSTITUTIONAL DEVELOPMENT PLAN PERFORMANCE OBJECTIVES 2007-2011

1. Create and maintain an organisational culture that supports the vision, values and mission of the University Strategy 2007-2011

- Define and promulgate understanding of the principle of 'One University'
- Develop policies and procedures to support cultural renewal

2. Develop an integrated plan that promotes financial, social and environmental sustainability

- Ensure the responsible stewardship of physical, human and financial resources
- Develop plans and procedures to implement sustainability practices

3. Develop a consistent approach to service delivery across the University

- Ensure services are efficient and effective and that they are aligned with CSU's mission and key objectives of teaching, learning and research
- Ensure change is underpinned by continuous improvement and quality assurance

4. Undertake workplace planning that considers current and future human resource implications

- Continue analysis of demographic, location and market constraints that affect staffing
- Evaluate and improve practices and policies related to recruiting, selecting, retaining, developing, managing and promoting CSU staff
- Ensure equity principles are embedded in workforce policies and procedures

For detailed information on the Institutional Development Plan 2007- 2011 visit the University Strategy website at: www.csu.edu.au/division/plandev/strategic_planning/