Activity aimed at continuous Improvement in CSU (2004 – 2008)

<table>
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<tr>
<th>Organisational Unit/Faculty/Division/Section</th>
<th>Deputy Vice-Chancellor (Academic)</th>
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<tbody>
<tr>
<td>Contact</td>
<td>Professor Ross Chambers</td>
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<td>Time period (Start-End dates)</td>
<td>2004 - __________________________</td>
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**Formal Name of Activity** Review of Academic Work  
**Acronym:** ________________

**Description**
During 2004 CSU undertook a review of academic work to identify changes and constraints on high performance in learning and teaching and research. The review resulted in important recommendations which have been progressively implemented, including:

- Subject reduction of 20%;
- Discipline consolidation;
- Strengthening recognition of professional activity as a category of academic work;
- Changes to funding to improve academic staff:student ratios;
- Reform of the University calendar;
- Determination of a minimum commitment of academic staff to research or professional activities.

**Conduct**
The Review was undertaken by the Deputy Vice-Chancellor (Academic) and involved extensive consultation over a full year, including an iterative process to finalise analysis and recommendations. The Review was endorsed by Academic Senate; Planning and Budget Committee; and University Council.

**Outcomes**
The recommendations of the Review were the basis for important initiatives and projects undertaken from 2005, including:

- Changes to funding and income models to improve academic staff:student ratios;
- The CSU Discipline Review which involved disciplinary consolidation and strengthening critical mass in disciplines as well as the Discipline Project which introduced management information systems at the discipline level;
- The Subject Reduction Strategy which achieved the 20% reduction target by 2008;
- The Unified Session Model Project to reform CSU’s Calendar, for which CSU received $780k in funding from DEEWR. The new Calendar is to be introduced from 2010;
- Changes to HR policies to recognise professional activity and a new category of Teaching and Professional academic staff;
- Introduction of minimum research expectations for Teaching and Research academics.

**Follow up**

- Subject Reduction targets are maintained through annual review and financial incentives to Faculties;
- Professional activity has been successfully embedded in CSU’s promotion and performance management processes;
- Funding changes have proved robust and have been maintained;
- Stage 2 of the Discipline Project has been commenced. This aims to improve information systems. Deans meet annually with the Planning Committee to review performance of CSU’s Disciplines.

**Other Comments:** Any other comments thought of interest, possibly in relation to the impact of the activity on quality, efficiency effectiveness, consequences etc