

Learning and Teaching Performance Fund: Stage 1 Requirements

University Name: University of Western Sydney

Requirement	Documentation and URLs	Comments
1.A current and recent institutional learning and teaching plan or strategy	UWS Teaching and Learning Plan http://www.uws.edu.au/about/university/mission	Implementation of the UWS Strategic Plans is co-ordinated through the Planning and Quality Committee, and performance against plans is reviewed annually by the Board of Trustees.

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<p>2.Evidence of systematic support for professional development in learning and teaching for sessional and full-time academic staff</p>	<ul style="list-style-type: none"> (i) Policy: Professional Development Policy http://policies.uws.edu.au/view.current.php?id=00136 (ii) Policy: Professional Development Program (PDP) Academic Staff http://policies.uws.edu.au/view.current.php?id=00075 (iii) Foundations University Learning and Teaching (FULT) http://www.uws.edu.au/about/adminorg/academic/edc/workshops (iv) Induction for Sessional teaching staff (login required) http://www.uws.edu.au/staff/adminorg/academic/edc/deslearn/sessionalteaching (v) Staff development program relating to learning and teaching, 2007 http://www.uws.edu.au/about/adminorg/academic/edc/workshops (vi) The Quality in Learning and Teaching website (QILT). The university has developed a web based resource to showcase good learning and teaching practice in specific areas. http://tdu.uws.edu.au/qilt/ 	<p>The University has an integrated formal professional development program covering teaching, academic leadership and management, and postgraduate supervising.</p> <p>The Foundations of University Learning and Teaching (FULT) program is offered twice yearly to all new full-time UWS teaching staff employed at the Associate Lecturer, Lecturer, and Senior Lecturer levels from July 1, 2007 onwards, where the appointment is 12 months or longer. The program is completed over two semesters, and must be completed within 18 months of joining the University. It is equivalent to one unit in a postgraduate certificate program.</p> <p>The university has introduced a formal Induction program for sessional staff in 2007.</p> <p>The University has developed a learning and teaching grants scheme incorporating professional development in association with supported curriculum transformation projects. The Learning and Teaching Action projects 2006 - 2008 focus on the priority areas of transitions, flexible and blended learning, engaged learning, assessment, and enabling initiatives.</p>

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<p>3. Evidence of probation and promotion practices and policies which include effectiveness as a teacher</p>	<p>(i) Academic Staff Agreement 2006 - 2008 http://policies.uws.edu.au/view.current.php?id=00168</p> <p>Specific relevant clauses are:</p> <ul style="list-style-type: none"> ▪ Part 2, Clause 30 Probation ▪ Part 2, Clause 28 Academic Performance Planning and Review <p>(ii) Academic staff promotions policies http://policies.uws.edu.au/view.current.php?id=00060</p> <p>See in particular Appendix 2, Section iv, Table 5: Teaching Effectiveness</p>	<p>Note regarding academic promotions: The application template includes a table which must be completed by applicants outlining results from student feedback on their teaching, and the changes and improvements they have made as a result of their evaluations. See Appendix 2, Section iv, Table 5 on Teaching Effectiveness.</p>

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<p>4. Evidence of systematic student evaluation of teaching and subjects that informs probation and promotion decisions for academic positions.</p>	<p>(i) Academic Staff Agreement 2006 – 2008</p> <p>http://policies.uws.edu.au/view.current.php?id=00168</p> <ul style="list-style-type: none"> ▪ Part 2, Clause 5 “As part of the Academic Performance Planning and review process, all employees will be required to undertake annual evaluation of their teaching, the units in which they teach and their research supervision..... Student evaluations and the employee’s reflections on these evaluations, and plans to address areas needing development, will be incorporated into the Academic Performance Planning and Review process”. <p>(iii) Academic staff promotions policies (see point 3 above)</p> <p>http://policies.uws.edu.au/view.current.php?id=00060</p> <p>Clause 39 states that: To support their case for Experience and Achievement in Teaching and/or Curriculum Development and/or Educational Leadership and/or Educational Development and/or Learning Development, applicants must provide their latest student feedback results. This would normally include the results from the teaching of units in the year immediately prior to the application for promotion.</p>	<p>Staff claims for promotion must meet the criteria for performance across all four areas of activity (research, learning and teaching, governance and community service). Performance in learning and teaching must be evidenced by student evaluations, and demonstrate the staff member’s responsiveness to this feedback in their development of teaching.</p> <p>In the 2006 round of promotions there were 4 staff promoted on the basis on being outstanding in teaching (there were 7 for outstanding in research). There were 14 for meritorious in teaching and 9 for meritorious in research.</p>

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<p>5. Evidence that student evaluations of subjects are publicly available on the University's website.</p>	<ul style="list-style-type: none"> (i) A suite of student feedback surveys in use at UWS provides the major data-gathering methods underlying the University's Tracking and Improvement System for Learning and Teaching. http://www.uws.edu.au/about/adminorg/corpserv/opq/surveys (ii) Summaries of changes and improvements made in response to student feedback are available on the Tracking and Improving Performance site. http://www.uws.edu.au/about/adminorg/corpserv/opq/tracking (iii) UWS Student Satisfaction Survey results 2006/07 (login required) http://www.uws.edu.au/about/adminorg/corpserv/opq/surveys (iv) UWS summary of student feedback relating to 2006 Semester 1 and 2. http://www.uws.edu.au/about/adminorg/corpserv/opq/surveys#1 	<p>The University uses teaching evaluation and unit evaluation survey instruments.</p> <p>Aggregated data from the Student Feedback on Units survey is distributed to the Colleges following each main survey round, that is, twice per year.</p>

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