Our plan builds on the excellent work of Faculty carried out over many years, and it draws on the many learnings from that work. A good plan will be informed by the knowledge and experience of its creators, and its chances of realisation depend on the commitment and capacity of its implementers. The creators and implementers of this plan are Faculty members, and it reflects our knowledge and experience, our capacity and commitment—a commitment to continuous improvement in the work we do in teaching, research and community engagement.

We do this because we know our work is so important in shaping the world. We know the power of education in transforming individuals, and—through the people they become and the work they do—benefiting many others beyond them. We know the impact of relevant and rigorous research that builds our knowledge in every field of human endeavour or concern. And we know that we can only help to shape the world if we are properly connected with the world, with its communities, organisations, businesses and governments at local, national and international levels.

This can be seen in the way our plan spells out how teaching and learning, research and engagement will occur. The Faculty plan for teaching and learning seeks to focus on the quality of the learning experience for our students, in the context of the life they have lived prior to studying, the life they live outside their studies and their future life when their studies are complete. It seeks to properly recognise and build on their prior learning, to address the reasons why students underperform or don’t complete their courses, and to ensure that readmission processes are fair and reasonable. The plan seeks to connect this learning to the world within which this learning will be applied, for example, by moving toward more authentic assessment methods, and it seeks to ensure that the learning is doable in the real lives of the students, including through digital and other flexible learning options.

The Faculty plan for research and innovation recognises the importance of collaboration—collaboration across disciplines, between research and teaching staff and projects, and with the broader community and industry. It wants Faculty research to have a presence in the public square, that is, in public discourse and policy development. It seeks to ensure that research is innovative, that it has impact in the world and, where appropriate, that it can be commercialised, while at the same time maintaining the highest ethical standards.

This focus on collaboration and connection with the world reflects the Faculty commitment to engagement and partnerships. The Faculty is proud of its global reputation built upon robust local partnerships and service to community. Our commitment is to grow links with industry, government and community by ensuring we are approachable, accessible and efficient. Our partnerships greatly enhance our capacity to deliver phenomenal student experiences and impactful research.

We are also committed to fostering a workplace environment that is collegial, collaborative, safe and satisfying for our students, staff, alumni and partners. We recognise that the Faculty is just one part, but an important part, of our members’ lives, and we see the diversity of our identities, backgrounds, views and experiences as a source of great strength, enabling us to engage in robust and considered debate about solutions to the big challenges of our time.

Alfred Deakin Professor Christine Ure
Executive Dean, Arts and Education
About the Faculty

Our students

- 16,478 Course enrolments
- 15,022 Domestic students
- 1,456 International students
- 11,964 Undergraduate students
- 561 Higher degree by research students
- 3,897 Postgraduate students
- 56 Non-award course enrolments

For every 100 domestic students there are:

- 2 who are Aboriginal or Torres Strait Islander
- 11 who have some level of disability
- 15 who were born overseas
- 69 females
- 2 from a non-English speaking background
- 14 from low socioeconomic areas
- 23 from a regional or remote location

Our research (2018)

- $7.3m Income
- 34 HDR completions

Our staff (FTE)

- 584.5 Staff
- 384.1 Academic staff
- 164 Professional staff

Our workforce are:

- 63.3% female
- 3% Aboriginal or Torres Strait Islander
- 19% born overseas
- 19% born after 1980

Staff satisfaction

- 85% have good working relationships with their colleagues
- 94% are passionate about the work they do
- 87% are proud to work at Deakin

Our finances

- $195.5m operating income

DEAKIN UNIVERSITY
Teaching and Learning

Our teaching and learning will ensure that all Arts and Education courses provide a challenging and inspiring diversity of ideas for prospective students.

We will do this by ensuring all Arts and Education course descriptions in our portfolio communicate clear, compelling and accurate information about our courses, pathways to employment, career opportunities, and details relevant for application. Our courses, units and andragogic practices are research-led.

Specific initiatives will include:

1. Reviewing our Course Portfolio to facilitate better medium and long term course strategies
2. Reviewing the quality of course information against a set of agreed quality standards
3. Reducing the number of pipelining and underperforming courses

Our teaching and learning will provide premium learning and assessment experiences that are supported by highly capable staff and effective use of digital tools.

We will do this by ensuring all Arts and Education students have equitable access to premium learning and assessment experiences, high quality and timely feedback to support learning, and opportunities to engage in active learning.

Specific initiatives will include:

1. Strengthening the quality of timely feedback for learning
2. Building staff capability to implement active learning
3. Strengthening the effective use of authentic assessment across courses
4. Providing timely and targeted support for underperforming units
5. Expanding the provision of CloudFirst learning design across courses in the Faculty
6. Strengthening digital resources and active learning activities supporting the explicit teaching of threshold concepts across units and disciplines

Our teaching and learning will strengthen interest, curiosity and support for students to enable an inspiring and seamless start and improve retention.

We will do this by ensuring all commencing Arts and Education students have clearly communicated information about commencing their course, including pathways and support arrangements.

Specific initiatives will include:

1. Improving first year students’ transition experience, engagement and retention
2. Strengthening late enrolment students’ transition and retention
3. Identifying specific student cohorts at risk of attrition across courses (including Cloud students in specific courses)
4. Improving Recognition for Prior Learning provision
5. Providing better support for students’ readmission to courses

Research and Innovation

Our research will make a difference to the world.

We will do this by using disciplinary expertise in communication, creative arts, education, humanities and social sciences to explain, interpret and develop solutions to the problems facing contemporary society at local, national and global levels.

Specific initiatives will include:

1. Connecting researchers to discipline-based research programs and hubs
2. Growing interdisciplinary collaboration both within the Faculty and the University more broadly
3. Enabling the development of new SRCs, Institutes, or any other DVCR supported groups/entities

Our research will make a difference to the world.

We will do this by socialising a research culture that supports our vision and values.

Specific initiatives will include:

1. Nurturing inclusion and equity of opportunity for all researchers
2. Enhancing and integrating researcher development and research training
3. Ensuring inclusive, safe and ethical research practices
4. Developing and maintaining engagement with community and industry

We will do this by growing the quality and impact of research.

Specific initiatives will include:

1. Enabling high-quality research and scholarship in both traditional, and non-traditional research outputs
2. Developing and strengthening engaged and sustainable partnerships with community, industry and philanthropy
3. Developing and supporting the internationalisation of research
4. Enabling research innovation, impact and commercialisation

We will do this by supporting social inclusion, the rights of beings, and the need for sustainability.

Specific initiatives will include:

1. Proactively participating in, and informing public discourse and policy development within areas of expertise
2. Enabling research translation through communication, collaboration and partnerships
Engagement and Partnerships

Our engagement will prepare our graduates for the present and the future.

We will do this by developing a suite of Work Integrated Learning (WIL) activities that provide attractive, accessible and scalable opportunities for all students.

Specific initiatives will include:
1. Developing innovative models and investing in strategic partnerships that deliver exceptional student experiences
2. Investing in systems, platforms and tools that enhance operations, user experience, quality assurance and risk mitigation
3. Identifying grants and bespoke programs that support access to WIL for a diverse student cohort

Our engagement will include a financial and marketing strategy that supports our competitive position in the marketplace and financial sustainability.

We will do this by ensuring our marketing and recruitment activities effectively reach domestic and international markets appropriate to all of our courses.

Specific initiatives will include:
1. Developing highly effective Faculty-led recruitment experiences according to our shared vision and values and which are informed by data analysis
2. Optimising marketing efforts through a comprehensive course prioritisation strategy
3. Driving new recruitment channels by increasing engagement in emerging markets
4. Establishing systems for building capacity and recognising the contribution that staff make to marketing and recruitment activities
5. Engaging with prospective students through ideas, values and challenges that highlights positive student experience and graduate outcomes

Our engagement will ensure that our Faculty, its courses and researchers are respected and valued by students, partners, industry, community and government.

We will do this by ensuring our partnerships are selected and nurtured according to clear and transparent criteria based on how they contribute to the Faculty’s sustainability and the impact they have on society more broadly.

Specific initiatives will include:
1. Identifying, assessing and providing support for partnerships according to the benefits they provide to students or research programs, or their ability to provide robust pathways to recruitment
2. Establishing country-specific strategies to raise the Faculty’s profile in high priority markets

Our engagement will foster local, national and international collaborations to promote a global perspective for researchers and students.

We will do this by ensuring activities across the engagement portfolio strengthen our partnerships and increase our local, national and international community engagement.

Specific initiatives will include:
1. Supporting and leveraging international research collaborations to raise the Faculty’s profile in Deakin’s priority countries and amongst our recruitment partners
2. Improving recognition for prior learning processes and response times in order to build competitive and compelling pathways for students
3. Developing outbound and inbound mobility programs that strengthen existing and emerging international recruitment and research partnerships
People and Culture

Our people:

**Acknowledge**
We acknowledge our histories and our role in shaping the future.

**Respect**
We respect different ways of knowing, perceiving and valuing.

**Believe**
We believe in the transformative power of quality education and research.

**Engage**
We engage critically, creatively and collaboratively to solve problems and grow opportunities. We are approachable and tenacious.

**Champion**
We champion our purpose and our students, staff and communities.

**Celebrate**
We celebrate diversity, success and having a go.

**Enjoy**
We enjoy what we do and we have fun. We are a vibrant, empathetic and energetic community of leaders, listeners, thinkers, educators, creators, communicators, collaborators, innovators and advocates.