

# Balancing heritage with transformation in the age of duelling missions.

**Second Ordinary Meeting of Convocation**

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SDVC & Registrar*

Introduction

Transformation

Academic Restructure

Questions

# UWA's Strategic Direction



## Mission and Strategic Plan

To provide world class education, research and community engagement for the advancement of the prosperity and welfare of our communities

## Vision

We aspire to be recognised as one of the world's top 50 global universities by 2050

## Strategic Goals

Leadership in Education

Internationally Renowned Research

Community and Global Engagement

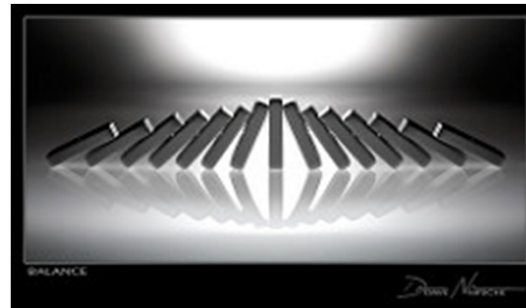
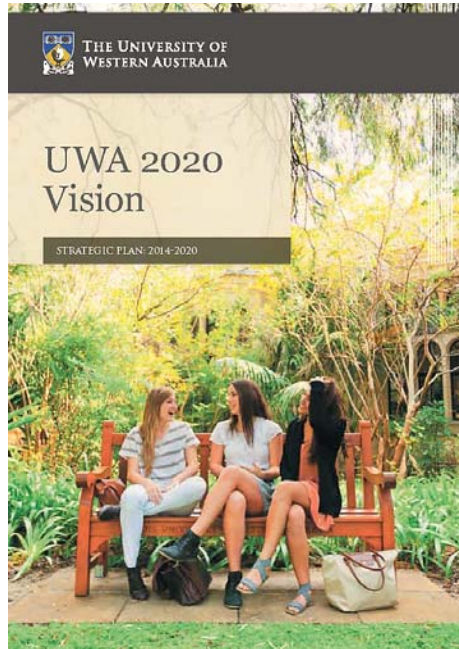
## Key Capabilities

World-class staff

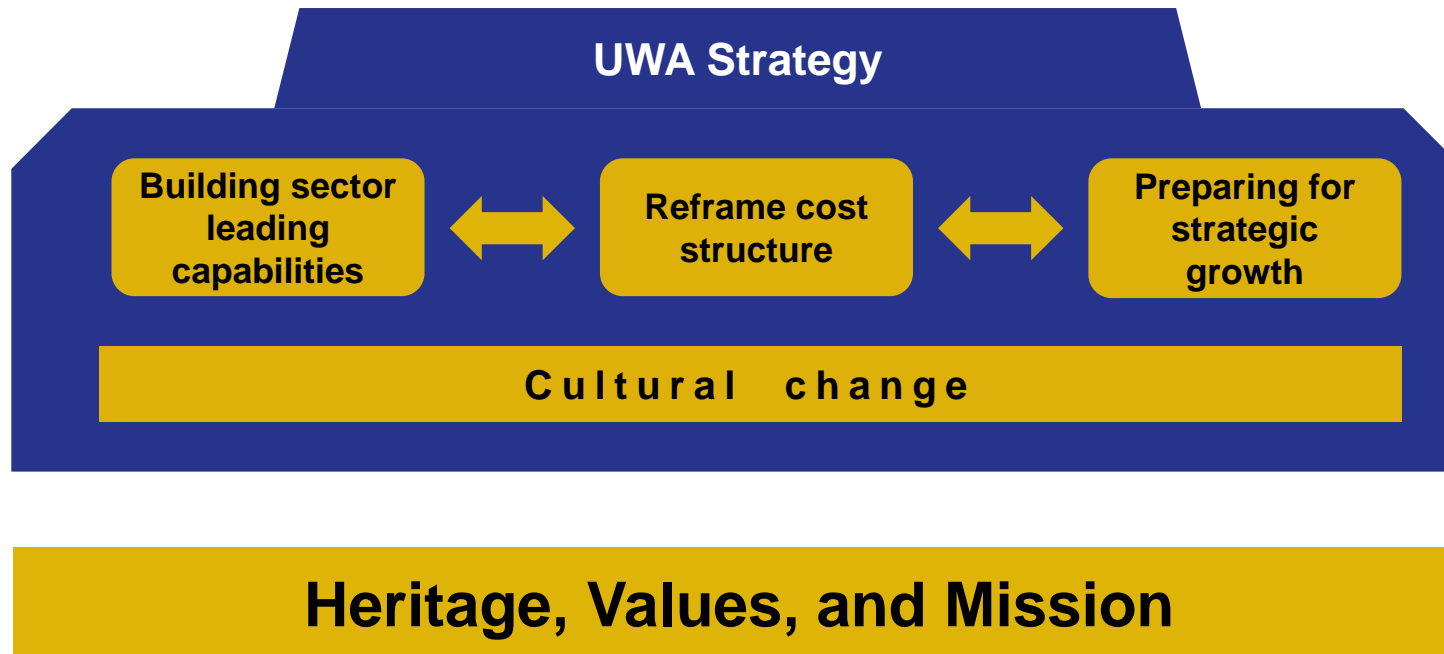
Students with outstanding potential

Operational Excellence

# Heritage and Transformation



# UWA Transformation Strategy



# Types of Organisational Change



	<b>Incremental</b>	<b>Punctuated/ Discontinuous</b>
<b>Proactive (Opportunity Gap)</b>	<b>For Example TQM Continuous Improvement</b>	<b>Re- Orientation</b>
<b>Reactive (Performance Gap)</b>	Problem-Solving	Re-Creation

## Drivers for Change

**Need for resources to invest in building on our existing teaching and research performance, and to deliver a strategy for the University that encompasses innovation and impact**

**Need for an Academic Structure that will deliver on the strategic goals of the University**

**Need to deliver a fit for purpose range of professional services**

## Proposed Changes



**A new academic structure**

**A methodology for evaluating academic roles**

**A new service delivery model**

## Benefits of Proposed Change



**Significant financial savings for investment into core business and required infrastructure**

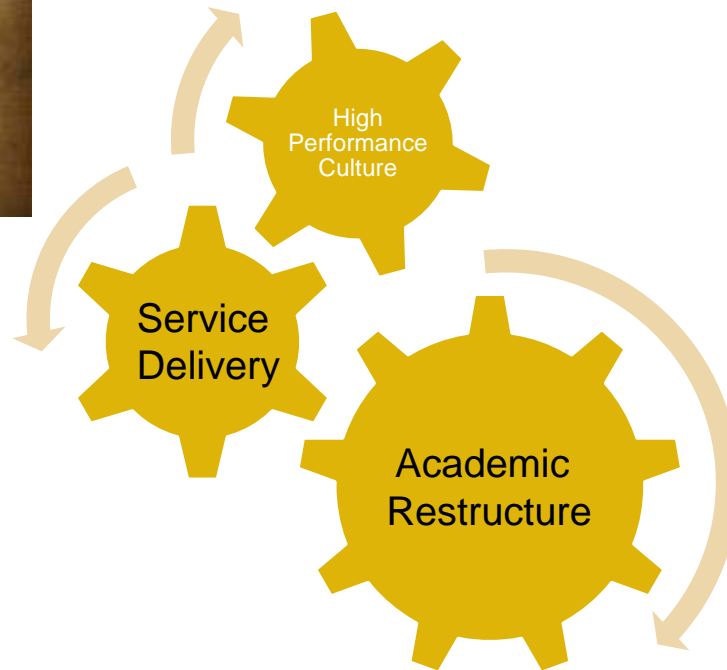
**An academic organisational structure that maximises the potential for academic coherence and aligns with the University's drive for efficient and effective services**

**Integrated, end to end professional services delivered across the whole University**

**Ability to appoint 50 strategic academic positions to build up scale in research priority areas as well as areas of anticipated strategic importance in relation to both research and student demand**



## All are inter-related



# Proposed Faculties and their Substructures



FACULTY OF ARTS, BUSINESS, LAW AND EDUCATION	FACULTY OF ENGINEERING AND MATHEMATICAL SCIENCES	FACULTY OF SCIENCE	FACULTY OF HEALTH AND MEDICAL SCIENCES
<p>UWA Business School</p> <p>UWA Design School</p> <p>Graduate School of Education</p> <p>School of Humanities</p> <p>School of Music</p> <p>UWA Law School</p> <p>School of Social Sciences</p>	<p>School of Civil, Environmental and Mining Engineering</p> <p>School of Computer Science and Software Engineering</p> <p>School of Electrical, Electronic and Computer Engineering</p> <p>School of Mechanical and Chemical Engineering</p> <p>School of Mathematics and Statistics</p> <p>School of Physics and Astronomy</p> <p>Oceans Institute and Graduate School</p>	<p>UWA School of Agriculture and Environment</p> <p>School of Biological Sciences</p> <p>School of Earth Sciences</p> <p>School of Human Sciences</p> <p>School of Molecular Sciences</p> <p>School of Psychology</p>	<p>Medical School</p> <p>Dental School</p> <p>School of Allied Health</p> <p>School of Biomedical Sciences</p> <p>School of Population and Global Health</p>

## Leading Academics



- 50 New Academic Appointments
- Academics with Impact
- Data Intensive Discovery
- Highly Cited Researchers
- Research Led and Research Inspired Teaching
- Educational Innovators
- Industry Professors
- Professors of Practice

## Questions

- A sophisticated understanding of the past is one of the most powerful tools we have for shaping the future.



- The future meets the past in the present.