

Creative Industries: Diamond Action Plan – March 2019		
Unitec Priority	Team Priority CREATIVE INDUSTRIES: We activate talent into lifelong creative careers	Action and Timing
Success of all students, with a focus on priority groups (Māori, Pacific, Under 25, International) and the communities we serve (West, Central & North Auckland)	To know our learners and partner with stakeholders to provide academic support and pastoral care	<ul style="list-style-type: none"> • Prioritise Maori and Pacific Island staff membership in new and replacement staff appointments • Grow external Maori and Pacific Island stakeholder engagement through regular forums, IAC's, and programme reviews • Grow Maori and Pacific Island awareness and knowledge in teaching and research • Consult directly with Maori and Pacific Island stakeholders when working on Academic Design • Actively implement objectives of the Maori Success Strategy and the Pacific Success Strategy in our practice • Staff to make a personal commitment to implement Maori and Pacific Island kaupapa in our practice • Utilise a variety of spaces for people to interact e.g. the Marae • Ensure that mentors and/ or support systems are in place for priority students • Success of students and graduates is given priority marketing focus • Increase the opportunities for Maori and Pacific Island staff, students, and stakeholders to interact with the School • Revitalise our Alumni network and actively celebrate the successes of Maori and Pacific Island graduates <p><i>This area is underpinned by the concepts of Whakapapa and Tuakana-Teina</i></p>
Quality learning, teaching and applied research to develop work-ready graduates and lifelong learners	Build upon staff capability to attain excellence in educational performance and self-assessment	<ul style="list-style-type: none"> • Continue to advance the planning and realistic timeline of fit-for-purpose facilities • Create quality work that is of a high standard and engages with creative risk, innovation, and diversity • Identify and implement feedback mechanisms to supply data that is germane to our disciplines (e.g. peer-to-peer, and student-based) • Develop & schedule appropriate platforms for discussing, reflecting on, and incorporating feedback • Improve PASA's research traffic light status towards green through the development of a Research strategy, starting with a group session that helps identify the issues and barriers that are holding PASA Research back • Our reputation grows as a potential Centre of Vocational Excellence • Programmes are reviewed and developed with the objective of being agile, professionally aligned, and with industry-aligned currency • Quality Management Systems in Academic and aligned processes are adhered to • Prioritize the Academic Calendar and student lifecycle above other competing and unplanned institutional demands • International Partnerships with high-quality providers are developed and nurtured <p><i>This area is underpinned by the concepts of Ako (reciprocity) and Kanohi ki te kanohi</i></p>
Engaged and inspired staff, equipped with the capabilities to support and deliver best learning	Create supportive environments that value staff and empower them to enhance their knowledge and skills	<ul style="list-style-type: none"> • Create positive environments that inspire staff e.g. gatherings in which people share information about: <ul style="list-style-type: none"> ◦ Our discipline knowledge area; ◦ Our teaching methods; ◦ Our research • Provide more regular opportunities to upskill staff: <ul style="list-style-type: none"> ◦ In the Learning & Teaching environment; ◦ To keep abreast within area of developments within our disciplines; ◦ To stay current with the changing educational landscape • Identify tasks and opportunities to reduce the administration workload of teaching staff through aligned processes through, for example, the re-institution of embedded Academic Administration • Support more health and well-being initiatives, including initiatives that are subsidized by the institution • Create a culture where certain programme-related responsibilities are divided more evenly amongst staff. E.g. Programme Review process • 2 x Professional Development Badges per academic staff member are completed by end of 2019 • All academic staff are involved in PEP and Programme Review activities • Social activities are fostered and encouraged <p><i>This area is underpinned by the concept of Whanaungatanga</i></p>
A financially sustainable business to invest in the future	Engage with industry and community to ensure our programmes are sector-relevant and sustainable	<ul style="list-style-type: none"> • Refocus industry engagement through ongoing Professional Development • Ensure Industry Advisory Panels are actively communicated with and consulted • Foster a stair-casing approach from Foundation through to Masters programmes to build a community of practice • Identify programmes and disciplines that can be given priority development for upwards scalability • Enable programme portfolio design to be more sustainable and capable of growth where appropriate