

Unitec Priority	Team Priority	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"> <li>Identify the person outside EAS who can provide demographics for programme/strand/cohort for course coordinators <b>(LR, end April 2019)</b></li> <li>Create EAS process for identification of students who are struggling – no shows, first assessment, grade results. Who contacts the students and when? What are appropriate Unitec support systems for priorities groups. Share data with Māori support/Pacific support/Learning and Achievement/International to ensure directed support for students.</li> <li>Investigate creation of anonymous suggestion box or other simple feedback system (physical and/or moodle) for students <b>(HoS to discuss with TKK, April 2019)</b>.</li> <li>Formalise open door hours with students, increase availability of staff and publicise day and time <b>(all staff, April 2019)</b></li> <li>Work with Learning and achievement staff to host drop ins for students for all programmes <b>(ALs to arrange May 2019)</b></li> <li>Ensure that EAS continues to engage with the MM ADEP plan (regular review and implementation). All course Moodle pages to have bilingual subject headings and appropriate Māori imagery by July 2019. Strengthen Tuakana – Teina system in EAS. <b>(MM champions, HoS, ALs, SC, May 2019 for Moodle and TT system)</b></li> <li>Ensure that systems are in place to provide for 95% uptake of the pre-programme literacy and numeracy tests (as mandated by TEC) and that staff are appropriately supported (and workloaded) <b>(LR, SC, JJ, review April 2019)</b>.</li> <li>Partner with Pacific Success team to create a support system for Pacific students in EAS. <b>(ALs, HoS, Pacific Success Team, Pacific champion, HoS to arrange meeting April 2019)</b></li> </ul>
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"> <li>Improve quality control regarding practical placements, improve engagement with industry, practical experiences must match learning outcomes <b>(CCs to form community of practice May 2019)</b></li> <li>Investigate opportunities for meaningful school-wide workshops (e.g. how to WBL). <b>(AP and HoS to liaise with TPA May 2019)</b></li> <li>All degree courses to be reviewed with EAS Research Review form in 2019. Brainstorm how to integrate research into teaching – communicate and share what we're doing. <b>(RL, ALs, CCs, end of each semester)</b></li> <li>Maintain/Support opportunities for staff discipline-specific development (currency, membership of professional bodies, 70/20/10 approach). <b>(PMs to identify in ADEPs)</b></li> <li>Review and improve dog training facilities <b>(CBT team, LR, HoS, April 2019)</b>, laboratories <b>(Tech team, AN, HoS, TBA)</b>, Te Puna Kararehe <b>(LH, tech team, all staff)</b> and moving facilities (GIS lab, herbarium, growth room) <b>(GA, PdL, HoS, MMc)</b>.</li> <li>All courses to be reviewed using standard CEP form and EAS MM form in 2019. Review all courses using Poutama tool to stimulate incorporation of Mātauranga Māori content and pedagogy. <b>(all staff and ALs, end of each semester)</b></li> <li>Support individual staff to incorporate relevant Pacific content and pedagogy in courses (e.g. Pacific Vet Nurse Practicum, Anthrozoology, Diversity of Life). <b>(ALs and all CCs)</b></li> <li>Initiate PEP process where whole teaching team assists in creation (book dates) <b>(ALs, HoS, BA, AQA)</b></li> <li>Create EAS wiki and academic calendar <b>(BA, AP, TKK)</b>.</li> </ul>
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"> <li>Develop further skills/workshops to support priority groups. All staff to have attained Supporting Pacific Learners and Supporting Māori Learners badges by end of 2019. <b>(all staff, Performance Managers)</b> Improve new staff induction (EAS specific content), include information about support services – knowledge of where students can go. <b>(BA to review)</b></li> <li>Improve support around teacher capability. Initiate or strengthen programme team meetings. <b>ALs (2 per semester)</b>. Reintroduce peer feedback process for all teachers in EAS <b>(either L&amp;A or EAS staff)</b>. Seek support for developing materials for Moodle e.g. videos <b>(TPA)</b> Share knowledge on software (e.g. SLACK) <b>(all staff)</b>. Organise at least one teacher badge for all staff to do together <b>(HoS)</b>.</li> <li>Improve staff environment in EAS (internal staff survey, <b>BA, April</b>). Restart social club <b>(all staff, April 2019)</b>. Initiate consistent use of staff moodle page for communication <b>(all staff)</b></li> <li>Improve staff research capability. Support staff to be producing 25-30 quality-assured journal articles by 2020; have 12-14 staff publishing per year in 2020; veterinary nursing staff to publish two quality assured journal articles per year by 2020. Encourage staff to do Conducting Pacific Research Badge in 2019. Restart staff research writing group. <b>(RL, HoS, ALs, Tuapapa Rangahau)</b> Investigate external sources of funding for conferences, research and training (EAS Research Committee, Tuapapa Rangahau)</li> <li>Increase equity and transparency. Regularly review workloads when new tasks are added to ensure equity and fairness <b>(AL/HoS)</b>. Provide more clarity on research allocations and the place of consultancy <b>(HoS and RL)</b> Initiate whole staff moderation process for timetabling to ensure engagement and transparency <b>(AP, April 2019)</b></li> <li>Support collaborations with other universities and organisations, including guest lecturers <b>(all staff to organise)</b></li> </ul>
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"> <li>Develop opportunities to undertake small research projects with other organisations (e.g. DoC, MPI, Auckland Council, SPCA) <b>(DF, Research Leader and HoS)</b>. Leverage industry collaborations to promote us and our programmes. All staff to increase utilisation of ZOHO CRM system for contacts. <b>(AP, all staff, ongoing)</b></li> <li>Improve industry engagement processes (stakeholders/graduates) to identify and address any perceived gaps in programmes. Initiate robust feedback processes with industry placement providers to assess student capability during the placement and the usefulness of graduates as employees. Record high level information in CRM system. <b>(AP, ongoing)</b></li> <li>Continue to engage with Maori and Pacific communities and organisations to encourage potential students to consider careers in animal and environmental industries. Investigate the feasibility of setting up a Pacific Alumni group of graduates to provide "help and advice" to Pacific people thinking of a career in the animal and environmental science areas. Iwi short course teaching (Curious minds, roadshow for iwi engagement).</li> <li>Improve School links: Focus on selected schools. Create posters and prospectus, roadshow and kit (e.g. genetics, drone), potentially in collaboration with stakeholders. <b>(PdL, ED, HoS, BA, May 2019)</b></li> <li>Review and strengthen pathways in BASCI (Biosecurity, MM, taxonomy, GIS, botany) <b>(DF, MG, HW, GJ, PdL, ML, HoS, June 2019)</b></li> <li>Reactivate discussion on all new programme development (Postgrad, pest control certs, molecular techniques, microcredentials) <b>(ALs and HoS, June 2019)</b></li> <li>Development of microcredentials (e.g. Council). Online CPD vet nursing. Courses for pest control etc. For communities (Council – Chris Ferkins). Also animal management/dog control (Councils). <b>(DF, KN, PL, ALs, HoS, June 2019)</b></li> </ul>