A look backwards

- Good teaching reputation
- Strong surplus of $80m
- Market share at 36%
- Global ranking = 427
- Research outputs with 14 areas at world standard or above
- Comfortable working conditions
- Very low staff turnover

“2011”
WHY CHANGE
Looking forward

“2016”

WHY CHANGE

- Curtin becoming the go to Uni in WA
- Still in surplus at $61m
- Market share 36% to 45%
- World ranking from 427 to 270
- Member EdX
- A leader in teaching and classrooms
- Up from 14 to 26 research areas at world standard or above
- Medical School
- Greater Curtin
- Vibrant campus

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Increased Pace of Change

- Globalisation
- New challengers
- Impact of technology
- Changing nature of work
- Changing funding
- Relevance of higher education

What does all this mean: Don’t know but we better be ready

Future proofing Curtin and staff careers

Opportunities

Reimaging the Workforce

- Agile
- Adaptable
- Highly skilled specialists
- Multiple career paths
- Mobile between academia and industry
- Traditional and non-traditional roles
<table>
<thead>
<tr>
<th>INTEGRITY</th>
<th>RESPECT</th>
<th>COURAGE</th>
<th>EXCELLENCE</th>
<th>IMPACT</th>
</tr>
</thead>
<tbody>
<tr>
<td>TO ACT ETHICALLY, HONESTLY AND WITH FAIRNESS</td>
<td>TO LISTEN, VALUE AND ACKNOWLEDGE</td>
<td>TO LEAD, TAKE RESPONSIBILITY AND QUESTION</td>
<td>TO STRIVE FOR EXCELLENCE AND DISTINCTION</td>
<td>TO EMPOWER, ENABLE AND INSPIRE</td>
</tr>
<tr>
<td>✓ Honour commitments</td>
<td>✓ Ensure safety, health and wellbeing are paramount</td>
<td>✓ Embrace challenges and opportunities with agility and purpose</td>
<td>✓ Reflect, learn and improve</td>
<td>✓ Deliver outcomes that make a difference</td>
</tr>
<tr>
<td>✓ Engender trust through openness, honesty and consistency</td>
<td>✓ Act professionally with courtesy and consideration of others</td>
<td>✓ Support intellectual freedom and value bold ideas</td>
<td>✓ Advance creativity and innovation</td>
<td>✓ Inspire others to fulfil their potential</td>
</tr>
<tr>
<td>✓ Lead by example and act with due care</td>
<td>✓ Give and be responsive to constructive feedback</td>
<td>✓ Take ownership of decisions and learn from experience</td>
<td>✓ Offer exceptional levels of service</td>
<td>✓ Work together to achieve common goals</td>
</tr>
<tr>
<td>✓ Make informed decisions and be accountable for outcomes</td>
<td>✓ Value diversity and promote equity and inclusion</td>
<td>✓ Live our values and uphold our guiding principles</td>
<td>✓ Acknowledge success and the achievements of others</td>
<td>✓ Build partnerships that create opportunities</td>
</tr>
</tbody>
</table>

Building on a foundation of **integrity** and **respect**, and through **courage**, we will achieve **excellence** and have an **impact** on the communities we serve.
First question when looking at the Curtin Enterprise Agreement

Why are Curtin’s employment conditions so different to other industries?
Our Guiding Principles

Simple
* Written in plain language
* Easy to understand
* Only contains what is needed

Contemporary
* Modern Australian conditions
* Designed to enable the University to embrace future opportunities
* Protect core academic values

Fair
* Consistent with community standards
* In line with expectations of taxpayers, students and other stakeholders
* Considered implementation of changes
What major issues are being put forward by staff:

- Job Security
- Uncertainty created by change
- Agility
- Simplicity
- Increasing workload
- Others?