

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





Academic
Reshaping



Transforming
Learning at
Curtin



Transforming
IT at Curtin



Transforming
Facilities and
Place



Greater
Curtin:
Creating a
City of
Innovation



EQUIP



Looking forward

- Good teaching reputation
- Strong surplus of \$30m
- Market share at 36%
- Global ranking 270
- Research output in 14 areas about world standard or above
- Comfortable working conditions
- Very low staff turnover

**“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

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

Reimagining the Workforce

- Agile
- Adaptable
- Highly skilled specialists
- Multiple career paths
- Mobile between academia and industry
- Traditional and non traditional roles

OUR VALUES AND SIGNATURE BEHAVIOURS

				
INTEGRITY	RESPECT	COURAGE	EXCELLENCE	IMPACT
TO ACT ETHICALLY, HONESTLY AND WITH FAIRNESS	TO LISTEN, VALUE AND ACKNOWLEDGE	TO LEAD, TAKE RESPONSIBILITY AND QUESTION	TO STRIVE FOR EXCELLENCE AND DISTINCTION	TO EMPOWER, ENABLE AND INSPIRE
<ul style="list-style-type: none"> ✓ Honour commitments 	<ul style="list-style-type: none"> ✓ Ensure safety, health and wellbeing are paramount 	<ul style="list-style-type: none"> ✓ Embrace challenges and opportunities with agility and purpose 	<ul style="list-style-type: none"> ✓ Reflect, learn and improve 	<ul style="list-style-type: none"> ✓ Deliver outcomes that make a difference
<ul style="list-style-type: none"> ✓ Engender trust through openness honesty and consistency 	<ul style="list-style-type: none"> ✓ Act professionally with courtesy and consideration of others 	<ul style="list-style-type: none"> ✓ Support intellectual freedom and value bold ideas 	<ul style="list-style-type: none"> ✓ Advance creativity and innovation 	<ul style="list-style-type: none"> ✓ Inspire others to fulfil their potential
<ul style="list-style-type: none"> ✓ Lead by example and act with due care 	<ul style="list-style-type: none"> ✓ Give and be responsive to constructive feedback 	<ul style="list-style-type: none"> ✓ Take ownership of decisions and learn from experience 	<ul style="list-style-type: none"> ✓ Offer exceptional levels of service 	<ul style="list-style-type: none"> ✓ Work together to achieve common goals
<ul style="list-style-type: none"> ✓ Make informed decisions and be accountable for outcomes 	<ul style="list-style-type: none"> ✓ Value diversity and promote equity and inclusion 	<ul style="list-style-type: none"> ✓ Live our values and uphold our guiding principles 	<ul style="list-style-type: none"> ✓ Acknowledge success and the achievements of others 	<ul style="list-style-type: none"> ✓ Build partnerships that create opportunities

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

