HERDSA

HERDSA Strategic Action Plan 2023-2025 (aligned to HERDSA's Mission/Goals)

Approved by the November 2023 Exec meeting - Updated, 8th January 2024

HERDSA Goals: HERDSA works to:	Portfolio	Portfolio Aims What is the specific focus of this event/ project/ action?	2023-2025 Actions/ Strategies What do you need to do to achieve these actions?	Timeframe By when this action will be completed?	Personnel Who is responsible, and who do you need to assist?	Resources (+ budget) What support do you need to achieve your goals?	Evaluation How will you measure the efficacy of the goal/strategy?	5-Year Plan 2023-2028
1. Advance educational policy and practice in the higher education and tertiary sector development, research, leadership, and policy matters	Publications See also Goal 3 – Dissemination of Research	To advance policy and practice through publication in the full range of HERDSA publications	1. HERDSA Connect Blog (Working Party) 2. Impact factor of HERD is monitored 3. Associate Editor meetings conducted. 4. HERD Special Issues published as required. 4. ASRHE: 2023 Vol published, 2024 Vol in preparation. 5. Reviewer development review group meetings and reviewer community of practice. 6. Guides: 2023 -2025 7. HERDSA Notices	June 2023-June 2024 2024 – 2025 As planned 2023-2024 As planned Proposals received	Editors of each publication: Katrina - Interim editor Blog Cally Guerin HERD Eva Heinrich: ASRHE Denise Chalmers: Guides Peter Kandlbinder: Notices	For 2023-2024 year HERD: $85,000, plus honorarium $10,000 ASRHE: $9,921 Guides: $6,000 Connect: TBC	1. Readership: numbers, feedback Numbers of Downloads 2. Reviewers: engagement, feedback 3. Authors' feedback 4. New submissions: numbers & quality 5. Social Media Quality: rankings, IF (for HERD)	Maintain all publications and increase member opportunities to get published
	Networks Branches	Inform members about best policies and practices in teaching and learning	1. Run 5 events (webinars, meetings, discussions), and the HERDSA Blog 2. Design flexible branch websites 3. Hold monthly network events by branches 4. Update Branch information on the Website	Ongoing	Julia Christy Kwong Nui	Nil	Member engagement numbers & feedback (attendance at events and feedback on event surveys)	Greater network engagement
	Networks SIGS	1. Promote SIGS in HERDSA Connect Blog, social media,	1. Promote SIGS 2. Implement online voting for SIG Chairs (biennial)	Ongoing	Christy Alice	Technical support for online voting (dependent on	1. Report on Membership engagement in SIGs: growth or decline	Greater SIG network engagement

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		HERDSA Notices 2. Increase membership engagement in SIGS by 10% of current SIG membership				the Platform selected)	2. Annual SIG evaluation reports	
	Communication	1. Share the advancements in educational policy and practice 2. Increase engagement of members	1. Social media sharing/posts 2. Continuous social media feed to share the advancements of educational policy and practice. 3. Collect member feedback	Ongoing	Manisha Kwong Nui	Nil	Reports: Member engagement and feedback - High engagement: increase in the connections and followers quarterly	Continue sharing advancements in educational policy and practice
2. Facilitate and promote the enhancement of teaching and learning	HERDSA Events (including online) Branches	Establish a discussion space that promotes the enhancement of teaching and learning	Initiate Community Chat Event forms & publication through social media	Ongoing	Kwong Nui with Julia, Christy and the SIG/Branches Leaders	Depending on the digital platform	Participation	Regular events to be held in order to promote the enhancement of teaching and learning
	Professional Learning (SOTL Modules)	SoTL Modules	1. Webinars 2. SoTL Mentor Initiative – 2 online sector workshops 3. Institutional workshops 4. Audit of current Modules 5. Further revision & ongoing publicity 4. Survey of participant/ institutions re efficacy of modules & how used in their institutions. 5.Evaluation: User interviews and usage	Mid Feb, Aug Requests Mar 2024 Mar 2024	Alice Brown Kwong Nui External Consultant	External Consultant	Evaluation: User interviews and usage: Report	SoTL Modules will have a wider outreach among Australasia institutions

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	Professional Learning (Fellowships)	Fellowships	Communities of Practice Mentor and assessor training sessions Increased opportunities for Fellows to engage in dedicated L+T activities	Ongoing Annual Conference presentation	Lee Jay and team	Nil	4 x applications/year registered Assoc Fellows Number of successful fellows 1 X training session/year with minimum attendance of 10 Monthly (min 10/year) social media communications. Liaise with Manisha (Communications) Bi-annual progress check-in with mentors and Associate fellows 4 x Research opportunities (e.g. writing groups, shared presentations, etc) for Fellows	Vibrant sustainable Fellowship community
	Networks	Continual improvement of the scholarship and practice of teaching and learning	1. Webinars 2. Improve interactive communication platform capacities for SIGs and branches (SIG or branch members can share files, communication, recordings etc.)	Ongoing	Julia Christy	Nil	Member engagement numbers & feedback	Greater scholarship engagement
	Communication	Communication	Promote enhancement of learning and teaching Conduct member feedback surveys	Social media sharing/posts	Manisha Kwong Nui	Nil	Member engagement and feedback Increase in member engagement on our social media analysed through analytics quarterly	Continue promotion of enhancement of Learning and teaching

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3. Encourage and disseminate research on higher education and tertiary teaching, learning	HERDSA Events (including online)	To showcase initiatives enhancing teaching and learning	Implement infographic sharing on Linkedin/Twitter	Monthly	Kwong Nui with Publication Portfolio	Nil	Participation of members	Membership led events to showcase initiatives that aim to enhance teaching and learning.
	Awards, Grants & Prizes: Conference Grants & Awards Research Grants	HERDSA Grants Scheme Fund research and/or development projects on learning and teaching	Advertised widely for member engagement. 1. Up to 6 Research Grants 2. Grant abstracts published on website	Annually Grants: follow up with holders of completed grants (e.g., contact every 6 months for two years)	Raj Eva Julia Jennifer - administration	$30,000	Member engagement Number of awards	Continued support and recognition of membership
	Professional Learning (SoTL)	1. Grow new scholars. 2. Proposed mentoring scheme	1. Establish writing communities 2. Progress manuscripts		Alice Kwong Nui	Nil	Survey reports Publications	Increased number of SoTL publications
	Networks	Provide local researchers the opportunity to share scholarly information	1. Seminars and webinars 2. SoTL CoP 3. Presentations at Conference Manuscripts for publication		Julia Christy	Nil	Member engagement numbers & feedback	Greater network engagement
	Communications	Share members' research initiatives, outcomes and current projects	Social media sharing/posts	Ongoing	Manisha Kwong Nui	Nil	Member engagement and feedback at the end of year	Disseminate via Portfolio leads

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4. Recognise and reward outstanding contributions to higher and tertiary education	HERDSA Events (including online)	To acknowledge and to learn from the exceptional practices	Pecha Kucha/ Panel Discussion/ Debate	Quarterly	Kwong Nui with HERDSA Exec	Token of appreciation (e.g., free membership for a year)	Possible collaboration with the contributors	Different types of events could be held including in person activities (e.g., symposium)
	Awards, Grants & Prizes: Conference Grants & Awards Research Grants See also Goals 3 and 5	To address all six HERDSA goals.	1. Advertise widely through all channels to ensure member engagement. 2. 6 Research grants awarded 6 x $5000 ($30,000) 2. Up to 10 Early Career grants 3. 6 Student Conference Support grants Conference grants: Adopt formal review using the 2023 approach.	Annually	Raj Eva Julia Jennifer - administration	Budget approved: **$35,000.** Conference Awards: Student Conf Grant (1x $500) Early Career (5x $1000) T&F Conf Grant (5x $500) 5 Grants: $25,000 HERDSA Prizes: 1 Best Presentation ($500) 3 Best Poster (1x $500; 2x $250)	1. Annual report: overall growth; impact based on grant reports, awards, and prize winners' profiling. 2. Grant recipients' reflections on the impact of the grant on their career/ research development (within 1 year of completion) 3. Evaluated bi-annually to determine efficacy of meeting members' needs & the needs of the HE sector	Continued support and recognition of membership
	Professional Learning (Fellowships)	To award Fellowships	Consistently awarding Fellowships each year		Lee Fellowships Officer	Assessor fees as applicable	Fellowships awarded	Increased number of Fellows
	Publications	To recognise service and support excellence	Annual HERD Awards: 1. Best reviewer of the year 2. Best associate editor of the year 3. Best paper of the year	Annually	Shortlisting by Cally and team Decision by Awards & HERDSA Exec	$500: Reviewer of the Year $500 for Associate Editor $1000 Best paper	Awards	Recognition of members

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5. Encourage collaboration and the development of professional communities in higher and tertiary education	HERDSA Events (including online) Branches (See also Goal 1)	To link members from different locations for possible international collaborative projects To connect and develop a shared understanding among branches	Collaborative Projects from Branch Chairs: Two initiatives - post June 2024: 1. A panel discussion on SoTL as professional development for branches 2. Collaborative research session in alignment with the portfolio aim	Post June 2024	Kwong Nui Laurine Julia	Funding based on the scale of the projects	Participation Outputs e.g., - 1. Journal publications 2. New networks 3. New SIGS 4. New linkages with other HE professional societies	To connect HERDSA branches with each other and with international professional societies (e.g., SRHE)
	HERDSA Events (including online)	To encourage teamwork spirit by minimising duplicated effort Facilitate HERDSA events	Collaboration with other organisations (e.g., ASCILITE, ODLAA, SRHE etc.) MoU 2024 HERDSA Conference Submission	Ongoing	Kwong Nui with HERDSA Exec	Nil	New initiatives could be developed from this activity	To co-run events with other organisations.
	Awards, Grants & Prizes: Conference Grants & Awards Research Grants See Also Goal 6.	HERDSA Grants	1. Advertised widely for member engagement 2. Up to 6 research grants 3. Up to 10 student travel support prizes	Annually	Raj Eva Julia Jennifer - administration	$35,000	Member engagement and number of awards	Continued support and recognition of membership
	Professional Learning See also Goal 2.	Grow awareness of fellowships and HERDSA community Grow Fellowships Grow mentor and assessor database. Streamline processes	1. Fellowship webinars Assessors Workshop Mentors Workshop 2. Fellowships process - Video 3. Fellowship CoP 4. Online workshop + online community	2 x year – Jan/Feb Aug/Sept	Lee	Nil	Participants + follow up Fellowships completed + survey Assessors and mentors + survey Clear processes and communications	Increased support of membership

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			5. Standardised communications; website updates; workflows 6. Assessors' handbook being updated.					
	Networks	1. Develop state-based collaborative networks. 2. Link members at different locations for possible international collaborative projects	1. Initiate and support branches. 2. Hold regular branch or project meetings. 3. Initiate member relationships and projects 4. Update the Branches handbook	Ongoing	Julia Christy	Nil	Member engagement numbers & feedback	Greater network engagement
	Communications	Raise awareness of collaboration in higher and tertiary education	1. Social media sharing/ posts to raise the awareness of collaboration. 2. Continuous social media feed to improve communications 3. Collect member feedback	Ongoing	Manisha Kwong Nui	Needs a platform and tech support to improve collaboration.	Member engagement and feedback at the end of year	A platform to share projects of HERDSA members and make it available to all members for collaboration.
6. Assist its members in their ongoing professional development	HERDSA Events (including online)	To promote peer learning/ support	Virtual Buddy System	Annually	Kwong Nui with HERDSA Exec	Token of appreciation (e.g., free attendance at conference)	Participants' highlights	To have a virtual buddy system in parallel with MACS.
	Awards, Grants & Prizes

Roger Landbeck PD Fund | | 1. 2023: Roger Landbeck PDF applications 2.Evaluate new format based on applications received. | Annually | Eva Jennifer-administration | 2023: Roger Landbeck Professional Development | Report on impact the RLPDF | Continued support and recognition of membership |

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	See also Goals 3. and 5.		3. Criteria for review panel; selection of mentors and mentoring arrangement			Up to 2 $5,000 grants in 2023 1 x $5,000 grant per year		
	Professional Learning (TATAL)	Grow more TATAL groups. Provide professional development opportunity	Webinars held TATAL workshops held Develop TATAL Leaders Community TATAL & Guidelines for leadership roles	Ongoing	Kwong Nui Dong Mei	Nil	Review number of TATAL groups/individuals	Provide seamless collaboration opportunities for TATAL groups
	Professional Learning (Fellowships)	1. Train HERDSA Fellowships Assessors	1. increased number of trained Fellowship assessors 2. Increased L+T opportunities for Fellows 3. increased awareness of HERDSA Fellowship	Ongoing	Lee Jay	Nil	1. Up to 10 trained assessors 2. Workshops held 3. 5-10 Fellows engaged in training	Sustainable Fellowship community
	Professional Learning (MACS) Mentoring and Coaching Support	Support HERDSA members advance their careers	Support up to 12-HERDSA Women obtain promotion or apply for new positions	May 2024 May 2025	Kogi Kwong Nui	Nil	Participant feedback 50% participants achieve goals	Increased support of membership in careers
	Publications	To increase skills and confidence in writing for publication and reviewing, for HERD and ASRHE	Facilitate 1–2-hour publishing in HERD and ASRHE PD workshops. Facilitate a full workshop at HERDSA pre-conference sessions	As requested Pre-conference in 2024, 2025	Cally Eva	Nil	Participant feedback	Increased support of membership
	Communications	Share professional development opportunities	1. Promotion of PD opportunities via Social media posts	Ongoing	Manisha Kwong Nui All Portfolios	Nil	Reports: Member engagement and feedback increased - analytics	Promote PD opportunities and increased social media presence