Strategy 2023-2025

College of

Humanities, Arts & Social Sciences

Flinders University

Mission

Creating and sharing knowledges to transform lives and societies.

Vision

To understand the world and shape it for the better.

Values

Inclusivity
Connectedness
Community

Foreword

Humanities, Arts and Social Sciences are fundamental to the role of any University in bringing about change. In the College of HASS, we are proud of our history of providing safe spaces for the fearless expression of ideas and of establishing strong, meaningful, and durable connections with communities.

This strategy is a guide and reference point for all members of the College, as together we aim to make the College an effective agent of change, an attractive place to work and to study, and a valued contributor to the communities we serve. Transforming lives and societies takes time, so to work toward that future, our strategy sets out what we will do and how we will do it. The focus of our work extends across local, national, and global contexts. Our four goals, supported by our three values, will enrich the lives of students, staff, communities and partners, as we work collaboratively and respectfully toward meeting our mission and goals.

Professor Peter Monteath
Vice-President and Executive Dean
College of Humanities, Arts and Social Sciences
Flinders University

Goal	Objectives
Societal Impact	Undertake high quality and innovative teaching and research that aims to transform society
	Advocate for the importance and impact of HASS education, scholarship and research to the wider community
	Develop mutually beneficial partnerships with community, government, industry, schools and universities
Student Success	Support the entire student lifecycle through student-centred curriculum and co-curricular opportunities
	Decolonise and Indigenise the curriculum
	Facilitate graduate employability
Equity	Recognise and value individual, disciplinary, portfolio, student and community contributions
	Lead intersectional inclusivity in teaching, research and scholarship
	Actively build a work and study place that is inclusive and fearless in advocating for all
Sustainability	Create an environmentally low impact workplace
	Support healthy and sustainable work practices for students and staff
	Provide ethical financial sustainability and transparency to staff

Societal Impact

We are committed to the production of new knowledge and excellence in research and scholarship. We are dedicated to developing deep expertise in interdisciplinary work to solve complex societal challenges. Research findings will be translated into wider impacts, and knowledge will be widely shared. We will work with industry to solve problems through research and enterprise and to understand the skills needs of their workforce.

Over the next three years we will:

1. Use societal challenges as a collaborative engine to bring together interdisciplinary teams to tackle those challenges through research and innovation.

2. Build our excellence in scholarship to improve our teaching, curriculum and the student experience.

3. Support areas of research that are world leading and invest in new areas of research.

Student Success

Our students have individual goals, motivations and concepts of their own success. We will support our students to meet their expectations and aspirations. Our aim is to see more of our students succeed, to ensure they have a meaningful experience, and are prepared for the workforce. We aim to provide a journey that is supported, flexible, scaffolded and engaging, with employability skills embedded in all aspects of teaching.

Over the next three years we will:

1. Evaluate our course design, offerings and modes of delivery to respond to increasing needs for flexibility, and to reach into rural and remote areas to provide students with greater educational opportunities.

2. Strengthen the sense of community among students and encourage co-creation of curriculum.

3. Take clear steps that progress decolonising and Indigenisation of our curriculum.

Equity

We are committed to creating a culture of openness, trust and respect, addressing under-representation and exclusion. Guided by our values to be an inclusive and connected community of staff and students, we will take personal responsibility for our behaviour and hold each other to account so that all staff and students are treated respectfully and included in decision-making.

Over the next three years we will:

1. Embed the Equity, Diversity and Inclusion Advisory Group fully into the work of the College and create an action plan to make change happen.

2. Ensure all aspects of hiring, professional development and promotion address diversity, tackling and overcoming bias, and delivering on the need to hire and accelerate the careers of under-represented staff.

3. Build the next generation of research and educational leaders through supporting HDRs, ECRs and MCRs.

Sustainability

Our approach to research and education will continue to be aligned with the United Nations Sustainable Development Goals. Our commitment to environmental and social sustainability will run through all our activities and influence our economic sustainability measures. The College will also work closely with the Properties, Facilities and Development area to identify opportunities for further reducing our impact on the environment.

Over the next three years we will:

1. Develop an overarching curriculum and research area that delivers real-world impact to our students and stakeholders.

2. Create an environmental sustainability working group to provide advice and guidance to the College to increase real-world impact.

3. Ensure that the College has a transparent financial modelling mechanism and work to ensure that the College grows load and income to ensure a sustainable future.

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