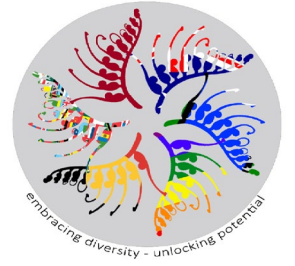


Department of Biological Sciences

Dept meeting 5th February 2019



Agenda

- Feedback from staff surveys
- Department governance 2019
- Department Strategic Goals 2019
- Budget
- Faculty news
- Outreach
- Biodiversity and Inclusion Statement

We acknowledge and pay respect to the Traditional Custodians and Elders of the lands on which our university is located

Feedback from staff surveys

What you liked	What you don't like
Seminar series, completion seminars	The website
Retreat days	Scheduling problems (conference dates, OCS)
Newsletter	Reduced HDR support
Grant writing retreats	Unnecessary admin
The admin team	
Social stuff	

What we heard

- Communication re Dept strategies and goals, structures and functioning, budgets & the Faculty
- Research support
- HDRs – recruitment and support
- Admin efficiencies
- Support for teaching initiatives
- Respectful communication
- ECRs – communication and support

Biological Sciences in 2019

Exec Team: Michelle Leishman (HoD), Grant Hose & Andrew Barron (Deputy HoDs), Mariella Herberstein (lots of stuff), Sharyon O'Donnell

LEADERSHIP TEAM

Research

Andrew Barron

L&T

Drew Allen

HDR

Culum Brown

MRes

Grant Hose
Michelle Power

Advising

Glenn Brock

WHS – Simon Griffith

PGF – Ian Wright

ECR – TBD

Prizes – Linda Beaumont

Outreach – Matt Bulbert

School Partnerships – Kath McClellan

Fieldwork – Martin Whiting

Diving & Boating – Rob Harcourt

Diversity & Inclusion – Mariella Herberstein

Sustainability – Sam Newton

Teaching Directors

BSc – Biology – Ken Cheng

BSc – Human Biology – Julia Raftos

BSc – Paleo – Glenn Brock

BMedSci – Jenny Donald

BBiodivCons – Drew Allen

BMarSci – EPS

BAdvSci(Biology) – Ian Wright

Mariella – Chair of Senate

Lesley – 50% PVC

Nathan – Chair of Animal Ethics

Grant – Associate Dean Industry & Corporate Engagement (until July), member Academic Senate

Strategic Planning 2019-2021

One day retreat of leadership team

Measures developed

Milestones developed

3 monthly check-in

Delivered via committees

Strategic Planning 2019-2021

GOAL 1: To increase the department's strength and reputation in our areas of research excellence

2021 Outcome: Host of major external research centre inclusive to our identity

- Identify and support opportunities for Centres and Laureates
- Support for funding applications (writing groups, etc)
- Promote FSE travel and visitor scheme

Strategic Planning 2019-2021

GOAL 2: To have industry/employability axis embedded within sustainable teaching program

- Identify units to include industry participation (30% target)
- Develop working group for student employability
- Make case for appointments to enable sustainable teaching

Strategic Planning 2019-2021

GOAL 3: To deliver excellence in teaching at a sustainable level, focusing on enhanced student engagement

2021 outcome: Enhanced student engagement, participation and championship of the department

- L&T retreat on unit management and staffing
- Student reps for all units with over 20 enrolments
- Promote student-focused innovations via regular seminars, workshops and funding support
- Continue revamp of museum space to be student-friendly
- Calendar of events for Biology & Env Science student society

Strategic Planning 2019-2021

GOAL 4: Improved experience and outcomes for HDR students

- Develop PhD portfolio program
- Within-department support for REP replacement
- Encourage HDR representatives on committees

Strategic Planning 2019-2021

GOAL 5: Strengthen the Department's reputation for collegiality, equity and respect

2021 Outcome: Program of support and development including equity, transparency and respect

- Roll out department's statement of culture
- Trial network approach and anonymising to neutralise gender and ethnic disparity in recruitment
- Support RespectNowAlways workshops

Strategic Planning 2019-2021

GOAL 6: Support services optimisation

- Contribute to and reflect on outcomes of Project Catalyst
- Admin pain-point meeting and follow-up workshop to develop strategy for prioritisation, development and implementation of support services improvement

Biological Sciences in 2019



Department seminars – Chris Reid & Jonas Wolff

Thursdays & Fridays – no admin meeting days

Department weekly morning tea – Wednesdays, alternate between E8A and 205B. Every Tuesday 10.30 in 205B Culloden Rd

Monthly Department meeting – 1st Tuesday in the month

Department social on Thursdays (at least monthly, sometimes more!)

PhD completion seminars

Welcome BBQ and advising for students each teaching session

Social media and the website – Instagram, Twitter, Facebook

New academic appointments in 2019

- currently all on hold in FSE
- Significant gap in teaching capacity for new BMedSci course
- Requested 2 positions immediately: Vertebrate Physiology and Evolutionary Genomics
- Selection committees: VertPhys (Michelle, Nathan, Andrew, Cara Hildreth); EvolGen (Michelle, Michael, Ian Paulsen, Helen Rizos)
- Still needed: another physiologist, MedSci appt to support the new course including Foundations and Capstone units

Admin Team

Sharyon O'Donnell – Dept Manager

Veronica, Harriet & Erin – finances & travel

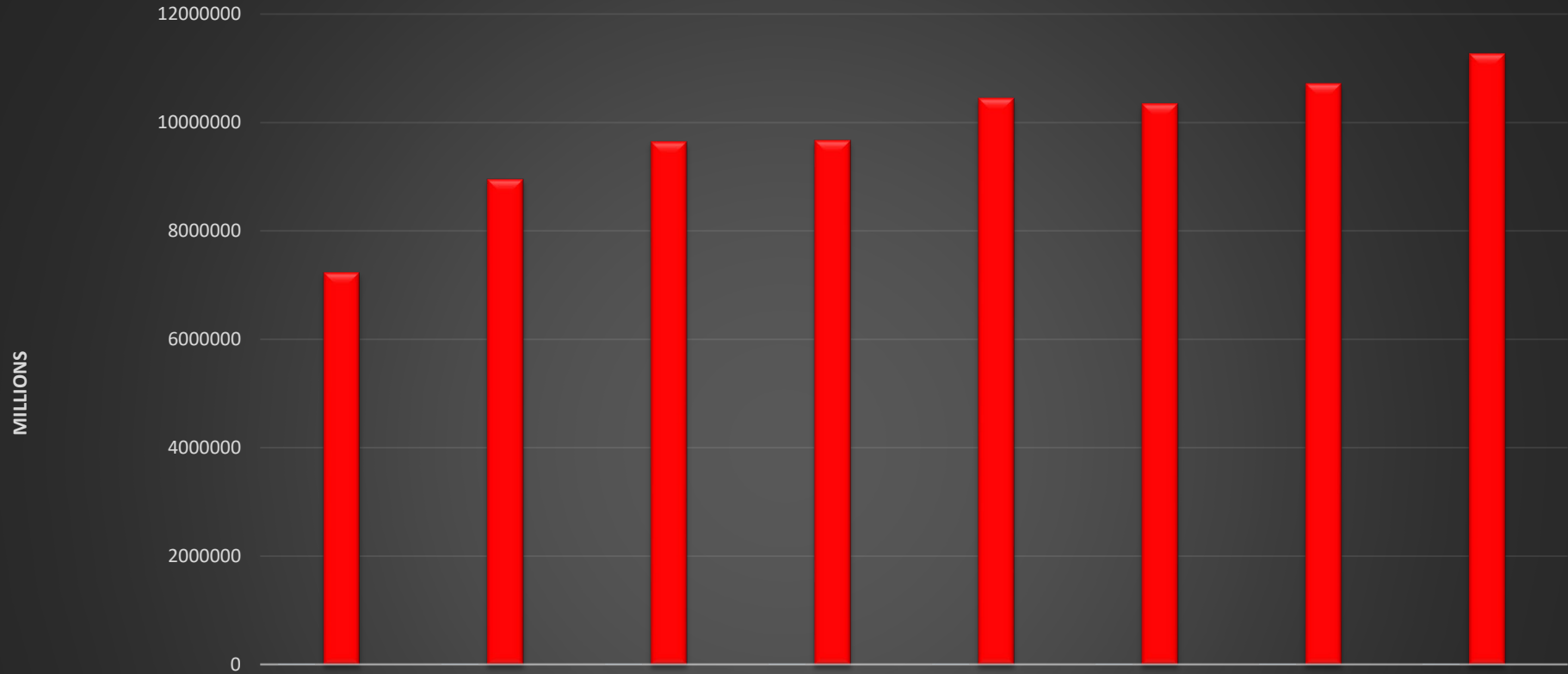
Caitlin, Kate, Julian – student support

Annie – front desk

Jenny – outreach, events, school partnership program, social media and website

2019 Budget Update

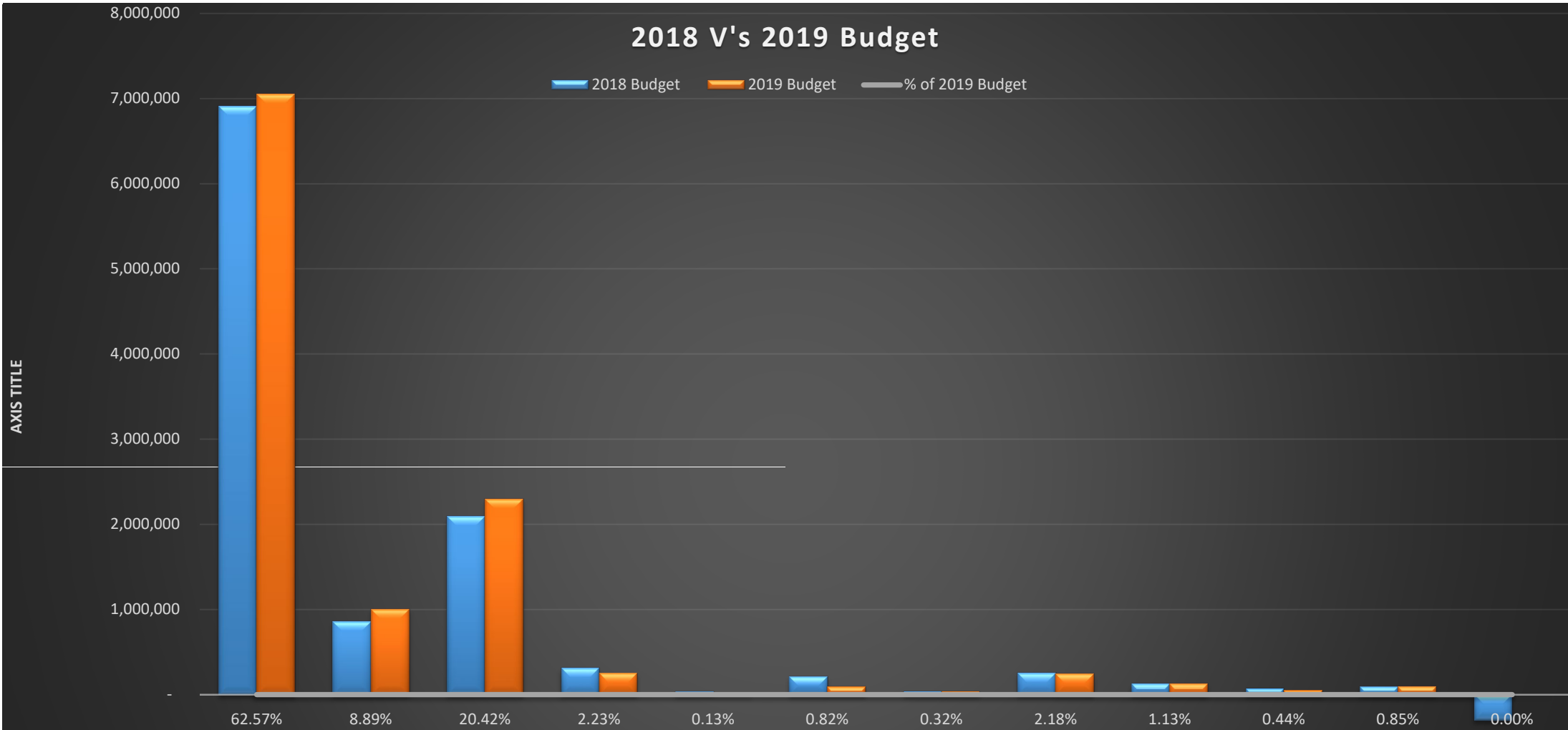
Biology Budgets 2012 to 2019



	1	2	3	4	5	6	7	8
Year	2012	2013	2014	2015	2016	2017	2018	2019
Budget Amt	7,242,162	8,958,296	9,649,781	9,674,685	10,449,444	10,346,472	10,719,000	11,269,000
% Diff from previous year		24%	8%	0%	8%	-1%	4%	5%

Year Budget Amt % Diff from previous year

2018 V's 2019 Budget



(1,000,000)

	Academic Permanent Salaries	Academic Casual Salaries	Professional Permanent Salaries	Professional Casual Salaries	Consultants	Travel & Entertainment	Printing, Postage & Stationary	Non-capitalised Equipment	Science Consumables	General Consumables	Other Expenses	Budget cuts mid Year
2018 Budget	6,913,000	861,000	2,092,000	314,000	39,000	215,000	36,000	256,000	127,000	73,000	98,000	(307,018)
2019 Budget	7,050,999	1,002,000	2,301,000	251,000	15,000	92,000	36,000	246,000	127,000	50,000	95,982	-
% of 2019 Budget	62.57%	8.89%	20.42%	2.23%	0.13%	0.82%	0.32%	2.18%	1.13%	0.44%	0.85%	0.00%

Faculty Funding for Departments

- All Vacancies – Currently on hold until further notice
- Visa and relocation costs
- Travel Scheme Academic, Visitors, collaborations and PGRF
- Equipment Scheme – Major and Minor equipment
- 2018 & 2019 HDR projects funded at \$1500 per year. Cap of \$4500 per candidature
- 2018-2019 MRes 2nd year projects are capped at \$1500

Department Update

- HDR co-funding for Grants capped at \$1500 over candidature
- Committee budgets will be finalised within the next week. Hopefully we will be able to advise what the department can assist with
- Teaching academics are being allocated \$1500 each which can be spent on consumables or minor equipment purchases (no travel)
- Outcome of discussions with Faculty relating to FSE shut down period and after hours access

News from the Faculty

- FSE budget will be very tight this year – looking to reduce staffing costs
- Enrolments in FSE looking ok, but first weeks are important for retention
- Unit viability – looking at units <30 enrolments
- EPS and Environmental Sciences merger talks underway
- Project Catalyst (tech review) underway
- Workload formula will be reviewed
- New academic job families under Enterprise Agreement – FBE will roll out in S1, FSE will look at process in S2 for 2020

Outreach highlights in 2019

Money Makers...

- **Genetic Technologies Teacher Professional Development**

- 18 July & 19 Nov \$500

- **Depth Studies**

- HSC Genetics
 - 5 schools coming this year already
 - charging \$50/student
- HSC Ecology
 - Herbivory
 - Aquatic inverts
 - Species diversity along a gradient



We need people for...

- **Minibeasts Fest**
 - 10 April (yr 1)
- **Macquarie in a Day**
 - 17-18 April
- **Open Day**
 - 17 August
- **National Science Week & Sydney Science Festival**
 - mid August
 - We will have booths at the Australian Museum
 - Great opportunity for Mres & PhD students and ECRs
 - Email Kath if you are interested (katherine.mcclellan@mq.edu.au)
- **Work Experience Weeks**
 - 8-12 April (S1 Week 7)
 - 18-22 November (S2 week 2 of exams)



Showcasing the Department

- **STANSW BEEIS conference 2019**
 - 29 & 30 March
 - Showcase Depth Studies (tasters!)
 - Advertise Genetic Technologies PD



Biology, Earth Science, Investigating Science
#BEEIS (and Science Extension)
Teachers Conference

#BEEIS2019

29 & 30 March, Macquarie University

Be inspirational

Christmas in



- **Tuesday 2nd July** – after S1 Exam meeting
- Celebrate our people who do outreach!
- Certificates for people who have given the most of their time!
- So remember to **log your outreach events** here:

<https://forms.office.com/Pages/ResponsePage.aspx?id=wRTFghenh0C-BtQNIHctUvfrfYNGdG1CuRL70EGWeRNUOVFMWkhCTkFQSDVPWjNJRkFYMOVQRVcxWS4u>

Biological Sciences Cultural Statement

In the Department of Biological Sciences, we acknowledge and pay respect to the Traditional Custodians and Elders of the lands on which our university is located.

We strive to create a collegiate and diverse community that is inclusive and respectful. We recognise, welcome and support staff, students and visitors from different countries, cultures, backgrounds, genders, gender identities and sexualities, people with disabilities, from all ages, and more...

Our values are reflected in the way we interact with each other. We strive for excellence in our core mission of research, teaching and engagement in a way that is sustainable, collegiate, inclusive and encourages everyone to participate and contribute.

We are committed to

- Fostering a culture of respect and inclusion for all students and staff
- Supporting and championing a safe work environment
- Collaboration and participation amongst students, professional and academic staff
- Celebrating student and staff achievements
- Minimising our impact on the environment
- Being the partner of choice to the research and broader community