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| MQ inline RGB | Progress Report on Review of Chemistry and Biomolecular Sciences (CBMS) 21-22 July 2011 |

## Implementation of Findings and Recommendations

### Governance, Leadership and Management

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| **Rec No.** | **Recommendation** | **Responsibility** | **Response and Status** |
| 1 | Changes in management structure and action with the aim of broader representation and leading to greater transparency of decision-making process | HOD | HAT (Head Advising Team) stays as is. It was cleared that HAT is not a decision-making body but rather making recommendations on various matters to HOD and the Dept meeting where quite a few decisions are being made. HAT is open for anybody to attend as an observer and minutes are available on the departmental wiki. Chairs of L&T and R&PG committees will be invited to attend when appropriate. |
| 2 | A communications strategy should be developed and distributed for discussion | HAT | See above actions. We planned to organise a monthly morning tea for all staff and occasional guests from other departments but that has not happened mainly because of timetabling issues. We may try again in 2013. All meeting minutes etc are available for everybody on the departmental wiki. Also, a summary of the DAC meeting is emailed to staff after each meeting. |
| 3 | Schedule of formal planning day(s) to review departmental teaching and research programs with the aim of preparing an annual operational plan and updated strategic plan | L&T and R&PG committees | Formal L&T planning day was held on 14 Nov 2011, the day was well attended and very successful. A research planning day was not held in 2012 but will be scheduled for 2013. |
| 4 | Creation of a research and Research Training Committee and appointment of a Director/Head Research and Director/Head of Teaching positions | HOD | Research and Research Training (R&PG) committee has been created by combining the Research and Postgraduate committees with Prof Karuso in the chair. A/Prof Try is the chair of our Learning and Teaching committee. |

### Academic Program

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| 5 | Majors in Chemistry and in Biomolecular Sciences should be retained | HOD | Majors have been retained for now. There is still work to do to better integrate the two majors as our strategic position is in operating at the interphase of molecular aspects of biology and chemistry. |
| 6 | Review Chemistry courses with the aim of positioning Chemistry as a central science of importance to a wide variety of disciplines and to improve the pass rate | L&T committee, HOD | Pass rates have been targeted and they have been better in 2012. Biology has been consulted and consultation with Physics, Geosciences and Human Sciences will follow. An option flagged every now and then is to make chemistry as one of the foundation sciences and hence compulsory for the first year Science students. |
| 7 | The strength of the entire Department in Analytical Molecular Science should be harnessed as a potential unifying focus | HOD in consultation with academic staff | The matter has been discussed but not acted upon so far. |
| 8 | Review Biology courses with the aim of establishing synergies between BCMS and BIOL that produce a balanced curriculum in the Biological Sciences | HOD, L&T committee | See 6; There have been several discussions between CBMS and Biological Sciences about teaching, especially CBMS103 Organic and Biological Chemistry. We will continue these discussions and bring in other units to build synergies between the programs the departments offer. |
| 9 | The breadth of PG courses in Chemistry should be examined and the market for courses in this area should be reassessed with respect to domestic and international student demand | R&PG committee | The matter has been discussed but not acted upon so far.  The Masters in Radiopharmaceutical Science program that commenced in 2012 is not running in 2013. An assessment is being made to decide on its future. |

### Research

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| 10 | Collaboration should be developed around associated themes in research and teaching. The latter being targeted at perhaps a more integrated honours year | Hons committee,  HOD | Not relevant as such as Hons will be replaced by MRes. Collaborative aspects will be assessed in the new context. |
| 11 | There should be consideration given to consolidation of analytical service type centres and facilities within the department (esp. MUCAB + NMR + Chemical Analysis) to form a supportable central facility | Dean, HOD | We feel this is a matter to discuss with the Faculty of Science. |

### Research Training

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| **Rec No.** | **Recommendation** | **Responsibility** | **Response and Status** |
| 12 | The Departmental HDR student society (SCABS) should be expanded to include undergraduates and broader postgraduate participation. A student representative should be nominated who engages with appropriate Departmental committees | Outreach committee | SCABS has both UG and PG members and this participation profile will be supported. There have been discussions about a student representative to engage with the departmental issues and some names have been brought forward. SCABS Trivia Night was sponsored by industries. |
| 13 | Develop clearer pathways for the extracurricular/professional development of postgraduate and Early Career Researchers | ECR and PG supervisors, R&PG committee | Clear pathways are not always that clear considering that career pathways can be very different for different students. Some will stay in academia, some will explore other opportunities; some will stay in Australia and some will work overseas. This means that PG students and ECRs are mentored individually by their supervisors who are continuously updating them with international conferences, professional courses and other matters to support their career development. In general, CBMS offers its Postgraduate students opportunities to act e.g. as demonstrators in the units and Early Career Researchers are encouraged to try their hand in delivering lectures where appropriate in addition to carrying out research. |

### Staff and Student Profile

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| **Rec No.** | **Recommendation** | **Responsibility** | **Response and Status** |
| 14 | The Research Area Matrix should be replaced by a small number of Research Themes | HOD | Done. |
| 15 | New Academic staff appointments in CBMS should not be made until clearly defined Research Themes are articulated and approved by the Dean | HOD, Dean | No new appointments made, waiting for Dean’s actions. |
| 16 | The balance of duties of technical staff within the teaching and research support areas should be reassessed, as part of the review of the amount of practical teaching with the aim of increasing the support for research instrumentation | HOD | Technical staff are already overworked and thus cannot take new research support duties on board. It should be noted that UG students appreciate laboratory work as part of their learning program and consider it one as MQ strengths so keeping the classes going seems justified at least for now. Research support will involve operating/maintaining complicated instruments that would require retraining of tech staff. |

### Community Engagement

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| 17 | Establish an external community advisory group to the department | Dean | CBMS Outreach committee looked into this and concluded that this should be a Faculty level group. The Dean is reviewing outreach activities across the Faculty. |
| 18 | An outreach plan should be prepared that covers community engagement across both educational and business areas | FoS, CBMS representative | This is being done via FoS activities. Nicki Packer is part of the Faculty Industry liaisons activities. |

### Future Directions

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| **Rec No.** | **Recommendation** | **Responsibility** | **Response and Status** |
| 19 | The Department should undertake a strategic planning exercise in order to develop a consensus about its direction in the light of the recommendations arising from this Review. In addition, opportunities to deliver short courses linked to Continual Professional Development should be explored as a way of assisting in this transition | NA | We feel this recommendation is not relevant because of the ongoing consultation period for Consideration of Potential Change in the Faculty of Science. |