

# Using the University Workforce Effectively - Working Across three Semesters

## Recast

“Employing a trimester system to more effectively use university *resources* and, in particular, its *academic* staff”

## Deakin Experience

- the trimester calendar itself
- the Enterprise Agreement being negotiated

# Trimester Timetables for 2010



Trimester 1		8 March-18 June
Total 15 weeks	Teaching	12 weeks of teaching
	Easter Intra Trimester Break	1.2 weeks: 2 April-11 April
	Study Period	Weekend and 3 week days between the end of lectures and the first day of examinations
	Examinations	7 days and 5 evenings
Inter Trimester Break T1 + T2	3 weeks 21 June -11 July	This is the same as before the introduction of the trimester system
Trimester 2		12 July – 22 October
Total 15 weeks	Teaching	12 weeks; as above for T1
	Intra Trimester Break	1 week: 20 September – 26 September
	Study Period	Weekend and 3 week days between the end of lectures and the first day of examinations
	Examinations	7 days and 5 evenings
Inter Trimester Break T2 + T3	3 weeks 25 October – 14 November	This is the same as before the introduction of the trimester system
Trimester 3		15 Nov 2010 – 25 Feb 2011
Total 15 weeks	Teaching	12 weeks
	Christmas Intra Trimester Break	1.4 weeks: 23 December-2 January
	Study Period	Weekend and 3 week days between the end of lectures and the first day of examinations
	Examinations	7 days and 5 evenings
Inter Trimester Break T3 + T1	1 week: 28 February-6 March	This is the problem area. Only 1 week is allowed, compared with 3 weeks between T1 and T2 and between T2 and T3.

# Challenges

## Staff

- The requirement that non-research staff teach five out of six trimesters
- Removal of an intra-trimester break in T2 – since reinstated
- Reduced time between trimesters to mark, return results and prepare for the following trimester
- The reduction of teaching weeks from 13 to 12

## Students

- The reduction in teaching from 13 to 12 weeks
- Removal of an intra-trimester break in T2 – since reinstated
- The loss of a Swat vac – since partially reinstated
- Fewer units than they would like

# Benefits

## Students - flexibility

- Accelerate study
- Spread load to accommodate work commitments
- Catch up after having fallen behind
- Additional commencement options
- Choice of which trimester not to study
- Study on a HECS basis

## Staff

- Research active staff have more choice
- Teaching period reduced in total by two weeks that becomes, in effect, research time.
- Teaching in T3 may make an esoteric but valuable subjects viable

# Benefits



## University

- Resource efficiency
- Workforce efficiency
  - ❖ *Existing staff on traditional appointments who are not research active*
  - ❖ *Increases the viability of appointing teaching only staff*
  - ❖ *Increased effective use of certain staff*
- Competitive advantage

# Enrolment and Units Offered



	Summer 07/08	T3 08/09		T3 09/10	
EFTSL	724	1,191	+64%	1,684	+41%
Units	141	154	+9%	206	+34%

# Student Evaluation of Teaching



	2006	2007	2008	2009
S1/T1	62	67	69	71
S2/T2	66	67	70	71
S3/T3	67	67	69	73

## Conclusion

- Catalyst for change
- So far – brilliantly successful