

Performance-Based Funding of Teaching

The University of Sydney is a research-intensive university committed to learning and teaching of the highest quality. We apply the same standards of scholarly integrity and international rigour to teaching and to research.

The University decided to recognise and reward excellence in teaching and learning by incorporating a performance and improvement component into its funding model from 2001.

This brochure provides a summary of the key features of the new funding model.

Funding for Performance and Improvement

The initial proportion of funds will be 5 per cent of the allocation for undergraduate teaching, approximately \$4.5m.

This amount is then redistributed to Colleges to recognise good teaching and improve the quality of student experience. It is divided into three parts:

- 1) Teaching Dividend: 3.5% to be allocated depending on Faculty performance on a set of Teaching Performance Indicators
- 2) Teaching Improvement Fund: 1% to be allocated to Faculties for major projects designed to improve the quality of teaching and student learning

- 3) Scholarship Index: 0.5% to be allocated to Faculties in proportion to their scholarly output associated with undergraduate teaching

1: Teaching Dividend

The Teaching Dividend is an incentive to Faculties to enhance the quality of teaching and the student experience. The most successful will obtain more from the pool of funds allocated to the Teaching Dividend.

We will increase the percentage of funds in the pool by 2.5 points each year until by 2003 the performance pool for the Teaching Dividend reaches 8.5% of undergraduate funding. Together with the other components (see below) the total performance and improvement pool will then amount to 10%.

2: Teaching Improvement Fund

One fifth of the undergraduate teaching allocation that makes up the performance pool (equivalent to 1% of the total undergraduate teaching allocation) will be allocated to major projects designed to enhance curricula and student experience, and consequently to improve the University's overall performance. This quantum will be distributed to Colleges, in proportion to their undergraduate load, to be used to support large-scale projects to improve teaching consistent with Faculties' Teaching and Learning Plans. Deans will be involved in the strategic disposition of the Improvement Fund.



The Fund will be distributed through a competitive process.

3: Scholarship Index

One tenth of the undergraduate teaching allocation that makes up the performance pool (equivalent to 0.5% of the total undergraduate teaching allocation) will be redistributed to Faculties in proportion to their contribution to the University's scholarly performance associated with teaching. The Index will provide additional recognition and reward for excellence in teaching and the communication of good practice in university education to the international scholarly community.

The Index will include a set of weighted outcomes and inputs including:

- Academic staff possessing a recognised qualification in university teaching
- Competitive teaching grants
- Excellence in teaching awards
- Executive memberships of national and international university teaching and learning associations
- Refereed journal articles and published conference papers related to university teaching and learning
- Postgraduate courses and research higher degrees

Teaching Performance Indicators

The University has adopted a set of 'Teaching Performance Indicators' based on national and international good practice:

1. Student Progress Rate
2. First to Second Year Retention

3. The University of Sydney Student Course Experience Questionnaire (SCEQ) Good Teaching Scale
4. SCEQ: Generic Skills Scale
5. SCEQ Overall Satisfaction
6. The Graduate Careers Council of Australia Course Experience Questionnaire (GCCA CEQ) Good Teaching Scale
7. GCCA CEQ Generic Skills Scale
8. GCCA CEQ Overall Satisfaction
9. Graduate Destination Survey (GDS) Full-Time Employment
10. GDS Full-Time Further Study

Definitions for these indicators and an explanation of the calculations are an Appendix at the end of this document. The list of indicators will be reviewed annually.

Faculty Teaching and Learning Strategic and Operational Plans

Production of satisfactory Teaching and Learning Strategic and Operational Plans at Faculty level each year is a condition for receiving the Teaching Dividend and the other components of the pool.

Questions?

If you have any questions you may wish to contact the office of the Pro-Vice-Chancellor (Teaching and Learning) or the staff of the Institute for Teaching and Learning. Your Faculty Dean's office or your Faculty representative on the ITL Evaluation and Quality Assurance Working Group may also be able to provide you with additional information.

