



CREATE CHANGE

School of Economics

Strategic Plan: 2019-2024



School Vision

The School of Economics at The University of Queensland (UQ) strives for academic excellence in everything we do.

By leveraging on and extending our strengths in economics research and education, we seek to be leaders in addressing the big challenges that are faced globally by private and public sector organisations.

We want to empower our students to be the adaptable, game changing and global leaders and citizens of the future, bearing their education and employability at the forefront.

We support innovative thinking in research and education. We have a social responsibility by which we see the benefits of combining outstanding research and education with delivering impact of benefit to public sector, corporate, non-profit partners and the broader community locally and globally.

Strategic Priorities

1



To empower our students to be the adaptable, game changing and global leaders and citizens of the future.

2



To strengthen our ability to lead in applied economics research and to address big challenges, while preserving our areas of existing research leadership.

3



To partner for positive change across the University and with external stakeholders, expanding our global reach.

4



To develop our staff and to foster a culture of diversity, inclusion and respect.

5



To maintain a sustainable financial base and ensure an effective use of resources to support the School's reputation and its strategic priorities.

Strategic Priority 1

To empower our students to be the adaptable, game changing and global leaders and citizens of the future.

The School recognises that we live in an age of economic, social, technological and environmental disruption – a world with a pervasive and evolving digital presence.

In our modern world, disruptive automation technologies such as robotics have an ever-increasing impact on how labour markets are structured by displacing workers and creating new opportunities.

In line with this shift, the profile of graduate employment opportunities will continue to change, and it is the School's duty to ensure our graduates are ready to fulfil the requirements of careers that may not yet exist. We want their education to enable them to be agents of positive change in this age of disruption.

The School will leverage our academic and teaching expertise to empower students to be the adaptable, game changing and global leaders and citizens the world will need.

Digital and global dimensions will be a crucial part of our strategy to help develop the leaders and citizens of the future.

We will expand our blended education capabilities, increasing the number of courses that incorporate digital technologies. We will aim to provide an increasing number of interactive, role-play based and on-demand learning offerings while still providing the quality

face-to-face teaching contact with our staff that our students value. We will provide additional flexible online learning opportunities for students, for example, via summer semester digital course provision. This approach will enable us to offer more flexibility to our students while not compromising on the quality of the education they receive.

We will strengthen the global dimension of our curriculum and extra-curricular opportunities, for example, via the introduction of global digital competitions involving university and public/private sector partners. We will strengthen the mutual engagement of our international and our domestic students. We will provide global internship options and strengthen opportunities for our students to benefit from alumni mentors and networks globally.

We see students as active partners in their learning experience and the diversity of our student body as a strength.

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Strategic Priority 2

To strengthen our ability to lead in applied economics research and to address big challenges, while preserving our areas of existing research leadership.

Economics is about understanding ‘why’ – tackling challenges at their source to create positive social change.

We aim to increase the positive impact of our research to create change that will be felt for generations to come.

In line with The University of Queensland Act, we strive to honour our commitment to social responsibility in practice. We fulfil this commitment by providing theoretical, econometric and empirical tools to help address the challenges our world faces in an age of economic, social, technological and environmental disruption.

The School is proud of our strengths in economic theory and econometrics, which received the highest rank available in the 2018 Excellence in Research for Australia exercise. We aim to maintain our leadership in these areas while continuing to build our applied economics capability. This will improve our ability to provide applied economics education, which in turn will help enhance the employability of our students.

We will continue to play to the comparative strengths of our researchers and our emphasis will remain on achieving high-quality outputs across all research areas and promoting collaboration.

We aim to strengthen and grow our PhD program and will expand our offerings to include more interdisciplinary and policy-oriented PhD projects with co-supervision and co-funding arrangements with our internal and external partners.

Our research aims to create change that will be felt for generations to come.

Strategic Priority 3

To partner for positive change across the University and with external stakeholders, expanding our global reach.

Our world faces complex challenges that require public, private and academic collaboration.

Economic considerations can be paramount to finding scalable solutions for global issues, and, as such, the School will further strengthen collaboration on major social and economic issues with our internal and external partners. The big challenges of today are usually 'wicked' problems requiring complex interdisciplinary solutions, and Economics can play a key role in making those solutions happen.

Students are at the forefront of everything we do, so we will work with our partners to provide more collaborative opportunities for our undergraduate and postgraduate cohorts.

We will proactively develop and strengthen opportunities with international university partners in terms of student exchanges, agreements for recognition of prior learning, and study tours.

We will also extend the connectivity of the School across the University, to achieve together, more than we could do separately.

The School currently collaborates on a number of initiatives, including the iMove Cooperative Research Centre to improve 21st-century transport, and the signature

Bachelor of Politics, Philosophy and Economics (Honours) program, which aims to create leaders able to successfully integrate different perspectives. We will increase purposeful high-quality engagement with internal and external stakeholders such as key public, private and third party sector organisations, to increase the reach and therefore impact of our research outcomes.

To promote stronger research partnerships, we will work to ensure better communication of opportunities, to provide smarter support and to recognise and incentivise success.

We will also strengthen School engagement with various alumni networks and cultivate a genuine partnership with our alumni community. We will improve communication, so we can better support them and participate in mutually beneficial projects.

The School will collaborate on major social and economic issues with our partners.





Strategic Priority 4

To develop our staff and to foster a culture of diversity, inclusion and respect.

Our staff are the lifeblood of our School – supporting our employees to fulfil their potential, and fostering a culture of diversity, inclusion and respect where all members of our community feel welcome, safe and accepted is essential.

We see a culture of mutual respect as core to who we are. We are committed to supporting personal development opportunities for professional and academic staff and are open to exploring new ways to strengthen such opportunities.

To promote our organisational culture and ethos of inclusion, we will consider and review the effectiveness of hiring strategies to increase the number of female economists working in academic positions within the School. We will continue to support the Economic Society of Australia's Women in Economics Network as well as student societies' initiatives to support the careers of female economists.

We are committed to maintaining family-friendly policies which promote cohesive and varied family structures.

We will support the UQ Reconciliation Action Plan and aim to increase the number of Aboriginal and Torres Strait Islander students studying economics at the University. We will continue to provide scholarships that encourage Indigenous students to undertake economics-related study and ensure we provide them with the tools to flourish throughout their studies.

We will support related outreach activities. In line with The University of Queensland's Disability Action Plan, we welcome students and staff of all abilities and encourage a culture where diversity is seen as a cornerstone of success.

The School supports our employees to fulfil their potential.

Strategic Priority 5

To maintain a sustainable financial base and ensure an effective use of resources to support the School's reputation and its strategic priorities.

As economists, we are well-versed in the allocation of finite resources and recognise that sound financial management is a pillar of organisational longevity.

To ensure growth continues within budgetary allowances, the School will creatively consider ways of strengthening its market share in light of enhanced competition and will review opportunities for high-quality programs to meet untapped market demand.

We will seek to diversify our income channels and expand the reach of our educational offerings.

We will continue to develop innovative ways to assist students in expanding their networks and strengthening their peer-to-peer networks.

The School will review the cost-effectiveness of our program provision and engage in reviews of the effectiveness of our non-staff spend base and whether there are better ways of aligning it with our strategic priorities.

We will review which events we organise, bearing in mind alignment with strategic priorities. We will contribute to central initiatives that support more agile, responsive University processes and systems.

We will aim to improve the experience of international students who are studying through our School. For example, we will support a buddy system for new international students.

The School will creatively consider ways of strengthening its market share and will review opportunities for high-quality programs to meet untapped market demand.



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