



HERDSA Strategic Action Plan 2021-2023 (aligned to HERDSA's Mission/Goals)

Approved by HERDSA Executive meeting held on 22nd March 2022

HERDSA Goals: HERDSA works to:	Portfolio	Portfolio Aims What is the specific focus of this event/ project/ action?	Actions/ Strategies What do you need to do to achieve these actions?	Timeframe By when this action will be completed?	Personnel Who is responsible, and who do you need to assist?	Resources (+ budget) What support do you need to achieve your goals?	Evaluation How will you measure the efficacy of the goal/strategy?
1. Advance educational policy and practice in the higher education and tertiary sector development, research, leadership, and policy matters	HERDSA Events (including online)	To link members from different locations for possible international collaborative projects	Collaborative Projects	Ongoing	Kwong Nui	Funding based on the scale of the projects	Participation Outputs e.g, journals, new networks & SIGS, new connections with other HE professional societies
	Awards, Grants & Prizes	To address all six HERDSA goals.	Advertised widely through all channels like newsletters, social media etc. to ensure member engagement	Annually	Raj, Eva, and Jennifer Jennifer will offer administration support, e.g., collating documents, applications, etc Raj and Eva will work on planning	Budget approved for all the grants, prizes, and awards: \$35,000 Conference Awards: Student Conf Grant (1x \$500) Early Career (5x \$1000)	Summarised annually to see the overall growth and impact based on grant reports, awards, and prize winners' profiling. Grant recipients to write reflections on the impact of the grant on the

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					reviews, judging, etc.	T&F Conf Grant (5x \$500) 5 Grants: \$25,000 HERDSA Prizes: 1 Best Presentation (\$500) 3 Best Poster (1x \$500; 2x \$250)	career/research development after completion of the project (within 1 year) Evaluated bi-annually to determine the efficacy of meeting members' needs & the needs of the HE sector
	Publications	To advance policy and practice through publication in the full range of HERDSA publications	Publish and promote: HERD, ASRHE, HERDSA Guides, HERDSA Connect, HERDSA Notices	Ongoing	Editors of each publication: Wendy Green: HERD Eva Heinrich: ASRHE Denise Chalmers: Guides Maureen Bell/Luk Swiatek Connect Peter Kandlbinder: Notices	For 2021-2022 year HERD: \$75,000, plus honorarium \$10,000 ASRHE: \$6,600 Connect: \$4,000 per editor/issue Guides: \$6,000	Readership: numbers, feedback Downloads (numbers) Reviewers: engagement, feedback Authors' feedback New submissions: numbers and quality Social media Quality: rankings, IF (for HERD)
	Networks	Inform members about best policies and practices in teaching and learning	Implement through webinars, meetings, discussions, emails	Ongoing	Deb and Team	Nil	Member engagement numbers & feedback
	Networks SIGS	Disseminate Assessment Quality SIG Assessment Guide	Promote Guide in: HERDSA Connect HERDSA social media HERDSA website	End 2021	Simon Bedford	HERDSA central dissemination support	Readership of assessment guide Member engagement in SIG – numbers, Engagement & feedback Evaluation report

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	Communication	Share the advancements of educational policy and practice	Social media sharing/posts	Ongoing	Manisha and Kwong Nui	Nil	Member engagement and feedback
2. Facilitate and promote the enhancement of teaching and learning	HERDSA Events (including online)	To establish a discussion space that promotes the enhancement of teaching and learning	Initiate Community Chat	Ongoing	Kwong Nui with SIG/Branches Leaders	Depending on the digital platform	Participation
	Awards, Grants & Prizes	Promote through research grants	Advertised widely for member engagement	Annually	Raj, Eva and Exec	\$35,000	
	Professional Learning	SoTL Modules	Webinars Pre-conference workshop SoTL Mentor Initiative (See NWS)	Ongoing Pre-conference	Deb	Cost of pre-conference workshop for participants	Survey of participants re efficacy of modules & how used in their institutions
	Professional Learning	Fellowships	Communities of Practice Mentoring	Ongoing Annual Conference presentation	Katrina & team	Nil	Number of successful fellows Engagement in CoPs
	Networks	Continual improvement of the scholarship and practice of teaching and learning	Webinars Presentations SoTL Mentors Community of Practice	Ongoing	Deb and Team	Nil	Member engagement numbers & feedback
	Communications	Communication	Share the advancements of educational policy and practice	Social media sharing/posts	Ongoing	Manisha and Kwong Nui	Member engagement and feedback
3. Encourage and disseminate research on higher education and tertiary teaching, learning	HERDSA Events (including online)	To showcase initiatives that aims for enhancing teaching and learning	Implement infographic sharing on LinkedIn/Twitter	Monthly	Kwong Nui with Publication Portfolio	Nil	Participation of members

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	Awards, Grants & Prizes	HERDSA Grants Scheme Fund research and/or development projects on learning and teaching	Advertised widely for member engagement	Annually	Raj, Eva and Exec	\$25,000	Member engagement and number of awards	
	Professional Learning	Grow new scholars Proposed mentoring scheme	Writing communities	Conference 2022	Deb	Nil	Survey Publications	
	Networks	Provide local researchers the opportunity to share scholarly information	Seminars and webinars SoTL CoP		Deb and Team	Nil	Member engagement numbers & feedback	
	Networks SIGS Assessment Quality	Online assessment capacity-building Quality assessment & improving assessment practice	Webinars: Online assessment and feedback tools webinar TEQSA conference presentation	Ongoing End 2021	Simon Bedford	Central promotion of online assessment webinars HERDSA management of webinar registration	Member engagement numbers & feedback	
	Communications	Share research outcomes/ongoing projects/research initiatives of members	Social media sharing/posts	Ongoing	Manisha and Kwong Nui	Nil	Member engagement and feedback	
	4. Recognise and reward outstanding contributions to higher and tertiary education	HERDSA Events (including online)	To acknowledge and to learn from the exceptional practices	Pecha Kucha/ Panel Discussion/ Debate	Quarterly	Kwong Nui with HERDSA Exec	Token of appreciation (e.g., free membership for a year)	Possible collaboration with the contributors
	Awards, Grants & Prizes	To acknowledge and to learn from the exceptional practices	HERDSA Prizes Best presentation Best Poster	Annually	Raj, Eva and Exec	1 Best Presentation (\$500)		

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		To promote and recognise excellence in research				3 Best Poster (1x \$500; 2x \$250)	
	Professional Learning	To award Fellowships	HERDSA Fellowships		Fellowships Officer	Assessor fees as applicable	Fellowships awarded
	Publications	To recognise service and support excellence	Annual Awards: Best reviewer for the year Best associate editor of the year Best paper of the year	Annually	Shortlisting by Wendy and team Decision by Awards and HERDSA Executive	\$500 each for Reviewer of the Year (sometimes split) \$500 for Associate Editor \$1000 for Best paper	Awards
5. Encourage collaboration and the development of professional communities in higher and tertiary education	HERDSA Events (including online)	To encourage teamwork spirit by minimising duplicated effort Facilitate HERDSA events	Collaboration with other organisations (e.g., ASCILITE, ODLAA, SRHE etc.)	Ongoing	KNS with HERDSA Exec	Nil	New initiatives could be developed from this activity
	Awards, Grants & Prizes	HERDSA Grants	Advertised widely for member engagement	Annually	Raj, Eva and Exec	\$35,000	Member engagement and number of awards
	Professional Learning	Grow awareness of fellowships and HERDSA community Grow Fellowships Grow mentor and assessor database Streamline processes	Fellowship webinars Assessors Workshop Mentors Workshop Fellowships process - Video Fellowship CoP Online workshop + online community Standardised communications; website updates; workflows	Dec 2021 2 x year – Jan/Feb Aug/Sept Nov 2021 Mid 2022	Katrina/Lee	Nil	# participants + follow ups # Fellowships completed + survey # Assessors and mentors + survey Clear processes and communications

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	Networks	Develop state-based collaborative networks Link members at different locations for possible international collaborative projects	Initiate and support branches Hold regular branch or project meetings Initiate member relationships and projects Update the Branches handbook	Ongoing	Deb and Team	Nil	Member engagement numbers & feedback
	Networks	Build academic capability re administration skills	Conference Internship Program	2023 conference	Christy & Networks team	Promotion & mentoring lead	Intern & conference committee evaluation post 2023 conference
	Networks SIGS	Develop Academic Development SIG community of practice	Virtual café chats	Ongoing	Erik Brogt featuring special guest presenters	Promotion of events through HERDSA Notices	Member engagement numbers & feedback
	Networks SIGS	Develop Assessment Quality SIG community of practice	Virtual café chats	Commence by end 2021	Simon Bedford	Promotion of Chats through HERDSA Notices	Member engagement numbers & feedback
	Communications	Raise awareness of collaboration in higher and tertiary education	Social media contacts/posts	Ongoing	Manisha and Kwong Nui	Nil	Member engagement and feedback
6. Assist its members in their ongoing professional development	HERDSA Events (including online)	To promote peer learning/support	Virtual Buddy System	Annually	Kwong Nui with HERDSA Exec	Token of appreciation (e.g., free attendance at conference)	Participants' highlights
	Awards, Grants & Prizes	Conference Awards	Advertised widely for member engagement	Annually	Raj, Eva and Exec	Student Conf Grant (1x \$500) Early Career (5x \$1000) T&F Conf Grant (5x \$500)	Member engagement and number of awards

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	Professional Learning	Grow more TATAL groups Provide professional development opportunity	Webinar Outside-of-conference TATAL workshops Develop TATAL Leaders Community Update website – TATAL Guidelines and leadership roles	Early 2022 & post conference	Luk Swiatek	Nil	#’s of TATAL groups/individuals
	Networks SIGS	Provide grant/PD application support to SIGS’ members Provide grant/PD application support to SIGS	Complete grant research focussed on PD for Academic Developers Deliver PD to SIG members	April 2022 for first PD delivery	Erik Brogt Julie Timmermans	Promotion of PD opportunity through HERDSA Notices	Number of Grants
	Publications	To increase skills and confidence in writing for publication and reviewing, especially for HERD and ASRHE	Facilitate PD on publishing in HERD and ASRHE	At the conference During the year as requested	Wendy and Eva	Nil	Participant feedback
	Communications	Share professional development opportunities	Social media posts	Ongoing	Manisha and Kwong Nui	Nil	Member engagement and feedback