



UBT REAL ESTATE FACULTY

Staff Development Strategy for the Faculty of Real Estate (2024-2029)

Introduction

The Staff Development Strategy for the Faculty of Real Estate at UBT College aligns with the Faculty's broader strategic objectives, focusing on enhancing teaching quality, advancing research capabilities, and fostering professional growth among academic staff. This strategy supports the overarching mission of the Faculty to contribute significantly to the development of the built environment sector and sustainable practices.

Key Objectives

1. **Enhance Pedagogical Skills:** Develop a framework to continuously improve the teaching abilities of academic staff, ensuring high-quality instruction in line with the latest educational practices.
2. **Advance Academic Staff to Higher Titles:** Support the promotion of full-time faculty members according to the UBT Regulation on Standards for Election into Academic Titles, ensuring that staff meet the quantitative and qualitative criteria for advancement.
3. **Sponsor Doctorate and Post-Doctorate Studies:** Provide financial support for full-time faculty to pursue further studies, enhancing their research capabilities and academic credentials.
4. **Support Work-Life Balance for Junior Faculty:** Implement measures to support early-career professors, enabling them to balance professional responsibilities with personal development goals.
5. **Support Mid-Career and Late-Career Professors:** Offer targeted support to mid-career and senior professors to help them achieve high-impact research and publications.
6. **Foster Change and Developmental Ethos:** Promote a culture of continuous improvement and adaptability within the Faculty, ensuring staff are equipped to handle evolving academic and industry demands.
7. **Integrate Staff Development into HR Compensation Plan:** Propose a plan to link staff development achievements with the HR compensation framework, incentivizing continuous professional growth.

8. **Embed Staff Development in Academic Calendar:** Ensure that all staff development activities are included in the Faculty's academic calendar, facilitating systematic professional growth.
9. **Align Staff Development with Faculty Strategic Planning:** Ensure that staff development goals are integrated into the Faculty's strategic and action plans, supporting the overall mission and objectives of the Faculty.
10. **Recruit and Develop Junior Professors:** Identify and nurture talented graduates or recruits from top universities, preparing them for future academic roles within the Faculty.
11. **Focus on Research Skills:** Prioritize the development of research skills among faculty members, providing the necessary training and support to enhance research output.
12. **Develop Academic Community and Services:** Create a supportive academic community that fosters collaboration, innovation, and community service among staff.
13. **Support Faculty Formation Phases:** Provide structured support for staff during key formation phases of the Faculty's development, ensuring smooth transitions and continuous improvement.
14. **Increase Gender Balance:** Implement hiring and promotion strategies to achieve a more balanced gender representation among academic staff.
15. **Strengthen Academic Credentials and Instruction Quality:** Establish awards and recognition programs to highlight excellence in teaching and research, motivating staff to pursue best practices in their fields.
16. **Support Active Engagement in Scholarship:** Encourage and support academic staff in their pursuit of research, international collaborations, and expertise development in their respective disciplines.

Staff Development Action Plan (2024-2029)

Strategic Goals	Actions	Persons Responsible	Target	Timeframe
Goal 1: Enhance Pedagogical Skills	Draft and implement a framework to improve teaching quality	Dean, Faculty Sub-Committee	Comprehensive framework adopted	2024-2025
Goal 2: Advance Academic Staff to Higher Titles	Conduct a staff survey, create individual promotion plans, integrate into Faculty plan	Dean, Academic Staff	60% promoted to Assistant Professor, 30% to Associate Professor, 10% to Full Professor	2024-2029
Goal 3: Sponsor Doctorate and Post-Doctorate Studies	Develop and implement a sponsorship plan for further studies	Dean, HR, Rector	3 PhDs/Post-docs sponsored	2024-2029
Goal 4: Support Work-Life Balance for Junior Faculty	Plan workload with work-life balance in mind	Dean, Vice-Dean	5 early-career staff supported	2024-2029

Strategic Goals	Actions	Persons Responsible	Target	Timeframe
Goal 5: Support Mid-Career and Late-Career Professors	Provide research support tailored to mid and late-career professors	Dean	4 professors supported in high-impact research	2024-2029
Goal 6: Foster Change and Developmental Ethos	Promote and implement change management training	Dean	80% of staff trained in change management	2024-2029
Goal 7: Integrate Staff Development into HR Compensation Plan	Draft a proposal linking staff development with compensation	Dean, HR	Proposal reviewed and approved	2025
Goal 8: Embed Staff Development in Academic Calendar	Integrate staff development into the annual calendar	Dean	Fully integrated calendar	2025
Goal 9: Align Staff Development with Faculty Strategic Planning	Ensure full alignment of staff development with strategic goals	Dean	Complete alignment achieved	2024
Goal 10: Recruit and Develop Junior Professors	Conduct needs assessment, recruit from top graduates	Dean	5 junior professors recruited	2024-2029
Goal 11: Focus on Research Skills	Implement training and mentorship programs for research	Dean	80% of staff receive research skill support	2024-2029
Goal 12: Develop Academic Community and Services	Develop and implement a plan for community services	Dean, Faculty Council, HR	Plan adopted and implemented	2024-2029
Goal 13: Support Faculty Formation Phases	Provide structured support during formation phases	Dean, HR	Formation phase policy adopted	2024-2029
Goal 14: Increase Gender Balance	Implement hiring and promotion strategies for gender balance	Dean, HR	Achieve 50-50 gender balance	2025
Goal 15: Strengthen Academic Credentials and Instruction Quality	Introduce Best Professor, Lead Scholar, and Young Scholar Awards	Dean, Faculty Council	Annual awards implemented	2024-2029

Strategic Goals	Actions	Persons Responsible	Target	Timeframe
Goal 16: Support Active Engagement in Scholarship	Provide grants and incentives for scholarly activities	Dean, Faculty Council	6 Lead Scholars and 6 Young Scholars supported	2024-2029