

## Australasian Association of Philosophy Strategic Plan 2016-2020

The Australasian Association of Philosophy exists to:

- promote philosophy through education, research and scholarship;
- promote the exchange of philosophical ideas; and
- support members, and professional philosophers generally, in connection with their philosophical activities.

The Association comprises almost 500 members, of which three quarters are Ordinary members - staff and postgraduate students active in (or retired from) Philosophy departments across the Australasian region. The remainder are Associate members - individuals who do not belong to the category of Ordinary member, which includes staff and postgraduate students active in (or retired from) Philosophy departments outside the Australasian region, Independent scholars, and non-Academic members. The Association currently employs 2 staff members and 1 independent contractor.

The overarching aim of this five-year strategic plan is to maximise achievement of the Association's strategic goals. All the actions listed in the plan are included with this overarching aim in mind, and are only justified insofar as they can be understood as likely to advance that aim.

### ***Goal 1. Grow membership of the Association through the attraction of new groups of members.***

Actions - To achieve this goal the Association will:

- Work on development of undergraduate membership
- Plan for addition of Undergraduate Committee
- Identify other additional membership sectors and plan for development in those sectors.

### ***Goal 2. Diversify the Association at all levels.***

Actions - To achieve this goal the Association will:

- Aim to diversify the membership of the Association's governing bodies at all levels
- Build and strengthen Diversity committee
- Develop more explicit statements about diversity for Board, Executive, and Committees

### ***Goal 3. Increase member participation in the work of the Association.***

Actions - To achieve this goal the Association will:

- Improve members' understanding of the benefits of joining, and contributing to, AAP committees
- Investigate and develop means to encourage existing programmes and departments to carry out projects that will be of benefit to the discipline and practice of philosophy.

### ***Goal 4. Work with members to strengthen the discipline and practice of philosophy in Australasian universities and in other sectors of Australasian education sectors.***

Actions - To achieve this goal the Association will:

- Strengthen and maintain links with relevant sector bodies (UA, CHASS, AAH, etc.)
- Strengthen and maintain links with government and public sector departments

- Strengthen and maintain links with aligned not-for-profit organisations
- Strengthen and maintain ties with publishers
- Strengthen and maintain links with other national and international philosophical associations (e.g. APA, BPA, FISP etc)

***Goal 5. Work with members to promote engagement with industry and other external organisations in order to improve understanding of and support for Philosophy, including philanthropic support that advances the exchange of philosophical ideas.***

Actions - To achieve this goal the Association will:

- Develop and maintain a portfolio of industry contacts
- Consider the development of an 'external engagement' committee
- Develop a plan to promote philosophical philanthropy

***Goal 6. Strengthen the financial position—and, in particular, the financial security—of the Association.***

Actions - To achieve this goal the Association will:

- Work towards diversifying sources of income to the Association
- Work towards increasing income to the Association from members
- Work towards attracting financial sponsorship of the Association

***Goal 7. Strengthen performance of the Association and committees in key areas of activity***

Actions - To achieve this goal the Association will:

- Make better use of its conferences to involve a wider cross-section of stakeholders in satellite events
- Increase community and employer engagement with Philosophy, seeking to improve external understanding and perception of the discipline and its relevance.
- Strengthen the international standing of the Australasian Journal of Philosophy and work towards gaining a similar standing for the Australasian Philosophical Review.

***Goal 8. Improve conditions for employees of the Association.***

Actions - To achieve this goal the Association will:

- Develop policies governing employment processes in areas such as recruitment, induction and professional development, progression and termination
- Develop guidelines for remuneration of employees
- Plan for expansion in the number of employees

***Goal 9. Continue to refine the organisation of the AAP so as to optimise its performance in pursuit of these strategic goals.***

Actions - To achieve this goal the Association will:

- Work to improve members' understanding of the roles and work of the AAP committees
- Develop project cycles for AAP committees
- Refine the list of AAP committees
- Develop cycles of review for the Board, the Executive and Committees
- Reconsider resourcing for Operational Committees