



## College Leadership Advisory Committee Meeting 21 September 2022 Minutes

**Attending:** Michael Gilding, VP&ED (chair); Anita Abraham, P&C Business Partner; Judith Bannister, TPD Law; Svetlana Bogomolova, CSI Research Lead; Jonathan Burrow, Project Officer, FI; Andreas Cebulla, AITI Research Lead; Barbara Doherty, Career Development Advisor; Melissa Dowling, JBC Research Lead; Stephanie Eglinton-Warner, Project Manager, AACSB Accreditation (observer); Robyn Gamble, Enhanced Employer Engagement Coordinator; Andrew Groves, Honours Coordinator; Ian Goodwin-Smith, Director CSI; Mark Halsey, Research Lead Criminology; Christopher Kee, Dean (Education); Tania Leiman, Dean of Law; Rob Manwaring, TPD Government; Marinella Marmo, TPD Criminology; Adela McMurray, Dean (Research); Vipul Pare, Dean (People & Resources); Rodrigo Praino, Research Lead Government; Ben Rowley, Snr Project Mgr, FI; Julie Strunk, College Manager (SAS); Mel Pike, Executive Officer

**Apologies:** Vivienne Brand, Research Lead Law; Melissa de Zwart, Director JBC; Caitlin Hughes, HDR Coordinator; John Spoehr, Director AITI; Sarah Taylor, Director of College Services

Agenda items	Notes	Action items
1. Welcome and Minutes	<p><i>Document: Minutes CLAC 17 August 2022</i></p> <ul style="list-style-type: none"> <li>The Chair acknowledged the Traditional Owners and Custodians of the lands on which Flinders University campuses are located, and their Elders past, present, and emerging.</li> <li>Apologies noted</li> <li>Minutes approved</li> <li>VP&amp;ED welcomed guests and new members: Svetlana Bogomolova, Andreas Cebulla, Melissa-Ellen Dowling, Andrew Groves and Rodrigo Praino</li> </ul>	
3. VP&ED report	<ul style="list-style-type: none"> <li>The VP&amp;ED reported on the following:</li> <li>Turnaround in the financial position with a projected positive result, due predominantly to control of costs, and the success of recruitment in the MBA.</li> <li>The Chair acknowledged the work of the MBA Director and team.</li> <li>The Chair reported other positive indication in domestic recruitment including Law and Criminology proving attractive in the Year 11 offer round</li> </ul>	
4. Dean (P&R) report – WH&S	<ul style="list-style-type: none"> <li>No incidents reported</li> </ul>	
5. Dean (Education) report a. Note Executive approval of course concept b. Student Success Academic Lead Role description	<p><i>GCDHM</i></p> <ul style="list-style-type: none"> <li><i>Document: GCDHM concept proposal</i></li> <li>Executive Approval of the GCDHM noted</li> <li><i>Student Success Academic Lead Role Description</i></li> <li><i>Document: Student Success Academic Lead Role Statement</i></li> <li>Noted that there would be one SSAL staff member in each discipline, but they would lead projects for the whole College in employability, retention and wellbeing</li> </ul>	Provide to the Dean (Education) feedback regarding: <ul style="list-style-type: none"> <li>the Student Success Academic Lead Role Description</li> <li>Business Competency Goals</li> </ul>

<p>c. Proposal for discontinuation of a course</p> <p>d. Business Competency Goals</p>	<p><i>Course discontinuation</i></p> <ul style="list-style-type: none"> <li>• <i>Document: Course discontinuation – briefing</i></li> <li>• TPD Criminology presented the case for discontinuation of a program</li> <li>• Noted that students would be encouraged to transfer to other programs, and the course could also be taught out</li> <li>• Students who had applied to commence in 2023 would be contacted with alternatives</li> <li>• Agreed to move forward and discontinue program</li> </ul> <p><i>Business Competency goals</i></p> <ul style="list-style-type: none"> <li>• <i>Document: Business Competency Goals comparison 2020-2022</i></li> <li>• Dean (Education) briefed regarding a further amendment to the goals to make them pithier</li> <li>• Members invited to provide any feedback on wording to the Dean (Education)</li> </ul>	
<p>6. Dean (Research) report</p> <p>a. College Research Committee – revised Terms of Reference – for approval</p> <p>b. CBGL PhD Top 10% A star journal publication prize – for approval</p>	<p><i>Revised CRC ToR</i></p> <ul style="list-style-type: none"> <li>• <i>Document: Revised CRC Terms of Reference &amp; composition</i></li> <li>• Dean (Research) briefed regarding updated ToR and composition for the College Research Committee</li> <li>• Members invited to provide comment to the Dean (Res)</li> </ul> <p><i>PhD Top 10% A star journal publication prize</i></p> <p><i>Documents: Prize scheme, Prize application form</i></p> <ul style="list-style-type: none"> <li>• Dean (Research) briefed regarding proposed prize</li> <li>• Noted that students could apply when they had achieved publication; no deadlines, no limit on applications</li> <li>• \$1000 prize may be used at awardees discretion</li> <li>• Training workshops would be rolled out in tandem</li> <li>• Prize/Program is being run in consultation with the HDR coordinator</li> <li>• ABSA rankings are accommodated in the criteria</li> <li>• Approved</li> </ul>	<ul style="list-style-type: none"> <li>• Provide to the Dean (Research) any feedback regarding the revised CRC Terms of Reference</li> <li>• RM &amp; AMcM to confirm prize scheme allows for ABSA ranked journals</li> </ul>
<p>7. Employability &amp; Careers presentation – Barbara Doherty, Career Development Advisor &amp; Robyn Gamble, Employer Liaison &amp; Recruitments</p>	<p>Robyn Gamble and Barbara Doherty presented regarding employer relationships and student careers and highlighted:</p> <ul style="list-style-type: none"> <li>• Feedback, questions and comments welcome regarding interaction with major partners, especially local councils</li> <li>• Employer Activations on campus in 2021-2022</li> <li>• Significant unmet demand for graduates</li> <li>• Evidence for low graduate applications to priority partners from Flinders compared with UA and UniSA</li> <li>• Challenges of student disengagement with career portal and activations</li> <li>• Exploring how to upload Careerhub RSS feed to FLO to make it more accessible to students</li> <li>• Business career roadmap, one-stop career portal for business students would be launched soon</li> <li>• Noted that including PG students might be considered for later iteration</li> <li>• Available resources for inclusion in topics including job hacks, employability toolkit</li> </ul>	<ul style="list-style-type: none"> <li>• BD to feedback request for Business roadmap to include PG students</li> <li>• Staff to contact Career and Employability staff with questions, comments &amp; opportunities</li> </ul>

	<ul style="list-style-type: none"> <li>• Embedding career development skills in topics might assist in overcoming disengagement</li> <li>• There are PG/HDR resources, but making them accessible/front of mind a challenge</li> <li>• SSAL officer will have responsibility for employability and will drive greater engagement across staff and students</li> <li>• Need to educate students about the job market</li> <li>• Need to consider national not just local</li> </ul>	
<p>8. Introduction to the Flinders University Academy presentation – Ben Rowley, Snr Project Mgr, Flinders International</p>	<p>Ben Rowley briefed regarding the new Flinders University Academy, highlighting:</p> <ul style="list-style-type: none"> <li>• Launch in August 2022</li> <li>• Available programs and pathways</li> <li>• Timelines – English course starting November 2022, other in February 2023</li> <li>• Targeting a wide diversity of students</li> <li>• Request for Academy staff to be looped into discussions regarding first year programs, program changes, feedback on challenges within international cohorts</li> <li>• Academy students have full access to University services, and program designed to build loyalty and easy transition to higher level study at Flinders</li> <li>• Cost was benchmarked and believed to be competitive, applications already in pipeline</li> <li>• Members raised further opportunities for working with the Academy including <ul style="list-style-type: none"> <li>○ Support for students experiencing work exploitation</li> <li>○ Potential to run the program within corrections facilities, noting this would also strategically target marginalised populations</li> <li>○ Synergies with the military academic pathways already offered</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
<p>9. Your Voice Survey - discussion</p>	<p><i>Links to survey outcomes:</i></p> <ul style="list-style-type: none"> <li>• <a href="#">All College Report</a></li> <li>• <a href="#">Academic staff report</a></li> <li>• <a href="#">Professional staff report</a></li> <li>• VP&amp;ED advised that this would be a preliminary opportunity to provide comments on issues to address with further opportunities for discussion</li> </ul> <p>Members noted:</p> <ul style="list-style-type: none"> <li>• Service One system reduced meaningful relationships between professional and academic staff, particularly for junior staff, and was less functional when not working at a desk</li> <li>• System functioned poorly for light-touch tasks, which had to be recorded post-contact/resolution</li> <li>• Workload process continued to be problematic</li> <li>• Hiring a casual/research associate was a difficult process</li> <li>• Pace of change was fatiguing, and change implications not fully thought through</li> </ul> <p>Noted that:</p> <ul style="list-style-type: none"> <li>• Dean (R&amp;R) and Dean (Research) both members of University level groups reviewing priorities for</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

	<p>improvement arising from survey – opportunity to feed into those conversations by feeding back to those groups</p> <ul style="list-style-type: none"> <li>Some revisions to hiring casual staff would be communicated shortly, noting that some pain points were requirements in Workday that we would need to lobby to fix</li> </ul>	
10. Committee business for noting	<p><i>Documents:</i></p> <ul style="list-style-type: none"> <li><i>College Education Ctee – 2 Aug 2022</i></li> </ul>	
11. Any other business	No other business.	

**Next meeting:** The next meeting will be 19 October 2022 at 10am in Moot Court

MP – 21 Sep 2022