

Role Statement – Dean (Students)

Updated March 2026

ROLE DETAILS	
College	College of Nursing and Health Sciences
Supervisor	Vice-President and Executive Dean

ROLE SUMMARY
<p>The Dean (Students) provides strategic leadership and oversight of College-wide initiatives that enhance student experience, success and wellbeing. The role focuses on improving student outcomes, progression and retention through evidence-based strategies, digital and technological innovation, assessment and learning innovation, and proactive student support systems, while championing equity, inclusion and access for all students.</p> <p>The Dean (Students) holds senior responsibility for academic integrity, quality assurance and compliance, with a direct impact on student outcomes and institutional reputation. The role ensures consistent implementation of University policies and promotes a student-centred approach aligned with the University's vision for excellence in education, supporting students from recruitment through to graduation.</p> <p>As a member of the College Executive Leadership Team, the Dean (Students) contributes to leadership of the education portfolio and to the collective strategic leadership of the College in collaboration with the Vice-President and Executive Dean and other executive members.</p> <p>The Dean (Students) will partner with the Dean (Education) to support the setting and achievement of institutional education priorities. They will also work collaboratively with Deans across the College and University, senior University leaders and academic and professional staff to develop, implement, evaluate and disseminate initiatives that advance equity, access, student engagement and innovation in learning and assessment, ensuring high-quality, consistent practices across the College and University. The Dean (Students) will foster an innovative, inclusive, student centred and high performing leadership culture.</p>

UNIVERSITY EXPECTATIONS AND VALUES
<p>All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:</p> <ul style="list-style-type: none"> • demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence, and the underlying ethos of being Student Centred; • contribute to the efficient and effective functioning of the team or work unit to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members, if required, and undertaking other key responsibilities or activities as directed by one's supervisor; • promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity; • perform their responsibilities in a manner which reflects and responds to continuous improvement; and • familiarise themselves and comply with the University's <i>Work Health and Safety, Injury Management and Equal Opportunity</i> policies.

KEY RESPONSIBILITIES

The Dean (Students) works in collaboration with, and under the supervision, guidance and direction of, the Vice-President and Executive Dean and together with the College Executive Leadership Team, to deliver on the following:

Student Wellbeing and Support

- Lead the development and implementation of student wellbeing initiatives, including tailored support for a diverse student population.
- Oversee proactive engagement strategies to foster student belonging, on commencement and throughout their program of study.

Student Success and Retention

- Oversee the development, implementation and evaluation of initiatives that improve student progression, retention, and completion rates.
- Provide leadership to the Student Progress Committee and related reporting requirements.
- Develop targeted interventions for at-risk students and programs to reduce attrition and support timely progression and completion.
- Develop and implement strategies to enhance the overall student experience, informed by feedback and best practice principles.

Student Representation and Voice

- Oversee the appointment of Student Representatives across the College.
- Regularly liaise with student representatives to enable the integration of the student voice in college strategy and decision making.
- Contribute to University student success and engagement committees, working groups and initiatives.

Academic Integrity and Quality Assurance

- Lead the College's academic integrity processes, including prevention, education, and resolution of breaches, along with development of innovative practices on ongoing quality improvement across the College.
- Contribute to Boards of Inquiry and similar committees along with student-related policy review.
- Manage College-level processes for student reviews, complaints, and appeals, ensuring fairness, transparency, and compliance.
- Contributes subject to the direction of the Dean (Education) for program accreditation matters.

Admissions and Recognition Processes

- Oversee admissions and recognition of prior learning (RPL) processes, ensuring consistency and equity.
- Coordinate administration and promotion of scholarships, prizes, and awards to support student achievement, domestic and international.

Assessment and Learning Innovation

- Provide leadership for the College's chapter of the University Teaching and Learning Academy, inspiring academic staff to engage in opportunities aligned with strategic goals.
- Drive innovation in assessment design and delivery, including integration of generative AI, programmatic assessment, and authentic assessment models.
- Leads pilots and capabilitybuilding in assessment innovation within the approved framework.-building in assessment innovation within the approved framework.

Teaching and Research/Scholarship Contribution

- Maintain productive contributions to the teaching and research/scholarship activities of the College, as agreed with the Vice-President and Executive Dean.

Institutional Alignment and Collaboration

- Work in collaboration with the Vice-President and Executive Dean and the College Executive Leadership Team to ensure alignment with University strategic priorities.
- Partner with the Dean (Education) to support the setting and achievement of institutional education priorities.

Other Duties

- Other responsibilities in line with the level of the role may be assigned by the Vice-President and Executive Dean and/or the University.

KEY CAPABILITIES**Academic and Professional Credentials**

- Completion of a PhD or equivalent in a health-related discipline or relevant experience.
- Proven excellence in teaching, demonstrated by strong evaluation outcomes and measurable impact on student success.

Strategic Leadership and Organisational Capability

- Proven capacity to work collaboratively with executive colleagues to shape, implement and advance the strategic direction, performance and external positioning of the College.
- Demonstrated strategic, organisational and management skills, with the ability to lead staff in a demanding and changing global higher education environment.
- Demonstrated leadership in student success and experience initiatives within a higher education context.

Student Experience and Academic Integrity

- Demonstrates strong expertise in academic integrity, assessment innovation, and student support by leading student conduct compliant, evidence-based practices that improve assessment quality, uphold integrity standards, and measurably enhance student engagement, progression, and success.
- Ability to lead and manage complex processes (complaints, appeals, admissions) with fairness and compliance.
- Experience in developing and successfully implementing strategies for student retention and progression.

Diversity and Inclusion

- Demonstrated knowledge of the diversity and equality agenda and appreciation of a proactive approach to diversity within a complex organisation.

Global and Sector Knowledge

- Effectively evaluates contemporary global developments in learning, teaching, and the student experience and translates this analysis into actionable improvements.

Governance and Operational Expertise

- Demonstrated understanding of University systems regarding budget management, quality assurance and governance.

- Experience in managing, leading, coaching and mentoring staff, addressing learning and teaching matters, and dealing effectively with student-related matters.

Academic Nexus and Innovation

- Advanced understanding of the teaching, research/scholarship, practice nexus and demonstrated ability to lead initiatives that align with this nexus and deliver positive outcomes for all stakeholders.

Interpersonal and Collaborative Skills

- High-level interpersonal, communication, influencing, problem-solving and negotiating skills, including the ability to consult, network and build relationships internally and externally.
- Demonstrated ability to work effectively in a collegiate environment, develop and achieve shared goals, and negotiate agreed directions and outcomes.