

Group work for LDW

Promotions for Academic and Professional staff.



Project Proposal



Aim:

To explore and consider the career development and promotion pathways for academic and professional general female employees.

Method:

Completed via several stakeholder interviews followed by thematic analysis and discussion.

Proposal:

Redesign the academic promotions process to include further ongoing support, mentoring and transparency enhancing the experience. A programme rather than a process.



Recommendations

1. The process be computerised.

Key benefits of computerising the programme include:

- Implementing the utilisation of gamification, which has been shown to increase employee engagement, motivation, creativity, innovation, and problem solving
- Calculation and application of adjustments for Equality Employment Opportunity factors;
- Data collection for valuable insights and deep real-time analysis, which would highlight trends and problems early on so that they could be course corrected
- Integration of existing programs, such as, the Research Productivity Index and the Standards of Teaching and Learning (SOTL);
- Increased efficiency and reduction of the administrative burden



Recommendations

- Set objectives upfront to focus attention in the right areas and increases transparency
- 3. Provide focussed support and mentorship inbuilt into the program, to improve support and focus attention in the right areas

Recommendations



4. Adapt a version of the program for the professional sector to increase support and create a formalised structure for professional promotion



Self Reflection on learnings from Group Work

Tabitha's Journey

Kirrily's Journey

Rebecca's Journey

Sam's Journey

The Team



Team list



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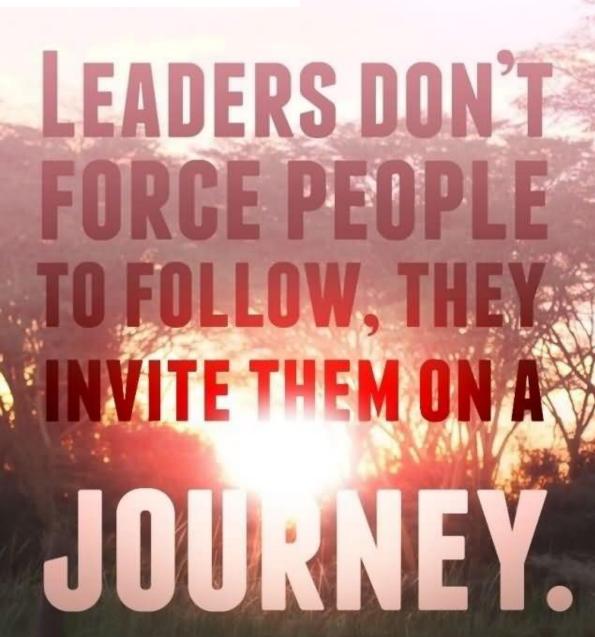
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A team is a group of people with different abilities, talents, experience, and backgrounds who have come together for a shared purpose. Despite their individual differences, that common goal provides the thread that defines them as a team.