Charles Sturt University

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

2. 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

The Learning Journey

Self Reflection on learnings from Group Work

Tabitha's Journey

Kirrily's Journey

Rebecca's Journey

Sam's Journey

The Team

Team list

Rebecca Slattery Acting Career Programs Officer | Culture and Capability Division of People and Culture	rslattery@csu.edu.au
Tabitha Merrell Senior Client Services Librarian (BJBS)	tmerrell@csu.edu.au
Kirrily Oliver Supervisor, Computer Shop | Division of Information Technology	kioliver@csu.edu.au
Samantha Sheridan Associate Head of Discipline, Paramedicine	ssheridan@csu.edu.au

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.

TOTAL **TEAM** BUILDING
Fun, Engaging Events