



College Leadership Advisory Committee Meeting 15 February 2023 Minutes

Attending: Michael Gilding, VP&ED (chair); Anita Abraham, P&C Business Partner (via Teams); Madhan Balasubramanian Research Lead Business; Judith Bannister, TPD Law; Vivienne Brand, Research Lead Law; Andreas Cebulla, AITI Research Lead (via Teams); Melissa-Ellen Dowling, JBC Research Lead; Stephanie Eglinton-Warner, Project Manager, AACSB Accreditation (observer); Mark Halsey, Research Lead Criminology; Caitlin Hughes, HDR Coordinator; Tania Leiman, Dean of Law; Rob Manwaring, TPD Government (via Teams); Adela McMurray, Dean (Research); Phil Palmer, TPD Business; Vipul Pare, Dean (People & Resources); Rodrigo Praino, Research Lead Government; John Spoehr, Director AITI (via Teams); Julie Strunk, College Manager (SAS); Sarah Taylor, Director of College Services; Mel Pike, Executive Officer

Apologies: Svetlana Bogomolova, CSI Research Lead; Ian Goodwin-Smith, Director CSI; Melissa de Zwart, Director JBC; Christopher Kee, Dean (Education); Andrew Groves, Honours Coordinator; Marinella Marmo, TPD Criminology

Agenda items	Notes	Action items
1. Welcome and Apologies	<ul style="list-style-type: none"> Apologies were noted 	
2. Minutes	<p><i>Document: Minutes CLAC 13 December 2022</i></p> <ul style="list-style-type: none"> Minutes were approved 	
3. VP&ED report	<p>The VP&ED reported on the following:</p> <p><i>Government Discipline Restructure</i></p> <ul style="list-style-type: none"> Conclusion of the restructure of Government discipline; now an opportunity to reset research and teaching Some staff leaving and new roles to recruit over two tranches, some to commence mid-year <p><i>Higher Education Sector</i></p> <p>University Planning days had occurred; Leadership invited to consider the implications of:</p> <ul style="list-style-type: none"> Universities being in a period of review and consultation with the Federal Government to establish a new Accord for Higher Education Possibility of capping of places or other constraints being imposed to stop larger Institutions growing at the expense of smaller ones Merger of AU and UniSA and opportunities for Flinders during the transition Flinders' intention to build a clear and unique identity for Flinders, possibly built around innovation <p>In discussion it was noted that:</p> <ul style="list-style-type: none"> Significant additional investment in marketing for Festival Plaza provided an opportunity in 2023 There was a brief window in which to develop and understand the CBGL value proposition and increase the 'natural cap' <p><i>Strategic Planning</i></p>	<ul style="list-style-type: none"> VP&ED to include HDR students in College communications

	<ul style="list-style-type: none"> Noted that a formal reporting structure had been adopted to review strategic initiatives, which included review at CLAC of 2023 Deans' portfolio initiatives 	
4. Director of College Services report	<p>The DoCS reported on the following:</p> <p><i>Festival Plaza planning</i></p> <ul style="list-style-type: none"> Festival plaza planning into full swing University Strategic Funding (USF) in place to support the project; Change management team and resource in IDS, P&C in place to support transition, providing for consistent planning and messaging In the process of developing a second bid for funding to support additional IDS infrastructure identified, and resource needed in 2023 Briefings to all college leadership had occurred; Change management team would assist leadership comms Principles guiding FP operations close to agreement Changes to teaching delivery/curriculum being discussed in workshops No BGL teaching activity would cease at Bedford Park; all Colleges would teach topics at FP There would be training for staff in the use of FP room configuration, resourcing, interface with other staff There would be an opportunity for staff to self-nominate to become champions for local comms <p>Members noted that:</p> <ul style="list-style-type: none"> The development of new arrangements at FP were an opportunity to explore innovative ways of working, post COVID FP innovations should be replicated at Bedford Pk BGL Staff engagement with FP consultation was critical to ensure assumptions were correct/project success Dean (People and Resources) reported that workforce planning for employing resource at FP had commenced, with the underlying principle that students would have the same experience regardless of campus 	
5. Dean (People & Resources) report: <ul style="list-style-type: none"> WH&S report 	<ul style="list-style-type: none"> Nothing to report 	
6. College Risk Assessment – for advice	<p><i>Document: 2023 Risk Assessment</i></p> <ul style="list-style-type: none"> Risk Register would be provided to CLAC at each meeting Members could raise additions to the Register at any time There would be one major review each year 	
7. Review – College 2023 Strategic Initiatives	<p><i>Documents: College Playing to Win Strategy, College Strategic Initiatives</i></p> <ul style="list-style-type: none"> Members were briefed regarding the College final strategic objectives and initiatives A gap had been identified as no proposed actions addressed the initiative to <i>make the most of the matrix</i>; members feedback was sought <p>Members observed that:</p>	<ul style="list-style-type: none"> Discipline groups and research centres asked to map local area strategic initiatives against College strategies /initiatives to identify gaps

	<ul style="list-style-type: none"> • The action fell under the broader heading of capability building, which was a broader issue; the University was a rigid institution in which it was difficult to recognise and harness capability of junior or casual staff – the matrix system did not enable this • Support might be provided to individual projects but successful activities were not developed further or grown across the college, noting that both CLAC and Datablitz had potential to improve this • The Dean (P&R) initiatives included a number of capability building activities internal to the college, but we needed to be more pro-active in harnessing the external parts of the organisation to assist in achieving our goals • Any capability building initiatives should encompass a full structure and process and be sustainable • Identifying and sharing where service was not working or did not exist would be the starting point 	
8. Review – Dean (People & Resources) portfolio 2023 Strategic and Action Plans	<p><i>Document: Dean (People & Resources) Strategic Initiatives</i></p> <ul style="list-style-type: none"> • The Dean (P&R) introduced the five strategic initiatives for that portfolio as provided in the circulated document <p>Members commented as follows:</p> <ul style="list-style-type: none"> • That the focus on people was appreciated, that having pro-active conversations would model that focus on people well • That the idea of teams of teams should not be lost, and ways sought to meaningfully account for it • That college culture had improved through interaction, and showcasing ECRs and commonalities through a range of activities, including CLAC • That measures for achievement in staff culture were not clear, though noting Your Voice outcomes was one measure 	
9. Supervision	<ul style="list-style-type: none"> • Agreed this item had been covered in previous items 	
10. Performance Review	<ul style="list-style-type: none"> • Agreed this item had been covered in previous items 	
11. Any other business	<ul style="list-style-type: none"> • Noted that there would be more conversations at CLAC regarding strategic initiatives 	

Next meeting: The next meeting date will be 10.00am -11.30am, Wednesday 15 March 2023 in EDUC 4.42.

MP:MG – 20 February 2023