

# Are we there yet?

Creating a culture of accountability  
in academic staff: ACU's  
investment in changing academic  
working arrangements and  
mindsets

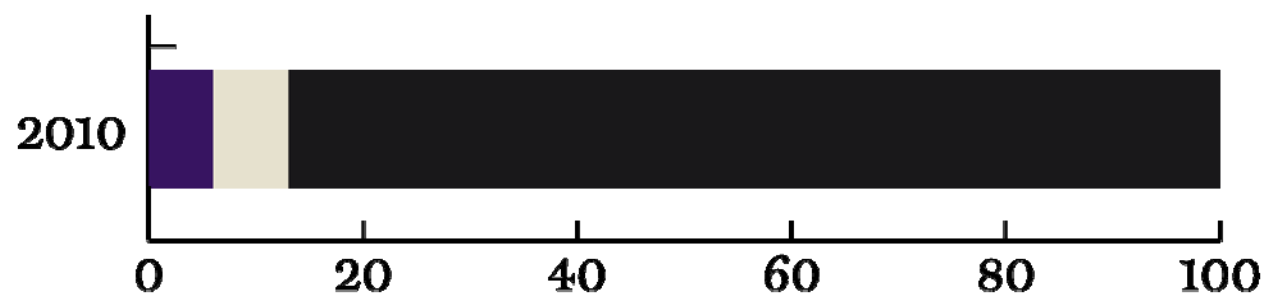
Ms Diana Chegwidden  
Director, Human Resources

# Are we there yet?

## Creating a culture of accountability in academic staff

- Workforce Context
- A Culture of Performance in Academic Staff – The Project
- Leadership the project needed
- Issues and Challenges
- Are we there yet?
- Questions

# Workforce Context 2010



- Teaching Focused
- Teaching and Research
- Research Only
- Academic Leadership and Service

# A Culture of Performance in Academic Staff – The Project

*The need arises to review and critically assess resources;*

*..the mechanisms of a performing workplace;*

*Realign our staff with organisational priorities;*

*Each individual's balance and type of workload cascade from institutional imperatives and align to expertise and aspirations.*



# **A Culture of Performance in Academic Staff – The Project (post 2013)**

# A Culture of Performance in Academic Staff – The Project (post 2013)



# Leadership the project needed

- Vision
- Sponsorship
- Shared accountability
- Management approach to long term planning
- Courage and Resilience

# Issues and Challenges

- Knowledge Transfer
- Disruption
- Disputation
- Communication, Communication, Communication





# Workforce Context 2010 → 2016

