

**From:** [Executive Dean - Arts Ed](#)  
**Cc:** [Executive Dean - Arts Ed](#)  
**Subject:** 2017 iSay Survey  
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Dear Colleagues

I am pleased to encourage you to participate in the 2017 iSay Staff Survey which opened yesterday and will run for two weeks, closing on Friday, 18 August. For some of you this may be the first iSay Staff Survey you will complete, and others will be familiar with it. It is important for all of you to have your say, and I ask you to take approximately 20-30 minutes to complete the survey during work hours.

The survey provides all of us with the opportunity to improve our work. With your feedback we can build on our strengths and address areas of improvement opportunity. Deakin uses a third party provider to administer the survey (VoiceProject) so all of our responses are anonymous and strictly confidential – you are **not** identifiable by anyone at Deakin. I welcome the Institute of Koorie Education colleagues for the first time to this 2017 survey as part of the Faculty.

#### ***What has changed because of your survey feedback?***

I am pleased to report on some positive changes which have occurred as a result of your 2015 iSay feedback and you can also review the Faculty's 2015 report from 2015 [here](#). Some of the outcomes are below.

#### **Involvement and input into decision making**

Colleagues have taken action to improve engagement opportunities for interested staff. Some examples include:

- The School of Communication and Creative Arts has successfully completed a highly consultative process of course renewal that has resulted in significant improvement in curriculum planning and student load.
- ADI Hub has been created where policies and procedures are posted for feedback prior to implementation.
- In the School of Humanities and Social Sciences, minutes of School meetings are now distributed to all staff for information and engagement and key senior staff are invited to School Executive meeting enabling engagement and discussion about the broader direction of the University.

#### **Cross-unit cooperation**

- Changing approaches to new initiatives such as Aboriginal and Torres Strait Higher Education at Deakin, the Asia-Pacific Research Initiative and the Fulbright development have been Deakin wide.
- New procedures implemented for timely information sharing between the School and DUELI about international student enrolment and commencement reducing unnecessary reactive work.
- Initiatives such as Student Service Network are facilitating faculties and divisions working together and bringing in consistencies. Faculty General Managers have worked together to plan and rollout the TechShadow program across the University in 2017.

#### **Enabling and Growing Research**

- The Strategic research centre Research for Educational Impact (REDI) has been developed with four key research areas which provide a strong focus for project development and

mentoring for both REDI and non REDI members.

- ADI open forum was held with presenters from Deakin Research and Advancement who shared opportunities to seek philanthropic research funding.

### **Improved manager and supervisor relationship**

- Faculty Senior Staff Development and Leadership Program implemented for School Executive Teams.
- Faculty staff participating in DMAP, DEEP and Mentoring Partnership Program. Many staff have taken up this opportunity with encouragement by their manager.
- Creation of the SCCA Head of Academic Group position has enabled devolution of career development conversation and an ability for management to listen to staff concern and act promptly.

### **Career Development**

- Creation of mentoring coordinators who are senior researchers.
- Wiki has been created with resource bank for early career researchers to refer to and take advantage of training and development opportunities.
- Temporary exchange between academics in the School and the Alfred Deakin Institute to enable broadening career prospect (ADI staff) and dedicated and focussed research time for School staff.
- Promotions mentoring for all staff who wish to seek advice in relation to prepare for promotion.

### ***Need more information?***

Want to know exactly how and why we collect demographic data, what 'Entrepreneurship' means, or have any other questions? Visit the new [iSay website](#), or contact your [iSay Champions](#). The Champions can provide you with any other information you may need.

The iSay website has FAQs and other helpful documents, and you can view a sample report by clicking [here](#). If you have any further queries, please contact me.

Best  
Brenda

**Professor Brenda Cherednichenko**  
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I acknowledge and pay respect to the traditional Aboriginal owners of this land and to all Aboriginal and Torres Strait people throughout Australia, their Elders past, present and future.



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