Vice Chancellor’s Professional Staff Excellence Awards

Time: 10:00am – 11:30am
Date: Friday 16 March, 2018
Place: Council Room, Hawke Building
• Ngangkirna, Miyurna! Naa marni Ngai nari David

• Ngai yarta-nungku yaku, ngai kunturrkinthi taakanthi ngaityu wardli

• Ngai pudlunthi naa-itya, ngai wangkanthi warra Kaurna meyurna, miipudlunthi ngaityu kuinyuntapinthi

• What I just said – for the benefit of those in the room who speak neither Irish nor Kaurna – is that my name is David and while I am not originally from this country, I am proud to call it my home and I do so in the language of the Kaurna people as a mark of my respect.

• The Kaurna people have performed ceremonies on this land for many centuries, and we pay respect to their living culture and the unique role they continue to play in the life of the Adelaide region.
• Good morning.

• I’m going to let you into a little secret.

• We are about to go public with our new strategic plan – Enterprise 25 – and all of our energies are going to be poured into three pillars:

  • Our programs

  • Our precincts and

  • Our people.

• A few years back we made a commitment to only hiring the best staff.

• we even wrote it into our DNA. You will have seen signs around the offices outlining the core attributes we need our staff to have:

  o They must be trusted, authentic and self-aware;
• They must provide solutions;

• They must take the initiative and deliver results;

• They must communicate with impact; and

• They must lead and work well with others.

• And we hire against those attributes.

• It’s critically important to us that the people we hire will help drive the university into the next phase of its growth and success.

• We’re looking for people who work for the university, not at the university

• and the people in this room definitely know the difference.
• It’s great to get an opportunity to day thank you to the people we consider the best of the best.

• the people who go above and beyond position descriptions to produce work of exceptional value.

PAUSE

• We make heroes of our academics because there are many more formal ways of doing so,

• with government and university awards for teaching and research excellence,

• and that’s as it should be because teaching and research is our core business and

• and award winning teachers and researchers attract students, other academics, research grants and partnership opportunities.
• But it’s the professional staff who help keep the ship afloat; who keep academics happy and who progress the goals of the institution.

• And who, like the people we’re congratulating today, have made enormous contributions to the growth and success of this university.

• We have these awards on a regular basis but I can’t remember a time when what has been created and produced by the winning teams has been as monumental as it is this morning.

• So I’m very pleased to present the Vice Chancellor’s awards for Professional Staff Excellence to some incredible UniSA people whose work will help drive this university into its next growth phase,

• and that’s no small achievement in anybody’s language.

ANNOUNCE AWARDS
FIRST AWARD: For Service Excellence Culture

• The first award – for Service Excellence Culture – is being presented for providing outstanding service both inside and outside of the university in hiring the great new people we want.

• I speak of the team of:

  o Michelle De Pasquale;
  o Katrina Gillespie;
  o Chloe Juniper;
  o Miranda McDonald;
  o Jade Windsor (who’s on maternity leave);
  o Sarah Hart (who is on secondment);
  o Julie Bennett;
  o Linda Burlison;
  o Georgie Hart;
  o Vanessa Detmar;
  o Belinda Angus (also on maternity leave);
  o Carey Singlewood;
  o Amruta Das;
  o Sarah Doyle; and
- Lisa Whiley Smith

- under the splendid management of Natalie Hamood and Jane Booth.

- This is the team, colloquially known as Recruitment Central,

- and they have been a standout success for the university.

- It’s a team who were troubled by the significant costs incurred by the university through external recruiters.

- And they moved to clean it up.

- They revamped the Working at UniSA website to emphasise engagement;

- they promoted UniSA roles through micro websites;

- and built talent pools that keep potential hires engaged with UniSA and which us agility to move when the time is ripe.
• One great example of the success of their strategy is that it attracted the current Head of School for Pharmacy and Medical Sciences, Professor Jason White.

• Since they have streamlined the recruitment process, they have implemented online contracts which has reduced the time a contract is passed between us and the applicant from three weeks to 24 hours.

• Last year they issued 1108 contracts this way and managed 591 vacancies,

• they made 470 hires, 17 of whom were international appointments with all the relocation and visa support that requires.

• They also handled the recruitment process for UniSA Online
  o with 134 roles advertised;
  o 1129 applications received;
  o from which they produced a long list of 541;
  o an interview pool of 250;
  o and they had 161 acceptances.
• Before this team got to work it took an average of 55 days from the time a job was open, to the time it closed.

• It now takes between 19 and 21 days (depending on people’s availability for panels and interviews)

• and that is a huge achievement in anybody’s language.

PRESENT CERTIFICATES.

NEXT AWARD for Innovation in Infrastructure

• Five years ago when we launched our strategic plan, Crossing the Horizon, we promised transformational infrastructure which positioned the university as an inspiring place to work and study.

• Did we ever deliver!

• The next three awards are for Innovation in Infrastructure
• and it’s hard to tell which is a more monumental undertaking.

• For Innovation in Infrastructure Part 1, the award goes to the UniSA Online Project Team:
  
  o Clare Caruana;
  o Sophie Then;
  o Kirsten James;
  o Sarah Cutbush;
  o Richard Lamb;
  o Tony Dalwood; and
  o Girish Chauhan

• They built us a complete new business;

• staffed it with academics and professionals;

• developed courses designed specifically for online learning;

• leased and fitted-out new premises;
• put in new admissions and enrolments systems;

• developed a new website and a new customer relationship management system; and

• launched a national marketing and student recruitment campaign.

• And they did it on time, and on budget.

• Our new business now has more than 9800 approved applications;

• over 400 enrolments for 2018 who are already at work; and

• the UniSA Online Project team has expanded our market share.

• More than 40 per cent of the enrolments come from outside South Australia and the majority of these are from non-school leavers.
• You’d have to look hard to find that kind of success in any other institution.

PRESENT CERTIFICATES

NEXT AWARD for Innovation In Infrastructure

• The next award in Innovation in Infrastructure goes to Richard Bennett, Technical Services Manager in the School of Pharmacy and Medical Sciences.

• Richard was pivotal in the design and implementation of a significant part of the largest infrastructure project in the history of the university – the Health Innovation Building, now renamed the UniSA Cancer Research Institute.

• He also established a new undergraduate chemistry laboratory in the Hetzel Building and replaced the undergraduate chemistry facilities at Mawson lakes that were destroyed in the fire in Building R.
• He also planned and implemented the move out of the Reid Building, including the movement of specialist equipment and chemicals.

• Richard is central to the success of the management of the closure of the Reid Building and the opening of the UniSA Cancer Research Institute,

• moving 250 people and several animals between them.

• And that’s on top of his normal role overseeing 26 technical staff in the School, including staff in the Reid Animal Facility.

• Because of Richard, the majority of these 250 people will be using newly established laboratory facilities for their research.

• They are probably as grateful for his work as I am.

PRESENT AWARD

Final Award for Innovation in Infrastructure

• We’re going for a big finish now.
• The final award, also for **Innovation in Infrastructure**, goes to those folks responsible for bringing us the building now known as the UniSA Cancer Research Institute.

• That’s the team of:
  
  o Christina Coleiro;
  o Craig Hackney;
  o Perry Solomon;
  o Aida Stabile;
  o Wayne Shore;
  o Stephen Keech;
  o Yen May Tang;
  o Brett Heritage;
  o David Sanderson;
  o Marek Pokorny;
  o Paul Doherty;
  o Morris Ewings;
  o Josh Petek;
  o Thong Chau;
o Rob Lustri;
  o Dominic Marafioti; and
  o Pauline Middleton

• with some help from Phil Clatworthy.

• They pulled off the largest ever capital project in UniSA’s history.

• To give you an idea of the size of the building, the Cancer Research Institute has a gross floor area slightly larger than the Magill campus,

• and it was a job made even more complex by the nature of its future inhabitants, the Centre for Cancer Biology, MOD. and the Innovation and Collaboration Centre.

• To add to the excitement, when we sold the Reid Building during construction, the project scope and its budget changed with significant design changes and the risks that go with that.

• But did we give them extra time to fit that in? Not likely.
• But they delivered anyway.

• On time and under budget, happily with no significant WHS incidents during construction.

• The team consists of members from both FMU and ISTS and each member brought a specialised skillset to the project.

PAUSE

• When we said we would only hire great staff we had all these people in mind as models of what to look for,

• people who go above and beyond what is in their position descriptions.

• For doing what you did you have my personal thanks and the thanks of your colleagues and the university as a whole.

• I look forward to seeing how you can top it next time.
• And while you can look back with satisfaction on the work you did in 2017,

• this year is going to present new challenges and new opportunities for the demonstration of professional excellence.

• I look forward to working through the year with all of you.

• Thank you.