WIL LEADERSHIP AND ORGANISATION:
A DEAKIN SEBE PERSPECTIVE

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The WIL Leadership Project
Challenges to WIL Leadership

1. Policy
2. Resourcing
3. Institutional culture
4. Institutional structures & systems
5. External engagement
6. Staff capabilities and their development
7. Pedagogy & curriculum
8. Student access & equity
9. Research & scholarship
10. Partner organisational culture & systems
Strategic Enablers of WIL Leadership

1. Seizing opportunities to raise WIL awareness, and influence policy
2. Cultivating institutional valuing of WIL
3. Securing resources that will enable quality WIL outcomes
4. Building WIL knowledge, culture, vision, and aspiration
5. Promoting WIL collaboration

Five Domains Of WIL Leadership

http://acen.edu.au/wil-leadership-project/
Shaping the WIL Vision

- Developing a Faculty WIL strategy
- Building an environment to allow the enablers to flourish and making them sustainable

Response to the Strategic Enablers

1. Seizing opportunities to raise WIL awareness, and influence policy
   - Development of core units of study around professional practice that may include placements
   - Use of Faculty-wide Internships and Industry Based Learning
   - Online core 0cp unit on preparing for WIL Placements
   - Managing upwards to influence institutional policy and practice
   - Aligning WIL with student ambitions of travel (Global WIL placements)
   - Faculty WIL website (http://www.deakin.edu.au/sebe/wil)
Response to the Strategic Enablers

2. Cultivating institutional valuing of WIL
   - Telling stories of success
   - Building active advisory boards
   - Having students evidence improved learning through WIL
   - Celebrating and supporting teachers engaged in WIL
   - Build it in rather than bolt it on

3. Securing resources that will enable quality WIL outcomes
   - 1 FTE Faculty WIL academic
   - 1 FTE Faculty WIL Industry Engagement Manager
   - 1 FTE Faculty WIL administrator
   - 0.2 FTE Faculty Director of Graduate Employability
   - School provision of academic workload to deliver WIL units
   - School provision of administrative workload to support WIL
Response to the Strategic Enablers

4. Building WIL knowledge, culture, vision, and aspiration
   - Scaffolding key skills across the curriculum
   - Building a course level context
   - Expecting a mix of non-placement and placement WIL
   - Promoting authentic learning and assessment
   - Developing a STEM model of reflective practice

Response to the Strategic Enablers

5. Promoting WIL collaboration
   - WIL@Deakin, Deakin WIL community of practice
   - WIL-Full@SEBE, Faculty community of practice
   - Developing WIL opportunities on campus
   - Working with Careers Education & Graduate Employment, sharing resources, approaches and expertise
Challenges Moving Forward

• Defining WIL in our context
Challenges Moving Forward

• Defining WIL in our context
• Scalability: how do we find more opportunities? Ideas?
  – WIL placements on campus
  – WIL ‘Business Park’
  – Career-related vs Course-related placements