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Te Whare Wānanga o Waikato



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TITLE: DEVELOPING AND SUSTAINING THE IDENTITIES OF EMERGING AND ESTABLISHED EDUCATIONAL LEADERS (HREC2023/341)

Purpose of the Research

This study aims to understand what educational leadership looks like throughout an academic's career, and how academic practice can better support emerging educational leaders in higher education. The data collected in the study will explore the identities of leaders at all career stages, allowing the identification of contextual factors that may contribute to the formation, development, and attrition of educational leaders in Australasian universities. The findings from this study will provide a deeper understanding to support the next generation of emerging leaders.

This work is supported by a 2023 Council of Australasian University Leaders of Learning and Teaching (CAULLT) Project grant. The views expressed in this study do not necessarily reflect the views of CAULLT.

Researchers

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Methods & Demands on Participants

You are invited to participate in the second phase of this study:

Phase Two: Individual Interviews

Individual interviews will be offered to a small, representative group of survey participants who consent to be contacted during the initial online survey. The 60-minute interviews will explore your experience of educational leadership. An example of a question that will be asked during the interview is: *'What support do you believe emerging leaders require in academia?'* All interviews will be conducted online via the videoconferencing software Zoom and will be recorded and transcribed for analysis. Interviews will not be conducted by a team member known to the participant or from their institution.

Possible Risks, Inconveniences, and Discomforts

There are no anticipated risks for participants in this study. Participation in this study is entirely voluntary. You may be asked questions about past challenges in your employment (e.g., *Have you encountered any specific challenges related to diversity and inclusion in your leadership role, and how have you addressed them?*). If you experience emotional discomfort related to the interview, you can contact the following services:

- Your Employee Assistance Program: Your employer may have an Employee Assistance Program that provides confidential counselling.
- Lifeline Australia: Call 13 11 14 or text 0477 13 11 14.
- Lifeline New Zealand: Call 0800 543 354 or text 4357 (HELP).
- International Support Services: Search www.helpguide.org/find-help.htm

Participation in this survey is confidential, as you may choose to provide your contact details at the end of the survey in order to be part of the interviews. If you provide your contact details, these will be stored separately from your survey responses and will only be used for the purpose of contacting you to arrange a time for the interview. You may withdraw from the study prior to the interview,



or request that data be withdrawn and securely destroyed after interview. Choosing not to participate or withdrawing from the study will not affect your employment or your relationship with CAULLT or the research investigators. You may withdraw your consent and data by emailing caullt_edleadersproject@outlook.com within 20 working days of completing the survey or interview.

Your confidentiality will be maintained by the following measures:

- All data will be recorded under a pseudonym rather than your name, with links to pseudonyms and specific participants only known and accessed by the investigators in the program.
- All your data will be available for participant checking within 20 working days of the transcript being made available.
- All data will be accessible only to the research investigators.
- All data published will be de-identified to protect participants' identities.
- All collected data will be kept in a secure, locked filing cabinet or password-protected computers and destroyed after 5 years.

Funding and Benefits of the Research

The research is funded Council of Australasian University Leaders of Learning and Teaching (CAULLT). The project was supported by CAULLT with its aim to understand what educational leadership looks like throughout an academic's career, and how academic practice can better support emerging educational leaders in higher education.

Data Management and Use

Confidentiality of participants will be maintained throughout the study. All data will be uploaded to a secure University network drive that will be accessed only by the study researchers. The findings of the study may also be used for internal reporting and/or published in conference papers, journal articles, reports, books, book chapters, blog posts, and social media posts.

The consent being sought from this study is specific only to this project and will not be included in any future research projects.

Ethics Review and Complaints

The Human Research Ethics Committee of the University of Wollongong has reviewed this study (HREC2023/341). If you have any questions or concerns regarding the way this research project has been conducted, you can contact the University of Wollongong Human Research Ethics Committee Officer on +61 2 4239 2191 or email uow-humanethics@uow.edu.au

How to participate

To participate, please complete the booking instructions provided in the email. A Zoom link will then be provided at your preferred time, where you will be able to sign a consent form and complete the interview.

Thank you for your interest in this research.

