



University of
South Australia

Engineering Hubs and Spokes



Leading Change: Applying change management approaches to engage students in blended learning

Dr Diana Quinn, Dr Yousef Amer, Ms Anne Lonie (UniSA)

Dr Kim Blackmore, Ms Lauren Thompson (nee Kane),
Dr Malcolm Pettigrove (ANU)



University of
South Australia

Copyright Notice

Do not remove this notice.



COMMONWEALTH OF AUSTRALIA

Copyright Regulations 1969

WARNING

This material has been produced and communicated to you by or on behalf of the University of South Australia pursuant to Part VB of the *Copyright Act 1968 (the Act)*.

The material in this communication may be subject to copyright under the Act. Any further reproduction or communication of this material by you may be the subject of copyright protection under the Act.

Do not remove this notice.



Overview



- **Background**
- **Student engagement and change**
- **Change management principles**
- **Re-engaging and supporting students to change**



University of
South Australia

Background





University of
South Australia

Hubs and Spokes



Competition



Collaboration



University of
South Australia

UniSA and ANU





University of
South Australia

Health Hubs and Spokes





University of
South Australia

Engineering Hubs and Spokes





University of
South Australia

UniSA and ANU Collaboration



Engineering Hubs and Spokes

- Undergraduate
- Postgraduate
- Internship program



University of
South Australia

UniSA and ANU



Engineering Hubs and Spokes

- Undergraduate
- Postgraduate
- Internship program



University of
South Australia

Leading change - Slide No. 11

Undergraduate Hubs and Spokes





University of
South Australia

Leading change - Slide No. 12

Undergraduate Hubs and Spokes



**Renewable
energy**



University of
South Australia

Undergraduate Hubs and Spokes



Manufacturing management





University of
South Australia

Undergraduate Hubs and Spokes

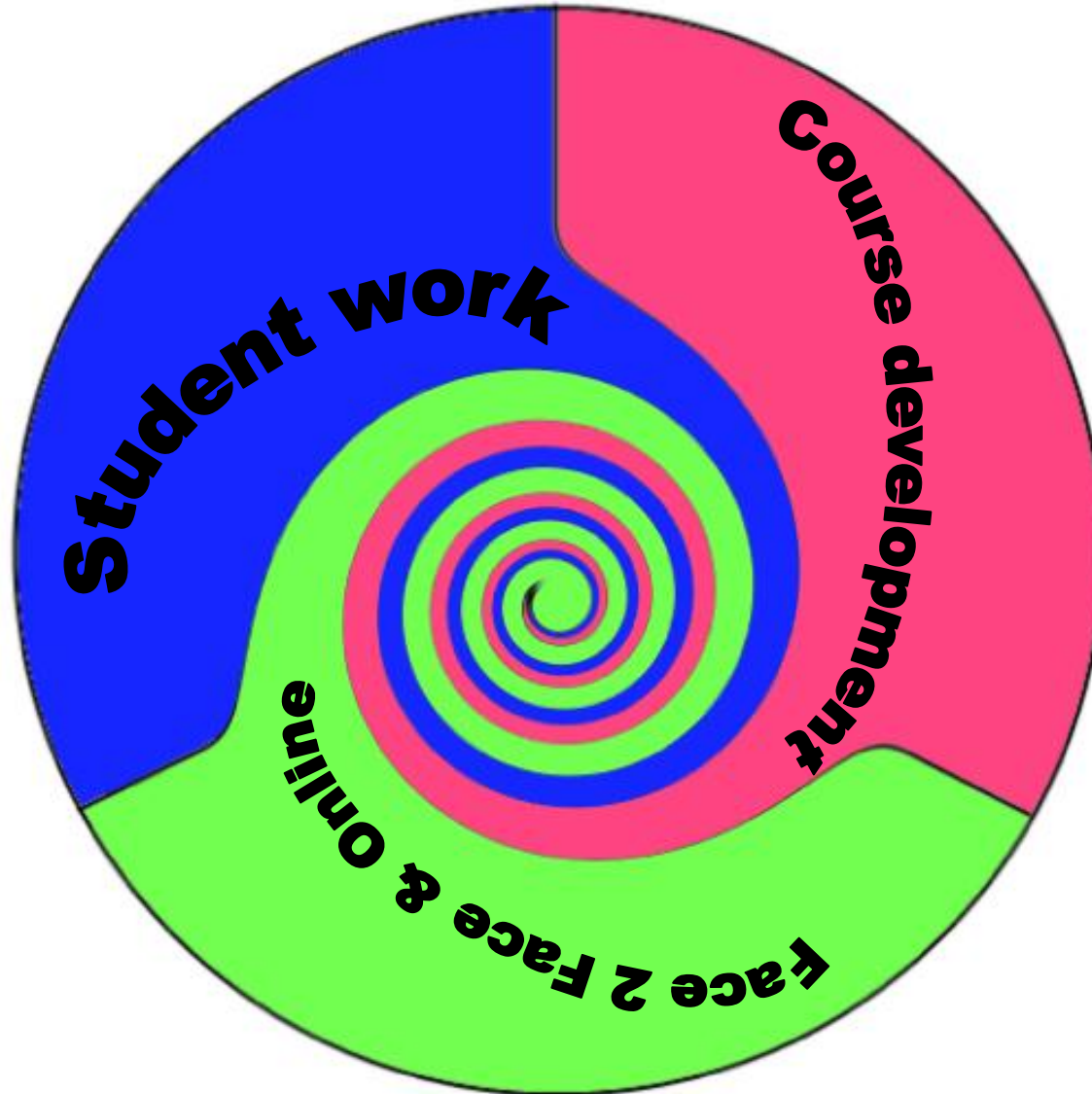


Manufacturing management





Components of the blend

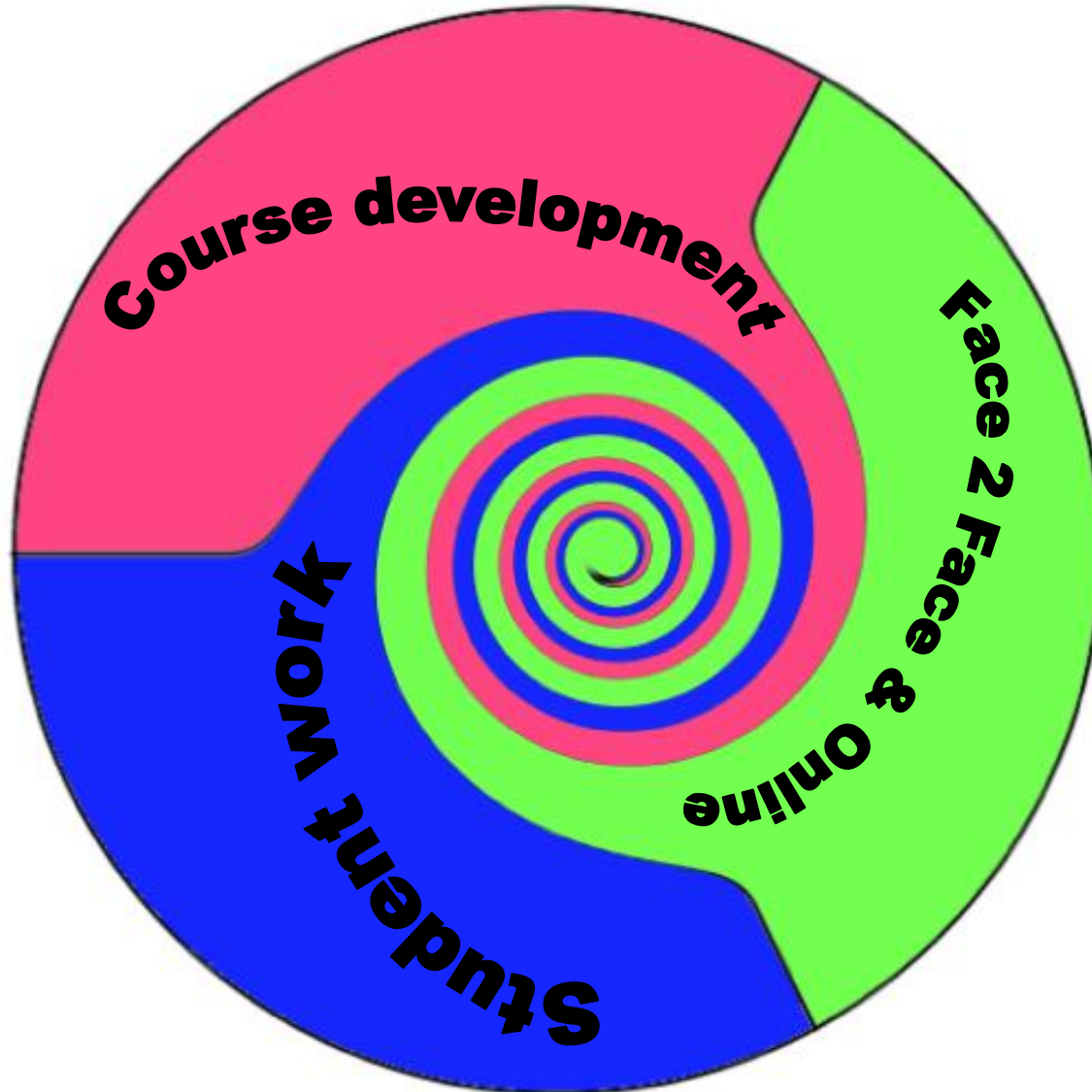




Components of the blend



1





Components of the blend

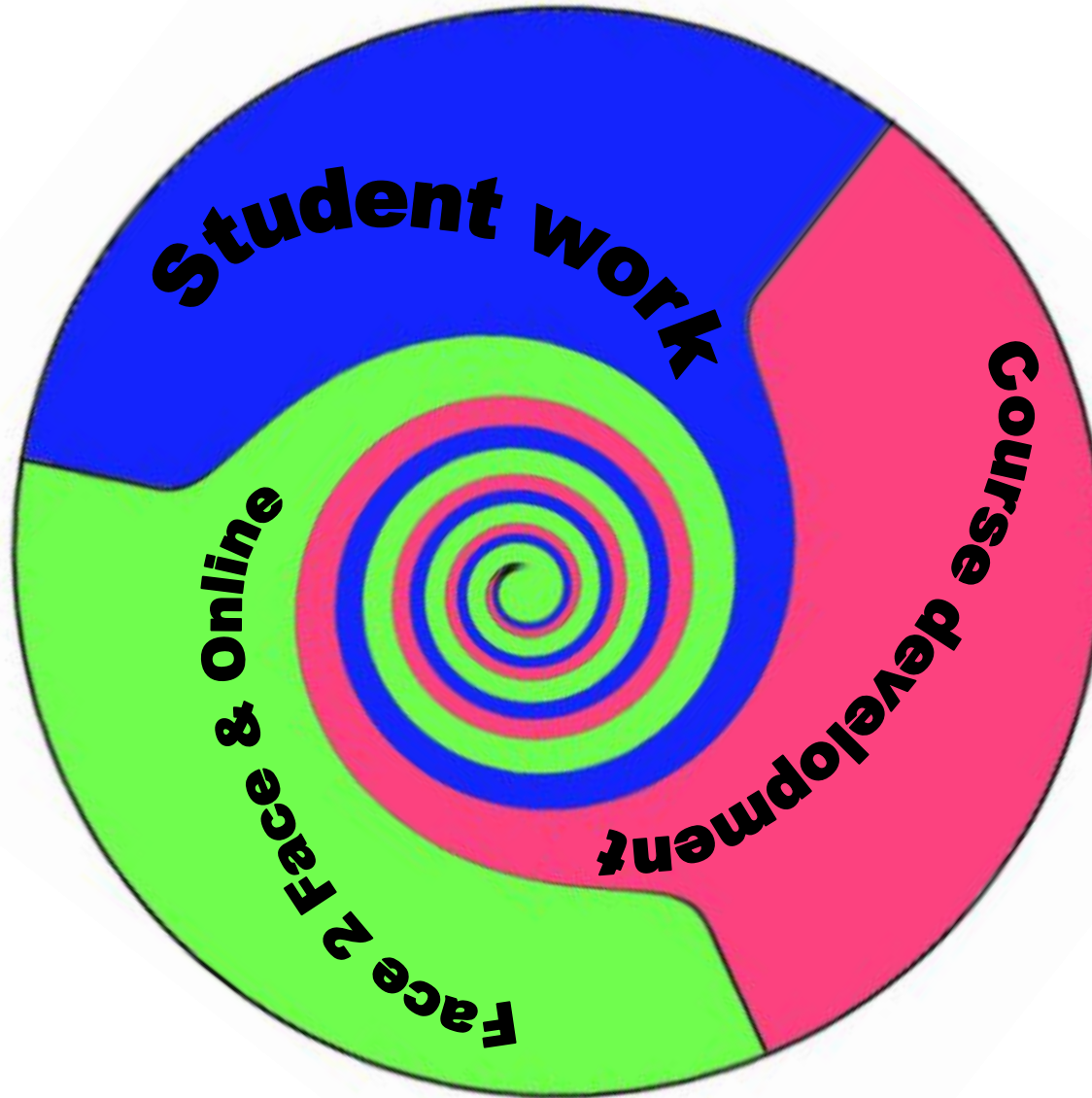


2





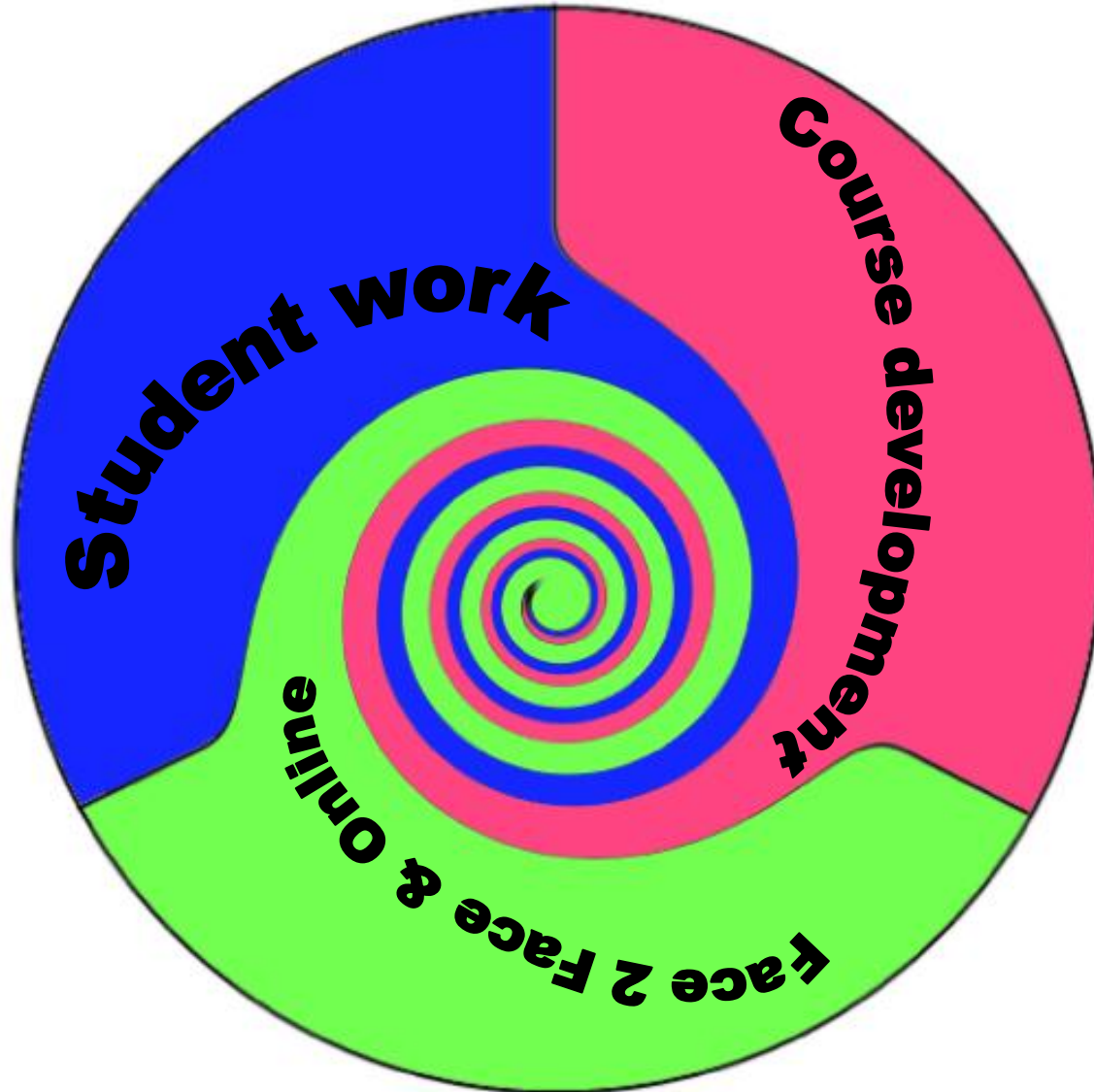
3





University of
South Australia

Components of the blend





University of
South Australia

Student engagement and change





University of
South Australia

Student engagement and change





University of
South Australia

Engagement is.....

*A coming together, a merging, a fusing.
Engagement points to mutual listening, to
reciprocity, to dialogue, but conducted in a
willingness to **change***

(Barrett, 2003)





Appreciating Change



Way of
learning

Process for
learning

Place of learning

Time of learning

New people

New content



University of
South Australia

Student engagement is.....

the 'time and energy students devote to educationally sound activities inside and outside of the classroom'

(NSSE, 2007, p.3; emphasis added)





Whole student experience



In course experiences

1. Level of challenge
2. Active and collaborative learning
3. Student faculty interaction



Whole student experience



Environment that surrounds learners

In course experiences

1. Level of challenge
2. Active and collaborative learning
3. Student faculty interaction
4. Enriching educational experiences
5. Supportive campus environment



University of
South Australia

Using change management principles to re-engage learners for change





University of
South Australia

Organisational change



ORGANISATION



University of
South Australia

Leading change - Slide No. 29

Unfreezing



ORGANISATION



University of
South Australia

Set the stage



ORGANISATION



University of
South Australia

Make the change happen



ORGANISATION



University of
South Australia

Refreezing



ORGANISATION



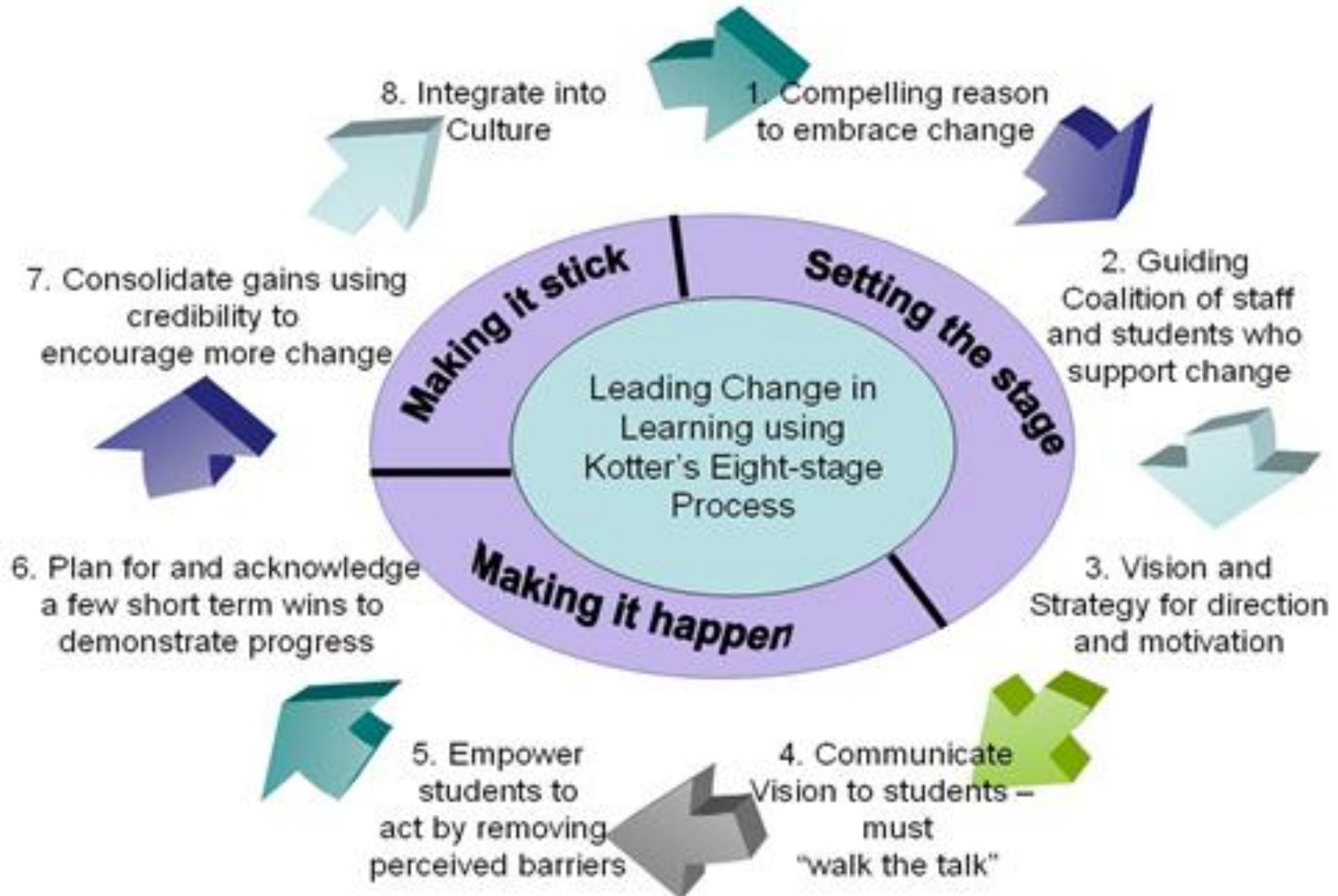
University of
South Australia

Make changes stick





Kotter's 8-stage process





Kotter users



Diamond, R. M. (2005). The Institutional Change Agency: The expanding role of academic support centres. *To Improve the Academy: Resources for Faculty, Instructional and Organizational Development*, 2005(23), 24-37.

Dawson, D., Mighty, J & Britnell, J. (2010). Moving from the periphery to the centre of the academy: Faculty developers as leaders of change. *New Directions for Teaching and Learning*, 2010:69-78.

Carneiro, R. (2010). Transforming Universities. Transforming Universities. Chapter 5. in Ulf-Daniel Ehlers & Dirk Schneckenberg (Eds.) *Changing Cultures in Higher Education: Moving Ahead to Future Learning*. New York, USA: Springer.

Guzmán, W. Z., Gely, M. I., Crespo, K., Matos, J. R., Sánchez, N. & Guerrero, L. M. (2011). Transformation of a dental school's clinical assessment system through Kotter's eight-step change process. *Journal Dental Education*. 75(4), 485-95.

Heathcote, E. & Taylor, P. (2007). The potential contribution of change management literature to understand and support student transitions. In *Proceedings Enhancing Higher Education, Theory and Scholarship*, HERDSA 2007 Adelaide, South Australia.



University of
South Australia

Supporting students to change





University of
South Australia

Leading change - Slide No. 37

The vision



Advanced Collaboration for Excellence



Hubs and Spokes Induction



Advanced Collaboration for Excellence

Hubs and Spokes Project



You have been directed to this website because you have enrolled in a Hubs and Spokes engineering course - in other words, a course which is shared between UNISA and ANU. We want you to be well-prepared before you start the course, so we have developed this website so that you can make sure that you are prepared for these special courses ... and so that you can make the most of the Hubs and Spokes 'edge'.

Work through the Hubs and Spokes self-assessment activity by clicking on the link below - this will present many of the elements of typical Hubs and Spokes courses to you, and you can evaluate your online study skills develop further skills that there are any gaps.

[Start the Am I ready for a Hubs and Spokes course? Self-assessment](#)

We have also included a Help page, if you have questions once you have actually started your course. Just click on the link below, and then scroll down.

[I need help!](#)

PRACTICE TASK



Anthony Leverenz is the Executive Officer of the Electrotechnology Water Skills Board. We spoke to him about Collaborative Engineering, engineering teams, and the skills needed by engineering graduates.

Listen to his answers on the following topics...

Forming an effective engineering team

The importance of online tools for sharing in engineering projects

The importance of online tools for communication in engineering projects (1)

The importance of online tools for communication in engineering projects (2)

Communication and professional review engineering design

What engineering employers are looking for in graduates

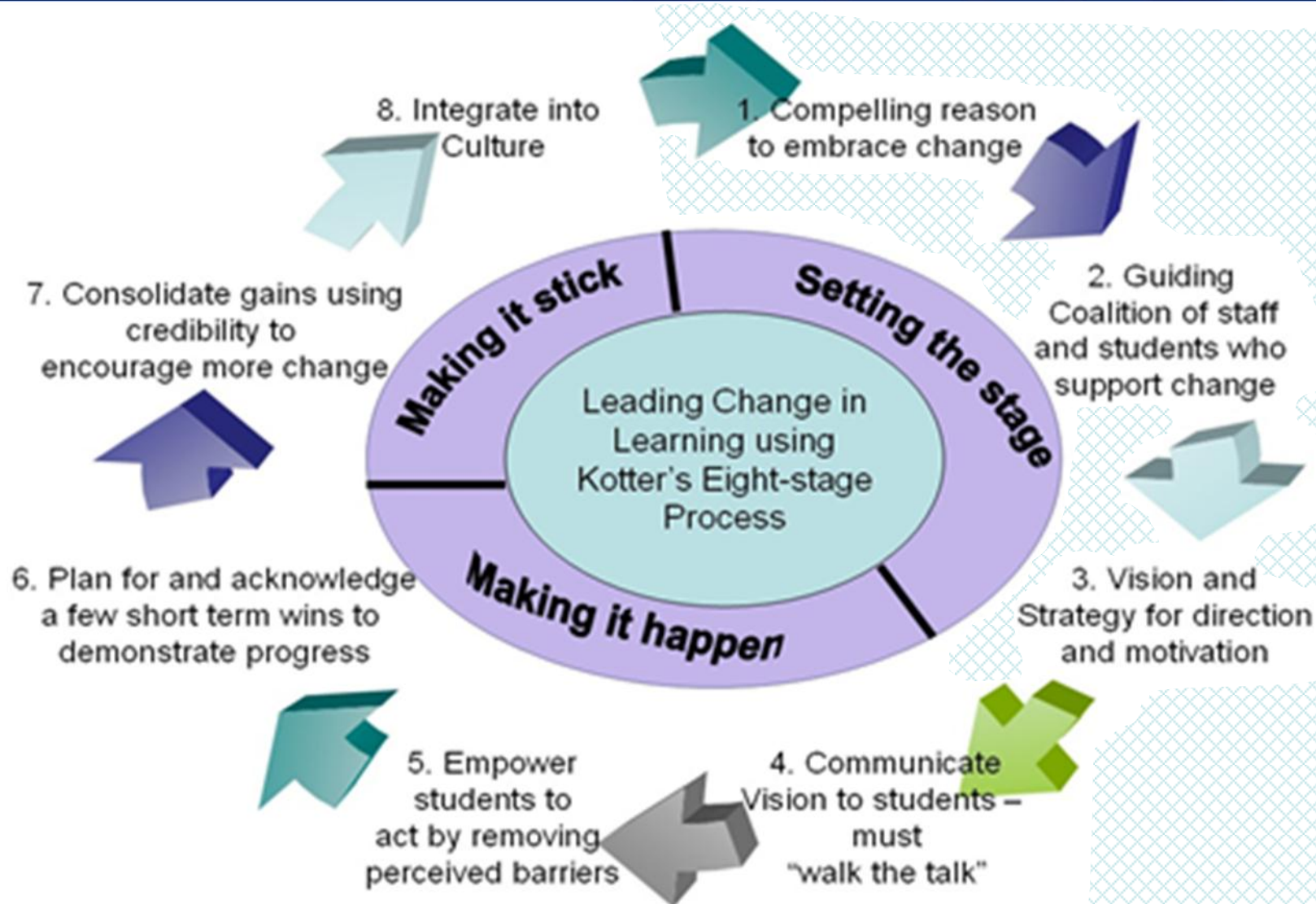
Effective team work in engineering

TESTIMONY

...the experiences of students who have completed flexible learning...



Set the stage





University of
South Australia

Make it happen



- Self assessment
- Leadership logs
- ePortfolio





Make the change stick



- Recruit mentors
- Celebrate successes
- Collaboration prizes
- Promote Hubs and Spokes courses





University of
South Australia

Leading change - Slide No. 42

Socio-technical aspects





University of
South Australia

Thank you

