

Wendy Quinn is a Level B academic in the Tasmanian School of Medicine at the University of Tasmania. She is course coordinator for the School's Postgraduate Leadership suite of courses and Director, Leadership programs. She was appointed to a Level B position in 2011, has a current 0.6 FTE appointment and is seeking promotion to Level C.

Wendy has been a Lecturer in the School of Medicine since 2011. During this time, she has had an important and substantial role in coordination and teaching within the Postgraduate Leadership suite of courses, driving consolidation and curriculum development initiatives within this program. The Master of Leadership (Health and Human Services) course suite, is now a distinctive and sustainable offering which has seen more than 300% growth under Wendy's guidance. While the growth of this program into a sustainable offering is a significant achievement, of equal importance to the School is the approach that Wendy has taken to the development of the course. Central to this work has been her scholarly approach to education and curriculum design and a clear focus on the development and delivery of high-quality, contemporary course offerings. An important factor in the success of the course over recent years has been Wendy's attentiveness to the needs of the student cohort and industry with her strong engagement with external stakeholders ensuring that the courses continue to meet the needs of the local health workforce. This work continues to make an important contribution to the College's strategic goal of developing and strengthening health partnerships. Importantly, Wendy's understanding of leadership development needs within the health and human services industry and commitment to ensuring the course is contemporary and distinctive has also attracted increasing interest from national partners. An example of this is her inclusion of a new professional practice stream in the recently redesigned course, an innovation which is now being expanded in a collaborative manner across a number of postgraduate programs. This collaborative approach has also been evident throughout Wendy's course leadership as she has negotiated a sometimes challenging pathway through a number of course redevelopments.

While Wendy's course coordination and curriculum development role in the School has been impressive, her continued excellent teaching during this time should not be overlooked. Her scholarly approach to teaching is evident, as is her commitment to continual improvement through review and reflection. As the Leadership program has grown, she has also quietly cultivated a culture of excellence and this same scholarly approach to teaching amongst her colleagues, both by example and through mentoring of newer academics teaching into the program.

While Wendy's most substantial role has been in learning and teaching, and her accomplishments in this domain are remarkable in light of her fractional appointment, she is also making important contributions to scholarship in the discipline and her community and industry engagement is strategically important to the on-going success of the Leadership course offerings and in strengthening partnerships with key stakeholders.

Wendy's contributions as an academic, particularly in learning and teaching are in excess of what would be normally expected of a Level B academic, and I fully support her application for promotion to Level C.



Assoc Prof Adele Holloway
Associate Head, Learning & Teaching, TSoM



UNIVERSITY of
TASMANIA

**College of Health
and Medicine**

21 April 2020

Head of School Report – Ms Wendy Quinn

Eight years ago, Wendy Quinn transitioned from a senior role in the Tasmanian health system to take up a role developing and implementing the Master of Leadership (Health & Human Services). Through this period, this postgraduate degree has matured and grown substantially, and is now recognised a program of the Tasmanian School of Medicine with Ms Quinn as the Director, albeit her appointment is currently at level B. A specific focus of the Leadership postgraduate degree over the last 8 years has been on developing leaders in the Tasmanian Health and Human Services sectors in Tasmania. Through Ms Quinn's stewardship and significant industry connections, numbers have grown in this postgraduate program to over 400 students, establishing this program as a major driver of development of future health and human services leaders. This includes students from all over Australia, as well as approximately 30% being from Tasmania. This fits very strongly with the College of Health and Medicine's major strategic objective to deliver graduates with transformative skills to positively impact the State's health system. What has been notably remarkable about the development and evolution of this program, is that Ms Quinn has successfully achieved this as a fractionally employed (0.6 FTE) academic!

Ms Quinn has developed a program that has been designed to be consistent with the contemporary requirements for leadership in the health and human services sector. Ms Quinn has previously engaged substantially with the College strategy to rationalise and develop units and programs in leadership. This led to a substantial revision of the Master of Leadership through 2019, now being implemented. New features of the redesigned Masters include a Graduate Certificate of Leadership path, as well as Coursework, Professional Practice and Research pathways for the Masters-level qualification. This degree offering has also been subject to rounds of quality improvement under Ms Quinn's stewardship, including a greater focus on student support from prior to enrolment and then through the levels of the program. Ms Quinn has ensured that industry leaders have been involved in the delivery of the units of the degree. Ms Quinn has also had a substantial role in developing key units for this postgraduate program. Her reflective practice in this area has led to a central focus of the postgraduate program on engaging with 'Transformational Leadership'.

Ms Quinn has substantial interests outside of her role as Director for the Leadership Program for the School, including appointments to Boards in the not-for-profit care sector, including important Tasmanian organisations such as Uniting Age Well and the Hobart Clinic. These appointments are representative of her standing in health and human services, and has also been a conduit for ensuring that the Leadership Program is well grounded in industry needs. In this regard, it is noteworthy that Ms Quinn led the processes to ensure that the postgraduate course is accredited by the Royal Australian College Medical Administrators, and is consistent with the course expectations of the Australian College of Health Service Managers and the Institute of Managers and Leaders.

With respect to research and scholarship, Ms Quinn has contributed substantially through conferences, contributions to books and feature articles, representing a meaningful engagement with industry. Ms Quinn has also supervised several Masters research projects.

In summary, Ms Quinn has been an authentic and highly successful leader for the University of Tasmania in the development and stewardship of a highly successful postgraduate program that is well aligned with the goals of the University and College in supporting transformational leadership in health. Relatedly, Ms Quinn's contributions across learning and teaching and through to Leadership and Internal Engagement are clearly outstanding. I wholeheartedly support the case for promotion to level C.



Professor James Vickers
Dean, Tasmanian School of Medicine



Sighted and signed by the applicant, Ms Wendy Quinn



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