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***Context: Supporting Sessional staff
- School level approach***



Dedicated
sessional
staff
member



**Common Ground Clinic, The University of Adelaide:
*“Serving the underserved”***



Support for Sessional Staff: *Good practice example*

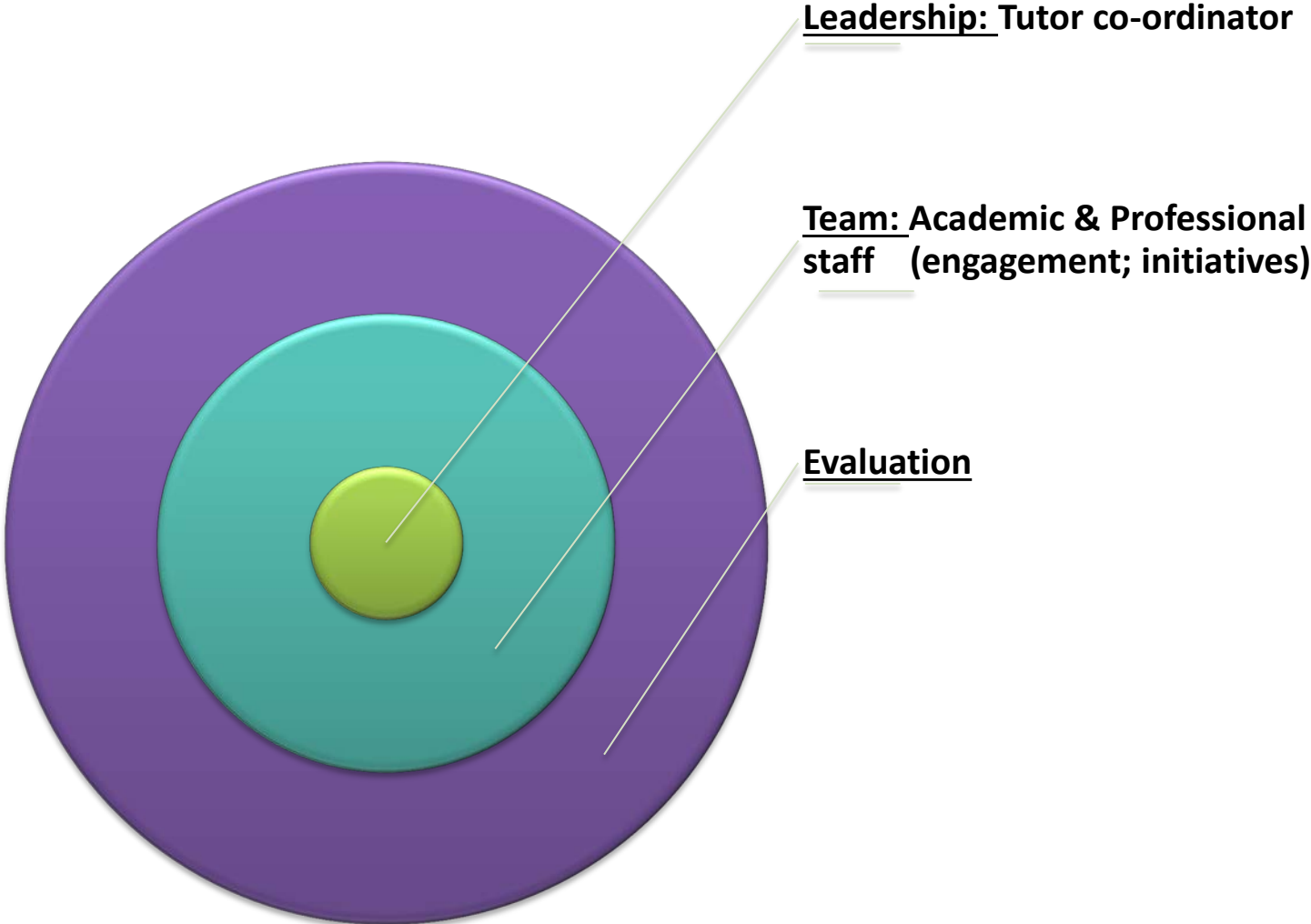
Team-based, multifaceted and consistent approach which continues to evolve and improve

Support for Sessional Staff: *What is it?*

LEADERSHIP: TUTOR CO-ORDINATOR		
<i>From January to December of each academic year</i>		<i>Evaluation</i>
ACADEMIC SUPPORT	<ul style="list-style-type: none">• Regular communication• Meetings• Workshops: design & delivery	<ul style="list-style-type: none">✓✓✓
ADMINISTRATIVE SUPPORT	<ul style="list-style-type: none">• Point of contact• Recruitment• Contracts & Pay• Resources• Incentives eg, carparking vouchers• Appreciation eg, cocktail evening	<ul style="list-style-type: none">✓✓✓✓✓✓



Support for Sessional Staff: *How does it work?*





Support for Sessional Staff: *Critical success factors*

- **Dedicated academic & administrative team approach**
- **Central oversight by School Tutor co-ordinator**
- **Consistent approach**
- **Engaging sessional staff regularly**
eg, 'checking in', 1:1 discussions, semester meetings, email, text



Support for Sessional Staff: *Positive outcomes*

- **Improved preparation for being a teacher**
 - roles & responsibilities
 - key principles of L & T
- **High levels of satisfaction with workshops**
 - *“information was thoroughly prepared and every year is more useful. Well done.”*
- **Appreciated and valued**

Support for Sessional Staff: *Resourcing needed*

		Supporting 210 tutors Across 8 year levels
PERSONNEL	Professional	5 staff (2.5FTE)
	Academic	24 staff (18.5FTE)
FINANCIAL	<ul style="list-style-type: none">• Workshops• Tutor incentives• Payment for meetings	
DENTAL PROFESSION	<ul style="list-style-type: none">• Assist with recruitment• Give up time/pay for it's <i>alma mater</i>	



Support for Sessional Staff: *Challenges and areas for improvement*

Challenges	<ul style="list-style-type: none">• Impact of capped budgets• Competing demands• Job satisfaction does not translate to retention of sessional staff
Areas for improvement	<ul style="list-style-type: none">• Development of new training workshops using various modes of delivery



Support for Sessional Staff: *Evidence of impact/success*

- **Sustained job satisfaction**
- **Sustained +ve response for training sessions**
- **Acknowledged by senior University management**