

CURRICULUM VITAE

Samantha Carruthers MAPS SFHEA

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Psychologist, General Registration

Australian Health Practitioner Regulation Agency, Reg PSY0000965716, since 21/04/2005

Professional Education

2007 **Master of Organisational Psychology** University of Queensland

2003 **Postgraduate Diploma in Psychology** James Cook University

1996 **Bachelor of Behavioural Science**, Griffith University

Citation and Awards

- Vice Chancellor's Award for Excellence in Prof. & Support Staff Service, Griffith University, 2019
- Vice Chancellor's Citation for Learning & Teaching, Griffith University, 2018
- Award for Excellence in Teaching in the Leadership of Learning and Teaching Award nomination, Griffith University 2018
- Executive Dean's Commendations for High Achievement, UQ (2006, 2007)

Accreditations

- Registered Psychologist (AHPRA)
- Board Approved Supervisor, *supervising students since 2011* (Psychology Board of Australia)
- Team Management Systems Profile Tool

Memberships

- Australian Psychological Society
 - FNQ Branch Committee Member 2021/ 2022
 - Qld Org Psych Committee Member 2006 to 2007,)
- Senior Fellow, Higher Education Academy (UK)
- Australasian Facilitators' Network

PROFESSIONAL EXPERIENCE

Psychologist / Consultant

Independent Practitioner - Director Anahata Psychology and Consulting 2007 – Current

Committed to providing evidence based, psychological interventions to individuals (including EAP and coaching), teams and organisations. Expert at translating strategic goals into sustainable and impactful outcomes. Special interest in action learning, developing digital capability in health care and supporting workers' mental health through the COVID pandemic.

PROFESSIONAL EXPERIENCE CON'T

Psychologist - Assure Programs, APM Group

2020 - Current

Provide telehealth based, psychological services to individuals through the Employee Assistance Program and On-call Team. Clients from across Australia with a diverse range of needs including work and personal issues, executive coaching, critical incident management and manager assistance.

Senior Consultant – Organisational Development Team

Cairns and Hinterland Hospital and Health Service (Qld Health)
2021

Mar 2021 – July

(contract)

Directly impacting positive culture change in the health care service through high level coaching and targeted behavioural and competency based leadership development interventions, programs and strategies.

Key Deliverables

- Designed a monitoring and evaluation framework for CHHHS Organisational Development unit
- Reviewed data analytics and produced a monthly report for the ELC.
- Lead CHHHS Learning Management System (iLearn) to deliver and monitor participation in mandatory and requisite training activities.
- Delivered face to face leadership training and team building sessions to a diverse range of CHHHS staff. Topics include safety, communication and wellbeing.
- Reinvigorated the CHHHS iLearn Community of Practice in order to build capability across CHHHS, in the design and delivery of online learning. Drafted Course Design Standards, Course Development Procedures and other support resources for consultation. Partnered with Nurse Educators to offer a Masterclass in Course Design and Assessment.

Senior Consultant – Academic Leadership development

Centre for Learning Futures, Griffith University

Feb 2014 – Dec 2020

Responsible for leading the development and implementation of professional (including coaching) and organisational development strategies, which systematically advance the leadership capabilities and capacities of staff in learning teaching roles and enhance leadership culture and institutional capacity.

Key Deliverables include (click on links to view):

- (Lead) Program Team Development Strategy – Implementing the Griffith Learning and Teaching Framework
- (Lead) [Building Program Leadership Strategy](#) (Organisational development intervention)
- (Co-Author) [Griffith Learning and Teaching Capabilities Framework](#)
- (SME) [Griffith Learning and Teaching Capabilities Reflection Tool](#)
- (Lead) Connecting Through Feedback Strategy (School of ICT, culture change intervention)
- (Lead) [Handbook for Placement Supervisors: 3030PSY Applying Psychology](#) (PebblePad)
- Research publications (see last page)

PROFESSIONAL EXPERIENCE CON'T

Lecturer

Griffith University

School of Applied Psychology

Sept 2018 – May 2019
(secondment)

- Change champion role to shift school to incorporate online delivery.
- Designed new first year course for online delivery
- Redesigned and convened 3rd year Work Integrated Learning course via mixed mode

Consultant, Organisational Development

University of Queensland, Human Resources

Mar 2011 – Feb 2014

Provide an internal, organisational development consultancy services and to lead and implement initiatives that build organisational and workforce capabilities.

Consultant, Professional and Organisational Development Services (fixed term)

University of Wollongong, Human Resources

Mar 2010 – Mar 2011

Coordinate and support the development of all staff through the identification, development, delivery & evaluation of appropriate development programs; the provision of specific consulting services, coaching and organisational development initiatives.

Assistant Director, Performance, Evaluation and Change Management (non-ongoing)

Australian Public Service, Child Support Agency

May 2007 to Oct 2008

Develop and deliver interventions and strategies to achieve a major organisational reform agenda (\$400M), including organisational culture change, using Human Synergistics model. Activities:

- Deliver interventions at the individual, group and organisational level, including leadership development, coaching, evaluation methodologies and training.
- Manage partnerships with external partners for organisation wide evaluation;
- Collect and analyse employee engagement, change readiness and organisational culture data to provide recommendations to the executive leaders in line with strategic direction;
- Develop and embed quantitative and qualitative performance measures.

Consultant Psychologist (supervised practicum)

Siggins Miller Consultants

Jul 2006 to May 2007

Project managed:

- Development of a monitoring and evaluation framework for a community based mental health service in line with statutory requirements, using an action research model of intervention to develop the capacity of the organisation.
- Completion of a formative evaluation using a program logic approach, incorporating seven, recently merged, community based health services. Consulted on strategic plans.

PROFESSIONAL EXPERIENCE CON'T

Other roles include:

- . *Psychologist – Personal Support Programme (PSP)* **Centacare** Employment Group
- . *Counsellor Mediator, Supervisor & Coordinator* **Relationships Australia**, Cairns & Brisbane
- . *Coordinator (Post School Services) - A.R.C. Disability Services*, Cairns
- . *Case Worker - Early Intervention Service & Family Services Officer* **Department of Families**, Cairns.
- . *Crisis Accommodation Support Worker - Salvation Army* Homeless Women's Program Cairns.
- . *Assistant Nurse-* Carpentaria Mason Care, Cairns
- . *Project Worker - Mental Health Crisis Project for Women* **National Health Service (NHS)**, Central London, UK
- . *Youth Worker - Cleveland Youth Detention Centre*, Townsville
- . *Assistant in Nursing - Mary Crest Retirement Centre*, Sisters of Charity, Kangaroo Point

VOLUNTEER EXPERIENCE

Court Support Worker (DV) Yeppoon Comm. Health Centre, Q	Apr - Jun 1999
Social Club Member Re-socialisation Program, John Oxley Memorial Hospital (Secure Care), Wolston Park	Jan - Dec 1997
Telephone Counsellor Lifeline, Bowen Hills, Q.	May - Dec 1997

TEACHING

Griffith University

- 2019 Course Designer 1021PSY 21st Century Challenges: Psychological Perspectives
- 2018 Course Convenor for 3030PSY Applying Psychology (mixed mode)
- 2017 Program Designer Grad Cert in Higher Ed./ GC in University Learning & Teaching
- 2016 Educator for 7025LFC Educational Leadership and Innovation (online)
- 2015 Designer and Educator for 7025LFC Educational Leadership and Innovation (online)

GRANTS

\$10688.20 Griffith Grant for Learning and Teaching 2016. *Building Leadership Capability - Developing leadership in learning and teaching through action learning*

\$9575.25 Griffith Grant for Learning and Teaching 2014. *A whole of school approach to facilitating a successful first year in ICT: Measuring the impact on culture and student experience*

PUBLICATIONS – PEER REVIEWED

Maddock, L., Carruthers, S.J. & van Haeringen K (due Feb 2022). Developing Program Leadership in an Australian University: An Institutional Approach to Professional Learning and Development. In J. Lawrence, S. Morón-García, R. Senior, (Eds) **Supporting Course and Programme Leaders in Higher Education: Practical Wisdom for Leaders, Educational Developers and Programme Leaders** (pp..) London: Routledge.

Maddock, L., Carruthers, S.J. & van Haeringen K, Massa, H. and Love, C. (Due Feb 2022) Case Study 1: Developing a Role Statement for Programme Leadership. In J. Lawrence, S. Morón-García, R. Senior, (Eds) **Supporting Course and Programme Leaders in Higher Education: Practical Wisdom for Leaders, Educational Developers and Programme Leaders** (pp..) London: Routledge.

Delaney, D., Stewart, H., Cameron, R., Cardell, E., Carruthers, S., Love, A., Pearson, A. & Calleja, P. (2020). Supporting the development of program leaders in higher education: An action research case study. *Australian Journal of Career Development*, 29(3), 205-217.

Venema, S. & Jeremijenko, S. (2017). Breaking down the barriers to collegial engagement at the program level. In R.G. Walker & S.B. Bedford (Eds.), **Research and Development in Higher Education: Curriculum Transformation**, 40 (pp 380-391). Sydney, Australia, 27–30 June 2017. <http://www.herdsa.org.au/research-and-development-higher-education-vol-40-380>

CONFERENCE PRESENTATIONS AND WORKSHOPS

Carruthers, S. & Venema, S. (2019). “Connecting Through Feedback”: Creating an Organisational Culture for Collaboration, Shared Problem Solving and Innovation in ICT. Paper presented at **Technology, Mind, and Society: an American Psychological Association Conference**, Washington, DC, USA, 03-05 Oct, 2019.

Williams, J., Maddock, L. & Carruthers, S. (2018, July) *Academic futures: Personalised, role-based professional learning to develop and enhance learning and teaching capabilities*. Roundtable discussion held **Higher Education Research and Development Society of Australasia 2018 (Re) Valuing Higher Education 2-5 July 2018 Adelaide Convention Centre**

Williams, J., Maddock, L. & Carruthers, S. (2018, July). *The Evolution of the Griffith Learning and Teaching Capabilities Framework*. Roundtable discussion held **Higher Education Research and Development Society of Australasia 2018 (Re) Valuing Higher Education 2-5 July 2018 Adelaide Convention Centre**

Maddock, M. & Carruthers, S. (2018, June) *Leading Learning & Teaching at the program-level: Developing practice informed approaches for continuing professional learning*. . Roundtable discussion held **Council of Australasian University Leaders in Learning and Teaching (CAULLT), Learning Leaders in Higher Education Conference**, Melbourne

Carruthers, S. & Maddock, M. (2018, June) *Trees falling in forests: Evidencing leadership of learning and teaching, within a system of distributed leadership*. Roundtable discussion held at **Council of Australasian University Leaders in Learning and Teaching (CAULLT), Learning Leaders in Higher Education Conference**, Melbourne

Stewart, H., Delaney, D., Cameron, R., Love, A., Carruthers, S., Cardell, E., Andrew Pearson, A. & Calleja, P. (2018, March). *Developing Leadership Evidence through Action Learning Sets for Continual and Collaborative Learning*. Roundtable discussion

held at the **Qualitative Research in Management and Organization (QRM)** Conference, Albuquerque, NM, USA.

Carruthers, S. (2017) Imagining our future: using appreciative inquiry interviews to inspire and enrich. *Workshop delivered at "Inspiring Earth Ethics: Linking Values and Action" Australian Earth Laws Alliance (AELA) Conference 23-24 November 2017, Brisbane*

Alexander H., Williams, J., Maddock, L., **Jeremijenko, S.**, Browning, L., Duffy, S., Lizzio, A. (2015). *The Future of Professional Learning*. Roundtable discussion held at 12th annual conference of the **International Society for the Scholarship of Teaching and Learning**