## Strategic Action Plan

<table>
<thead>
<tr>
<th>Aims</th>
<th>Targets (average over 3 years)</th>
<th>Strategies</th>
<th>Strategic requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>To increase research/scholarly impact</td>
<td>Staff will normally be required to achieve the following (FTE/year)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| **Increase productivity** (C1 publications). Based upon a 70% teaching load | Minimum:  
A: N/A  
B: 3  
C: 6  
D: 8  
E: 10  
All staff should aim to publish 40% or more in Q1 journals  
Average over three years  
Aspirational:  
A: 3  
B: 6  
C: 8  
D: 10  
E: 12  
Minimum A: N/A  
B: 3  
C: 6  
D: 8  
E: 10  
All staff should aim to publish 40% or more in Q1 journals  
Aspirational:  
A: 3  
B: 6  
C: 8  
D: 10  
E: 12 | • Convert conference presentations to C1 publications.  
• Complete team based projects  
• Join review and editorial boards of journals.  
• Mentor novice staff  
• Support student publications.  
• Encourage multiple authorship where applicable  
• Conduct writing workshops.  
• Conduct a yearly Colloquia to show case the School/Faculty's research activities  
Arrange ‘protected time’ for publication activity within an equitable workload plan.  
Aim to appoint a research manager / research fellow to support research activity.  
Identify annual date(s) for research / scholarly colloquia | |
| **Increase productivity** (grants) Based upon a 70% teaching load | Minimum:  
A: N/A  
B: $10,000  
C: $20,000  
D: $40,000  
E: $60,000  
All staff B-E should submit a minimum of one grant submission. D/E staff should be applying for external funds.  
Average over three years  
Aspirational:  
A: $10,000  
B: $20,000  
C: $40,000  
D: $60,000  
E: $80,000  
Minimum A: N/A  
B: $10,000  
C: $20,000  
D: $40,000  
E: $60,000  
All staff B-E should submit a minimum of one grant submission. D/E staff should be applying for external funds.  
Aspirational:  
A: $10,000  
B: $20,000  
C: $40,000  
D: $60,000  
E: $80,000 | • Collaboration with industry partners.  
• Include at least 1 early carer researcher in grant teams  
• Keep accurate records of submissions grant submissions  
• Access one-on-one grant writing assistance  
Aim to appoint a research manager / research fellow to support research activity. | |
| Recruitment and retention of researchers | Increase academic and adjunct appointments of both national and international scholars to support research development, publications and grant success. Aim for 5 senior appointments by 2022. | Offer development initiatives e.g. research courses, and supervisor training.  
• Create collaborative research teams.  
• Ensure supervision is managed by an experienced staff member supporting an inexperienced supervisor.  
• Engage national and international scholars as a means to strengthen the School’s scholarship.  
| Recruitment of staff with research profiles that match the School’s focus.  
Identify potential scholars to participate in an adjunct role. |
| Increase number of HDR student enrolments and completion rates. | Load planning to increase HDR enrolments by 10% per annum.  
Aim for timely completion rates  
Ensure that HDR students normally publish at least 1 publication per course of enrolment.  
Encourage and support APA and other scholarships.  
To support HDR programs selectively recruit for Honours programs and encourage Masters students to transition. | Actively encourage high achieving students (from undergraduate, honours, masters courses) to consider HDR studies within the School’s expertise.  
• Provide a high standard of supervision facilities and support for HDR students.  
• Ensure HDR students are engaged with School activity.  
| Recruitment strategies to attract quality HDR students.  
Conduct applicable workshops to recruit and support HDR activity.  
Where possible structure academic staff teaching around HDR studies. |
| To develop greater policy impact | Participation/representation on key professional organisations.  
Advise or provide advice to governments, communities and groups on health related policies. | Develop policy critiques  
Act in advisory capacities to/on boards, community organisations and local groups  
| Consider supportive mechanisms to enable active policy development and dissemination. |
| Implementation | | | |
| **Dissemination and translation** | Participate in dissemination activities for all aspects of inquiry. | • Initiate partnerships with Health Services.  
• Maximize the collaborations with all Health Services. | Formation of active research groups.  
Recognition of the contributions to changes in practice, e.g. awards nights. |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>To improve service impact</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| **Collaboration** | Disseminate activities to all stakeholders.  
Develop an international research profile. | • Network with international industry partners.  
• Encourage staff to collaborate and present at national and international conferences.  
• Maintain School web page clearly identifying research strengths and priorities. | Offer adequate funding for conference attendance where staff are presenting.  
Obtain and maintain funding for designated administrative staff to maintain and update publicity material and web sites. |
| **Dissemination and translation of scholarly work** | Evaluation of existing health practices. | • Implementation of evaluation processes and outcomes in partnership with stakeholders.  
• Monitoring of impact across/between sectors. | Support evaluation studies, demonstration projects, case studies, and policy and practice changes. |
| **Scholarly teaching and learning** | Support, develop and encourage scholarly teaching and learning activities.  
Encourage research generating teaching-learning activities. | • Provide opportunities for academic staff to participate in shared teaching endeavours to encourage innovation.  
• Create opportunities in School meetings for discussion on innovation, pedagogical issues and curriculum.  
• Provide protected time. | Create teaching awards.  
Offer teaching and learning grants.  
Support publications, presentations, and the development of teaching and learning policy. |
Approval date 5/6/19: Review date June 2021

Bibliography