

# 2008 University Plan



## Faculty of Health Science

### Priority A: Fully embed a high performance culture

Instil an expectation of high achievement in students and staff, and provide the means for this high achievement.

2 Optimise the range of support programs for prospective and current students.

	Initiative	Priority	Responsibility	Budget	Date
1	Develop comprehensive support services for FFPOS students, particularly for students at risk of academic under-achievement  Target: Completion of appropriate policies and procedures	M	Heads of School	A	12/2008

5 Improve implementation of the UTAS performance management system for staff.

	Initiative	Priority	Responsibility	Budget	Date
1	Develop a systematic framework assurance approach to SETL evaluation.  Target: Process developed, implemented and reviewed  Outcome: Schools of Pharmacy, Human Life Sciences, Nursing and Midwifery and the University Department of Rural Health have developed and implemented systematic processes. The School of Medicine has developed a framework which is yet to be fully implemented due to changes in pedagogy.	H1	Heads of School, Assoc Dean T & L	C \$200K	12/2008

6 Strengthen and increase participation in organisational professional development programs that support a high-performance culture.

	Initiative	Priority	Responsibility	Budget	Date
1	Further engage clinical title holders in the activities of the Faculty and support professional development in their academic role  Target: Each School to develop and commence implementation of a plan for engagement of clinical title holders	H	Heads of School, Assoc Dean T & L	A	07/2008
2	Encourage and support staff development in teaching and research including participation in the Grad Cert of Learning and Teaching for Health Professionals and research training programs  Target: Increased enrolments by 20 percent	M	Heads of Budget Centres	A	12/2008
3	Encourage and support administrative and technical staff to undertake education and training to enhance their skills to support academic activities  Target: Increased participation by 20 percent	M	Heads of School, Faculty Manager	A	12/2008

## Priority B: Create and implement a distinctive UTAS teaching and learning model

Develop a UTAS student experience, learning outcomes and graduate profile that ensure contemporary knowledge and skills, generic capabilities and an experience of place, environment and community that is distinctly Tasmanian.

- 13 Restructure and streamline the course profile to provide: common course structures, multidisciplinary and interdisciplinary learning opportunities; and flexible delivery options that are responsive to students' needs and the University's academic strategic priorities.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Conduct a major teaching and learning project to develop cross discipline teaching within the Faculty of Health Science as well as inter-professional education and other joint health professional programs</p> <p>Target: Successful completion of project outputs</p> <p>Outcome: The project has been completed resulting in identification of opportunities for cross disciplinary teaching initiatives. Funds have been allocated for 2009 to exploit these initiatives</p>	H1	Assoc Dean T&L	C \$250K	12/2008
2	<p>Further develop existing and additional UG Health Science options to meet emerging workforce needs, in particular implementing B Hlth Sci (Env Health) in Launceston, BN in Tasmania and Sydney and exploring the feasibility of a Bachelor of Paramedic Studies and development of a Physiotherapy program.</p> <p>Target: Implementation of new courses to meet identified needs</p> <p>Outcome: Courses in Environmental Health in Launceston and Nursing in Tasmania and Sydney have been developed and are being delivered. The Bachelor of Paramedics Studies is still in the planning stage. Physiotherapy opportunities are being explored with DHHS</p>	H1	Heads of School	C \$200K	Ongoing

- 16 Expand postgraduate coursework programs specifically aimed at continuing professional development and career start-up.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Expand existing and develop additional PG Courses; particularly in Clinical Supervision and Clinical Leadership and Health (with Specialisation) as well as Nursing Postgraduate specialist streams</p> <p>Target: Courses accredited and delivery commenced</p> <p>Outcome: Masters in Clinical Supervision and Clinical Leadership commenced enrolments in June 2008. Masters in Health(with Specilisation) and Nursing Postgraduate specialist streams under development and to be implemented in 2009.</p>	H	Heads of School, Deputy Dean, Assoc Dean T&L	C \$150K	12/2008

## Priority C: Further strengthen existing UTAS institutes, centres and groups and identify new flagship opportunities

**Reassess and renew the focus of UTAS' research strengths and opportunities; Develop the opportunities that arise as a result of the integration of UTAS and the Australian Maritime College.**

18 Develop current and identify new areas of research strength.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Increase research outputs by continuing to support and foster research both within the MRI, by in-kind support and staff membership, and throughout the Faculty particularly in the Population and Health theme and through partnerships with health service providers</p> <p>Target: Increase FHS specific research related income by 15% per year</p> <p>Outcome: FHS sepcific research did not achieve growth in 2008. FHS Research Committee has implemented initiatives in 2008 to foster collaborative research across the Faculty and to support emerging researchers from 2009 onwards.</p>	H1	Assoc Dean Research, Heads of School	C 250K	12/2008
2	<p>Increase numbers of Honours and Post Graduate Research Students in all disciplines ( and in collaboration with the MRI)</p> <p>Target: Increase enrolments to meet allocated University targets</p> <p>Outcome: Enrolments remained static in 2008.</p>	H	Heads of School, Assoc Dean Research & Assoc Dean T & L	A	12/2009

22 Increase the scale and focus of research to achieve critical mass by clustering activity into groups, centres and institutes.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Develop the Faculty of Health Science as a leader in inter-disciplinary research and clinical skills and simulation learning and teaching</p> <p>Target: Establish Clinical Skills and Simulation Centre in Hobart.</p> <p>Outcome: Agreement in principle to develop the centre in conjunction with the RHH has been reached. An MOU covering governance and operations is being developed. Space has been allocated for development within the RHH.</p>	H	Dean, Heads of School	C \$400K	12/2009

**Priority D: Strengthen relationships with UTAS' communities, including the Tasmanian State Government**

**Further develop relationships with the Tasmanian State Government and UTAS' communities of interest; Seek collaborations that enhance UTAS' distinctiveness and provide unique opportunities for all stakeholders.**

24 Renew major partnerships with State Government and industry and develop new partnerships with the private sector.

	Initiative	Priority	Responsibility	Budget	Date
1	Complete the review of the governance, role, responsibility, resourcing and operation of the Partners in Health Agreement  Target: New agreement signed and operational  Outcome: Partners in Health "Future Directions" paper completed, new governance structure agreed and membership has been expanded.	H1	Dean	C 50K	12/2008
2	Maintain and strengthen ongoing communication with accrediting authorities, professional colleges and other bodies  Target: Accreditation in all professional courses maintained	M	Heads of School , Public Relations Officer	A	Ongoing
3	Implement a coordinated management structure for clinical placement management in both the public and private health sectors  Target: Develop a Plan for Faculty Executive approval  Outcome: Management structure has been put in place in accordance with the plan developed by the Management Committee	H	Dean, Deputy Dean, Heads of School	C 50K	06/2008

26 Work with local communities to further develop the University's northern campuses.

	Initiative	Priority	Responsibility	Budget	Date
1	Further develop the concept of an Integrated Medical and Health Education Precinct linking the development of the Newnham Campus, Australian Government initiatives and the Tasmanian Health Plan concept of Integrated Health Care Centres.  Target: Concept developed and agreed by 12/2008  Outcome: Overall concept developed and under consideration. Submission for capital development funding in relation to the agreed LCS component of the concept submitted.	H	Dean, Deputy Dean, Heads of School	C \$4.5M	12/2008

28 Review the opportunities for new, distinctive collaborative activities and provide appropriate resources to pursue them.

	Initiative	Priority	Responsibility	Budget	Date
1	Capitalize on opportunities emerging from Australian Government announcements and initiatives, the Tasmanian Health Plan and the 2008 Australian Health Care Agreements  Target: Explicit acknowledgement of the Health Services role in Clinical Training  Outcome: Explicit acknowledgement of the the Health Services role in Clinical Education and Training has been confirmed by the Commonwealth s committment to fund clinical placements.	H1	Dean, Assoc Dean T&L and Assoc Dean Research	A	12/2008

	Initiative	Priority	Responsibility	Budget	Date
2	<p>Ensure health education and workforce issues have prominence, especially the interdependence of the health, education and service systems to ensure safe quality health care for all Tasmanians in acute and community settings.</p> <p>Target: Ensure high level input and influence into the implementation of the DHHS Clinical Services Plan and Primary Health Care Plan</p> <p>Outcome: FHS have established a Health Workforce and Education Unit to develop, coordinate and drive the UTas response to identified health workforce priorities.</p>	H	Dean, Deputy Dean, Heads of School	A	12/2009
3	<p>Ensure Tasmania capitalizes on the evaluation of the National Rural Health Education Programs</p> <p>Target: New objectives and parameters are appropriate to the Tasmanian Rural Health agenda</p> <p>Outcome: Awaiting the report from National Rural Health Evaluation project</p>	H	Dean, Prof of Rural Health, Director UDRH, Heads of School	A	06/2008

### Priority E: Maximise support for core activities by aligning resources and improving business services

**Optimise financial resources and physical infrastructure to support core activities and strategic priorities; Optimise human resources and support systems and staff infrastructure to support core activities and strategic priorities; Achieve efficiency gains and the best use of strategic and operational resources.**

36 Further diversify funding sources, particularly from the non-government sector.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Identify alternative markets for use of FHS intellectual property and course offerings</p> <p>Target: TBA</p>	M	Dean, Heads of School, Faculty Manager, Assoc Dean Research	B \$10K	12/2008

38 Plan and implement major capital projects in line with the UTAS Master Plan.

	Initiative	Priority	Responsibility	Budget	Date
1	<p>Realign Faculty operations through the co-location program, completing additional building requirements for School of Pharmacy and securing space for ongoing conduct of Nursing in Hobart and Sydney.</p> <p>Target: Facilities available, commissioned and operational</p> <p>Outcome: New Medical Sciences Building is under construction and due for commissioning in Nov 09. The School of Pharmacy extensions were completed in Apr 08. Nursing accommodation in Hobart remains in temporary accommodation but is in refurbished long term accommodation in Sydney.</p>	H1	Dean	C \$60M	12/2009

	Initiative	Priority	Responsibility	Budget	Date
2	Consolidate development of the RCS as the focus for rural health initiatives in the Cradle Coast area.  Target: Stage 3 capital works completed by 12/2008	M	CEO RCS	C \$800K	12/2008