



Flinders
University

Medicine
& Public Health

Excellence in *Research and Education*

Strategic Plan 2024 - 2028

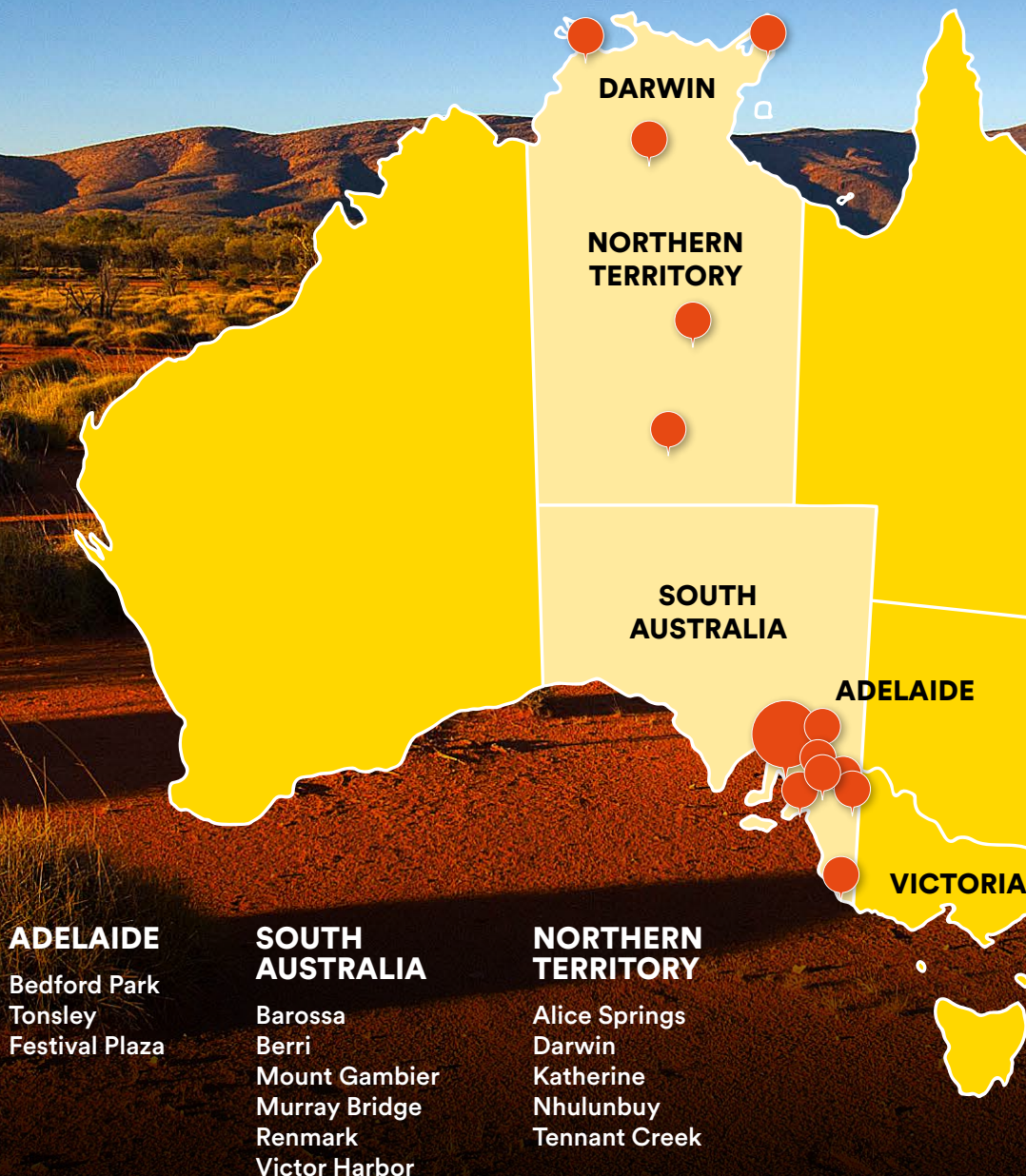


Acknowledgement of Country

Flinders University acknowledges the Traditional Owners of the lands on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the Southeast, First Peoples of the River Murray and Mallee region, Jawoyn, Kurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu peoples. We honour their Elders and Custodians past, present and emerging. We also acknowledge and pay respect to the Aboriginal and/or Torres Strait Islander nations from which our students, staff and community are from.

Connection to Country, community and culture underpin strength, health, and wellbeing in Aboriginal and/or Torres Strait Islander people. The ongoing colonisation of Australia and its First Peoples continues to have major health and social consequences. As the College of Medicine and Public Health, we acknowledge our responsibility in addressing health inequities. Acknowledgement of ongoing impacts of colonisation, the benefits of strengths-based models and approaches, and the integration of Indigenous knowledges and methodologies underpin this Strategic Plan. We are committed to the University's Reconciliation Action Plan, we will build Aboriginal and/or Torres Strait Islander workforce capability in the College, we will collaborate with other Aboriginal and/or Torres Strait Islander people across the university, and we will grow capacity in communities by creating opportunities for Aboriginal and/or Torres Strait Islander students.

Flinders University uses the term 'Indigenous' when referring to the programs and strategies and 'Aboriginal and/or Torres Strait Islander' when referring to peoples.



Vice-President and Executive Dean *foreword*



The CMPH 2018 Strategy articulated the 2025 Agenda with a focus on our values of people, culture, excellence and social vision. It detailed our expectations for research, and teaching and learning to equip the next generation of leaders and innovators with the necessary skills, commitment and vision to protect vulnerable communities and truly advance health outcomes.

The Strategy provided a mechanism to establish a sense of community, uniting people from across the College with common purpose.

We have seen more centring our students in our educational programs, reflecting in improved student satisfaction and outcomes. Our research has thrived, resulting in positive and impactful health outcomes. Research income, as one metric of research performance, has more than doubled, and across all levels of staff.

We have focused on our support of people, and strengthening an inclusive and positive culture where all staff thrive.

Professor Jonathan Craig
Vice-President and Executive Dean
Medicine and Public Health

Selection of collective achievements over the last five years:

- The establishment of an integrated discipline of Rural and Remote Health (RRH) to achieve greater excellence and impact across Australia's central corridor.
- Establishment of the Flinders Health and Medical Research Institute (FHMRI) driving improved research performance.
- More than doubling of total research income, including a three-fold increase in category 1 income, and increases across all levels of staff, from level A to level E
- Increase in externally funded research fellows.
- Increase in higher degree research students, increase in timely completions and reduction in attrition.
- Supported staff and students through the rapid transition to online delivery of teaching and learning in response to the global Coronavirus pandemic.
- Improved and high student experience reported.
- Increased student enrolments across all courses.
- Near doubling of the Northern Territory Medical Program and establishment of a medical school in rural South Australia.
- Increased diversity of student intake.
- Demonstrated commitment to the Innovate Reconciliation Action Plan, including achieving targets for Aboriginal and/or Torres Strait Islander students and staff.
- Accreditation of many courses (Paramedicine, Counselling, Medicine, Bachelor of Medical Sciences).
- Commencement of the Bachelor of Medical Sciences (Laboratory Medicine) and a international educational partnership in Singapore
- delivering Counselling courses.
- Celebrated 25 years of the Northern Territory Clinical School and 20 years of the Rural Medical Program in South Australia, recognising our long-standing partnership with local health networks, communities and healthcare providers.
- Progress towards gender equity in academic profiles, and a substantial increase in the number of level D and E Aboriginal and/or Torres Strait Islander academics.
- Implementation and delivery of a range of leadership activities to promote a culture of excellence and care.

Purpose

Delivering education and research of excellence to shape healthcare and impact lives.



Culture

An inclusive culture built on diversity, generosity, accountability, and capacity development.



Future

Healthy and thriving communities.



Values

Accountability

Develop a culture of accountability in our behaviour and decisions.

Diversity

Strengthen an environment that values and celebrates the unique perspectives and backgrounds of all.



Capacity Development

Promote a place of training, advancement and skills development.

Inclusivity

Cultivate a welcoming and supportive environment where all are valued and included.

Generosity

Act with generosity to enrich, build and support others.

Priorities

Research Impact

We will lead and drive ground-breaking health and medical research that improves health outcomes, promotes health equity and pushes the boundaries of discovery worldwide.

Our goals:

- Generate world leading research that is recognised internationally.
- Grow the research skills and capabilities of our staff and students through training and education.



Educational Excellence

We will equip the current and future health workforce with relevant skills and knowledge. With a student-centred approach, we will design and deliver education of the highest calibre, characterised by excellence, flexibility and relevancy. We will ensure that we create job-ready graduates who are at the forefront of their fields.

Our goals:

- Collaboratively design and deliver curricula to our students in alignment with the needs of community and industry.
- Invest in the continued growth and sustainability of our educators building and maintaining a highly skilled, capable, and relevant workforce.



Building People Capacity

We are committed to creating a diverse, resilient, and sustainable workforce that promotes excellence, generosity, and inclusivity, and is future focused.

Our goals:

- Strengthen a culture of diversity, equity, and inclusion
- Establish a leadership framework that provides managers and leaders with the relevant skills, resources, and training to effectively support their teams.
- Foster a sustainable and skilled workforce.
- Embrace our values to promote a positive workplace environment



Equity

We will strive for healthier populations, through equitable education, research, and community engagement. We will encourage equity of access to services, inclusive workforce, and improved health outcomes for all.

Our goals:

- Embed a focus on health equity in our education, research and partnership activities.
- Contribute to equitable access to quality healthcare by strengthening the health workforce.



Aboriginal and Torres Strait Islander Impact

By fostering greater understanding, collaboration, and partnership we will increase access to education and research to have a positive impact on Aboriginal and Torres Strait Islander health and relationships.

Our goals:

- Build on the strengths of Aboriginal and/or Torres Strait Islander culture, community and knowledges to create a place of learning and discovery for our Aboriginal and/or Torres Strait Islander students.
- Identify a mechanism for Indigenous leadership to inform the College for matters relating to Indigenous health.
- Improve Aboriginal and/or Torres Strait Islander health by creating a culturally safe, equitable and supportive environment which encourages attraction and retention of Aboriginal and/or Torres Strait Islander staff and students.



Community Engagement and Partnerships

We will foster high quality relationships across local and international communities to make meaningful change and drive positive social impact. Through generosity and reciprocity with community and stakeholders we will understand and respond to current and future needs.

Our goals:

- Foster our broad and vibrant network of partnerships.
- Nurture reciprocal and collaborative engagement with community.
- Increase our presence and visibility on local and international platforms to leverage outcomes.



Responsive Systems and Infrastructure

We will enhance our operational effectiveness by implementing robust systems and process to support our educational and research activity. We will consistently demonstrate our professionalism and proactive approach to excellence.

Our goals:

- Enhance internal systems and processes to optimise research and education functions.
- Identify current and future infrastructure and system requirements to enable effective operations.



Delivery and Accountability

Our Strategic Plan will be underpinned by broader College and University frameworks, strategies, policies, and documents, and aims to embed the shared principles of reconciliation, research excellence, education excellence, and rural and remote health. A summary of governance instruments has been detailed below:

CMPH Gender, Inclusion, Diversity and Equity (GIDE)

Committee – An internal CMPH Committee comprising of CMPH staff to inform, lead and implement a range of strategic priorities relate to GIDE.

CMPH Research Strategy – The College Research Strategy.

College Education Committee – An internal committee responsible for assisting to develop, implement and review learning and teaching initiatives.

Flinders University Enterprise Agreement

Flinders University Making a Difference, The 2025 Agenda – The University's Strategic Plan

Indigenous Workforce Strategy Committee – An internal committee comprising of stakeholders that oversee the implementation of the Indigenous Workforce Strategy.

Public Health Strategy

RAP Oversight Committee – An internal committee comprising of stakeholders that oversee the implementation of the University's RAP.

Rural and Remote Health Strategy – The Rural and Remote Health Strategy

Innovate Reconciliation Action Plan 2023-2025

Develop and implement a College consolidated action plan with an oversight committee for monitoring of progress and evaluation.

Contact us

Our friendly staff are available to answer your questions:

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