Flinders UNIVERSITY | College of Nursing & Health Sciences

The Now, Where & How of Research Planning – Part 1

6 August 2021

Flinders UNIVERSITY | College of Nursing & Health Sciences

Welcome

Professor Alison Kitson
Vice President & Executive Dean

Na Marni – Acknowledgement

As is the practice of Flinders University, I begin by acknowledging the Indigenous peoples of this country.

In particular I acknowledge the Kaurna peoples, the traditional owners of the lands and waters of the region on which Flinders University is located.

Flinders UNIVERSITY

Flinders UNIVERSITY | College of Nursing & Health Sciences

Agenda & Housekeeping

Professor Jo Arciuli
Dean, Research

Flinders UNIVERSITY | College of Nursing & Health Sciences

Agenda

9:30am	Welcome & Na Marni	Professor Alison Kitson
9:45am	Agenda & Housekeeping	Professor Jo Arciuli
9:50am	University – Research position & targets	Sally Wheldrake
10:15am	College – Research position & targets	Professor Jo Arciuli
10:40am	HDR Students	Associate Professor Di Chamberlain
11:05am	Morning tea break	
11:30am	Understanding research revenue & impact on College budget	Shelley Pirakis
11:45am	World Rankings	Roslyn Clermont
12:00am	Excellence in Research for Australia (ERA)	Hayley Scott & Carly Mannix
12:15pm	Next steps & closing	Professor Michelle Miller

Flinders UNIVERSITY | College of Nursing & Health Sciences

Housekeeping

- MS Teams etiquette
  - Microphones on mute during presentations
  - Cameras turned off
  - Raise virtual hand at question time
- Morning tea break – approx. 11:05am

Flinders UNIVERSITY | College of Nursing & Health Sciences

University – Research position & targets

Sally Wheldrake
Director, Research Development & Support

2025 Agenda and Research Support Plan

In the 2025 Agenda, Flinders University commits to:

- be a community of outstanding scholars engaged in world-leading research that extends the boundaries of knowledge;
- address challenges of local, national and global significance to deliver outcomes that change lives for the better; and
- provide our higher degree by research (HDR) students with high quality research and broad-based skills education to “chart a course that takes us to the top 10 of Australian universities and the top one percent in the world.”

Simply put, our goal is grow our research activity, quality and impact

Research Support Plan – RDS key activities 2020-2022

Researcher training development and communications:

- Review professional development program inc mentoring and leadership programs
- Enhancing grant support – external reviews

Develop more cross college and external engagement/collaborative opportunities

Enhanced Ethics services and systems

Improve financial management tools – grants lifecycle project

Excellence in Research Australia (ERA)

RDS Priorities for 2021

- Imbed the updated structure - Completed
- Develop and retain high performing staff – Staff recruited, Ongoing
- Focus on cultural shift to deliver excellence in research support – Underway and ongoing
- Focus on process improvements in Contracts, Grants Lifecycle and Ethics with partners - Underway
- Commence ERA and Engagement & Impact (E&I) program of works with research community and Information and Digital Services (IDS) - Commenced
- Revitalise external and internal research related webpages - Underway
- Develop Reconciliation Action Plan (RAP) mentoring program for Early Career Researchers (ECRs) Aboriginal and Torres Strait Islander University research community - Underway

Flinders UNIVERSITY

HERDC

Research Block Grants (RBG) funding drivers

The Australian Government allocates Research Block Grants annually that rewards the performance of Universities in attracting research income and the successful completion of higher degree by research students.

Performance Drivers

Higher Education Research Data Collection (HERDC) Research income	
1	Australian nationally competitive NHMRC, ARC, and any others that meet criteria (self-assessment)
2	Other public sector Other Aust. Government (excl Cat 1), State & Local Govt
3	Industry and other Commercial, NFP, Foundations, donations & bequests, international
4	Cooperative Research Centres (CRC) Industry-led collaborations with researchers & community

Higher Degree by Research (HDR) Completions	
PhD high cost	science, engineering, medicine, psychology
PhD low cost	education, humanities, arts, IT, business, law
Masters high cost	science, engineering, medicine, psychology
Masters low cost	education, humanities, arts, IT, business, law

Metrics used in DESE allocation

RBG

Research Support Program (RSP)

Metrics: 47% HERDC Cat 1, 53% HERDC Cat 2-4

2021 Flinders $11.1m

Supporting indirect research costs - libraries, labs, consumables, computing centres, support staff salaries

Research Training Program (RTP)

Metrics: 50% HDR Completions, 25% HERDC Cat 1, 25% HERDC Cat 2-4

2021 Flinders $15.3m

Supporting HDR students - official RTP tuition fees offset, stipends & allowances

Flinders UNIVERSITY

Flinders Goal- Top 1% in world by 2025

Excellence in Research Australia (ERA) – benchmarks to world standard

3 major global rankings

- Academic Ranking of World Universities (ARWU) or Shanghai
- Times Higher Education (THE)
- Quacquarelli Symonds (QS)

Flinders UNIVERSITY

Researcher Profiles

Flinders.edu.au/people/<Name>

- Overall profile
- Research tab – from ResearchNow https://researchnow.flinders.edu.au externally accessible

Flinders UNIVERSITY

RDS Support services

Ethics and Compliance

Research Grants and Tenders

Research Contracts

Researcher Training, Development and Communication

College RDS staff in CHNSL

- In 2020 Kate (whole college) and Jo (TRI/RePaDD)
- In 2021 Kate (whole college) and Anthea and Nikki (CFI) and under recruitment (RePaDD)

Flinders UNIVERSITY

Questions?

Flinders UNIVERSITY | College of Nursing & Health Sciences

College – Research position & targets

Professor Jo Arciuli
Dean, Research

CNHS is ambitious!

- We have a set of ambitious research strategies and targets.
- We want to conduct innovative, interdisciplinary, and impactful research that transforms theory, policy, and practice and positively affects people's lives.
- We want to address state, national, and international priorities.
- We want to support researchers at all career stages from Honours students all the way through to senior researchers.
- We want to increase diversity among our staff and student cohorts.
- As a College, in the five years 2020-2024, we want to more than double our research income, increase HDR enrolments by 50%, and see a greater proportion of publications in top 10% and Q1 journals.
- These are College level targets not targets for each individual staff member. However, each individual staff member has an important role to play.

Flinders UNIVERSITY

The Usual Suspects

- Some of our key targets for individual staff include the ‘usual suspects’: publishing, research income, and HDR activity.
- They are usual suspects for good reason. Publishing is one way of disseminating findings (and although we may not think it sometimes peer review can assist with rigour and clarity). Income allows you to partner strategically and conduct research that might be possible otherwise. HDR students are the next generation of researchers and vital to progress.
- All three are very important but of these three, publishing is the one target set for all academic Levels. And it is possibly the one most readily under your control.
- Focus of this presentation: publishing in journals.

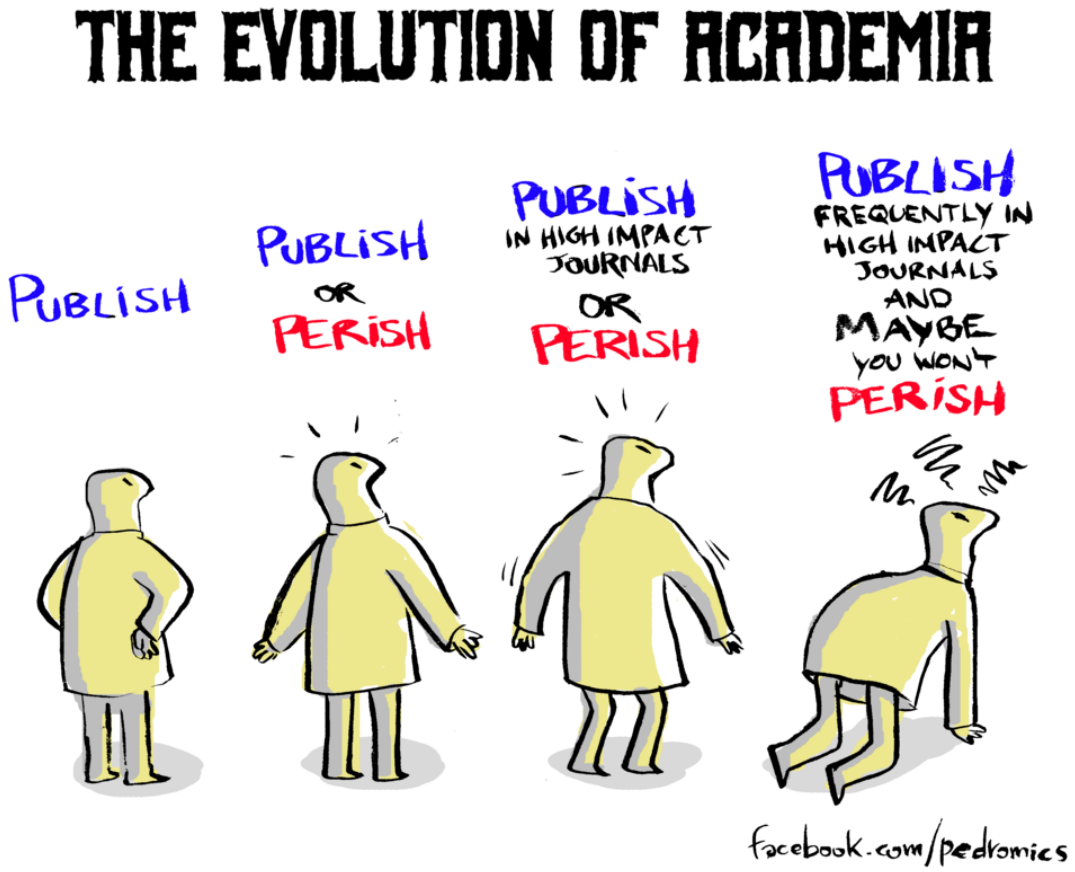
Research Performance Expectations – College of Nursing and Health Sciences			
Academic Position Level	**External Research Income**	**Research Outputs**	**Higher Degree Research**
	Income $	Publication points	HDR Completion Points
A	n/a	1	n/a
B	$ 8,000	2	0.33
C	$15,000	3	0.66
D/D+	$25,000	4	1.0
E	$50,000	6	1.66

Flinders UNIVERSITY

Spotlight on Publishing in Academic Journals

Flinders UNIVERSITY

The wonderful world of publishing



Flinders UNIVERSITY

Why is publishing so important?

We have a social responsibility to disseminate findings

- advance knowledge for public good
- share findings with the national/international community
- acknowledgement of research participants' time and effort

Why is publishing so important?

We have a professional responsibility to disseminate findings

- for national benefit (institutional rankings)
- for the benefit of your University and College (ERA)
- to report outcomes promised in grant applications
- to showcase the efforts of the team of researchers, partners, participants that you worked with

Flinders UNIVERSITY

Why is publishing so important?

We have a personal responsibility to disseminate findings

- acquiring and sharpening your skills
- might be required for completion of your higher degree
- awareness of your research by your peers and partners
- expectations for annual performance by your employer
- career advancement by boosting competitiveness of track record

Dissemination of research findings

- Dissemination of findings in all forms is valuable (including traditional and non traditional outputs)
- Publishing in academic journals remains a key pathway for dissemination

Some issues in this space

- Authorship. Read the new Flinders policy on authorship among many other guidelines.
- Quantity versus quality
- How do we measure quality? So many metrics! The rise and fall of the impact factor?
- So many journals…how to choose?
- Open access publishing
- Biases in publishing and citations
- Benchmarking (at your career stage, **within the College**, within your field nationally/internationally, in line with known biases)

Flinders UNIVERSITY

Impact Factor

First described by Dr Eugene Garfield…based on the number of citations as a measure of journal quality

“In 1955, it did not occur to me that “impact” would one day become so controversial. Like nuclear energy, the impact factor is a mixed blessing. I expected it to be used constructively while recognising that in the wrong hands it might be abused.”

Garfield gave a presentation in 2005 titled “The Agony and the Ecstasy – The History and Meaning of the Journal Impact Factor”. Read it here if interested: http://garfield.library.upenn.edu/papers/jifchicago2005.pdf

San Francisco Declaration on Research Assessment (DORA) https://sfdora.org

Metric Tide Report (UK) http://www.hefce.ac.uk/pubs/rereports/Year/2015/metrictide/

Flinders UNIVERSITY

Choosing a journal

- People we respect serve as Editor, Associate Editors, Editorial Board?
- People and work we respect published there?
- Official journal for a Society or an Association?
- Decision making time and quality of peer review
- Well-established versus new journals?
- Specialised versus broad journals
- Size of the readership
- Attempted measurement of quality via metrics (there are so many!)
- University and College expectations now focussed on increasing top 10% and Q1 (fewer Q2, Q3, Q4 or unranked)

Open access

Open access is good for everyone including so called ‘consumers’. There is also some evidence that it might slightly improve citation rates.

Open access publishing fees support one of the most profitable industries in the world. Limited ROI for the researchers and institutions that do the work and carry direct/indirect costs. Unlikely to be a sustainable model.

Open access

Open access is not developing for the best interests of researchers or the public that they serve. Instead, it has made the most progress in service of commercial interests, as publishers have recognised that they have enormous potential to extract ever-increasing rents from research budgets. There are a multitude of public non-profit scholarly communication options such as library and funder publishing or free open source publishing tools. Unless funders and institutions wish to infuse publisher profits with a growing share of research funding, they should be supporting public infrastructure and, most importantly, rewarding the researchers who use it.

https://blogs.lse.ac.uk/impactofsocialsciences/2019/06/04/the-gold-rush-why-open-access-will-boost-publisher-profits/

Flinders UNIVERSITY

Open access

Read more about open access publishing options in our CNHS infographic created in 2020

There are multiple ways to boost access other than paying open access publishing fees:

- Pre-print servers are another form of open access
- Email the article to key people who have published in the area.
- Announce via social media
- Traditional media releases
- Create infographics and other summaries/visualisations of your articles

CNHS benchmarking top 10%, Q1, Q2, Q3

- Points are attributed accordingly in the CNHS research performance guide.

C1 Journal Article - SCImago Journal Rank (SJR) subject category ranking	Top 10% 2 points, Q1 1.5 points; Q2 1.0 point; Q3 0.5 points; Q4 0.25 points;

- Our DVCR and the DoRs across the University have been discussing these allocated points and are trying to come up with a consistent allocation that reflects the University's priorities.

Flinders UNIVERSITY

CNHS benchmarking top 10%, Q1, Q2, Q3

- Our University would like to see at least 50% journal articles in Q1.
- How is CNHS tracking in this regard?
- We can look at overall CNHS publishing patterns as well as the publishing patterns seen at each academic level. The following slides show data from 2018, 2019, 2020.
- You, as an individual, can assess your own publishing and reflect on how you contribute to these patterns.

Flinders UNIVERSITY

Summary

Publishing patterns are generally in line with College and University expectations.

However, it would be great to see an upward trajectory in top 10% and Q1 publishing across the College and at all academic levels.

We would like to see reduced publishing in Q4 and unranked journals.

There is a great deal of flexibility in deciding where to publish

Your research is valuable in so many ways.

Carefully consider your publishing options and reach out for further advice if you need it (from your team, library, research leaders in CNHS, your supervisor for your annual review, DoR etc).

CNHS infographics and videos were created in 2020 to support you with regard to open access publishing and retrieving information on journal rankings: top 10%, Q1, Q2, Q3, Q4.

Metrics designed to measure ‘quality’ or ‘impact’ are highly contested. There are many alternative/additional ways of thinking about and demonstrating quality and impact which you can and should explore.

Flinders UNIVERSITY

Sensitive slides have been omitted

Flinders UNIVERSITY | College of Nursing & Health Sciences

HDR Students

Associate Professor
Di Chamberlain
HDR Coordinator

Higher Degree by Research

A successful HDR program is highly desirable

Attracts:

Potential students

Collaboration

World leading researchers

Scholarship funding both Domestic and International

Inspires Academic involvement and achievement

Unifies Disciplines and Colleges

Flinders UNIVERSITY

Higher Degree by Research

HDR students are big business

Highly competitive industry

Growth is important.

Financial

Research culture

Brings diversity

Enrichment of ideas and knowledge

Enrichment of professional relationships

Transcends relationships with partners both academic and industry

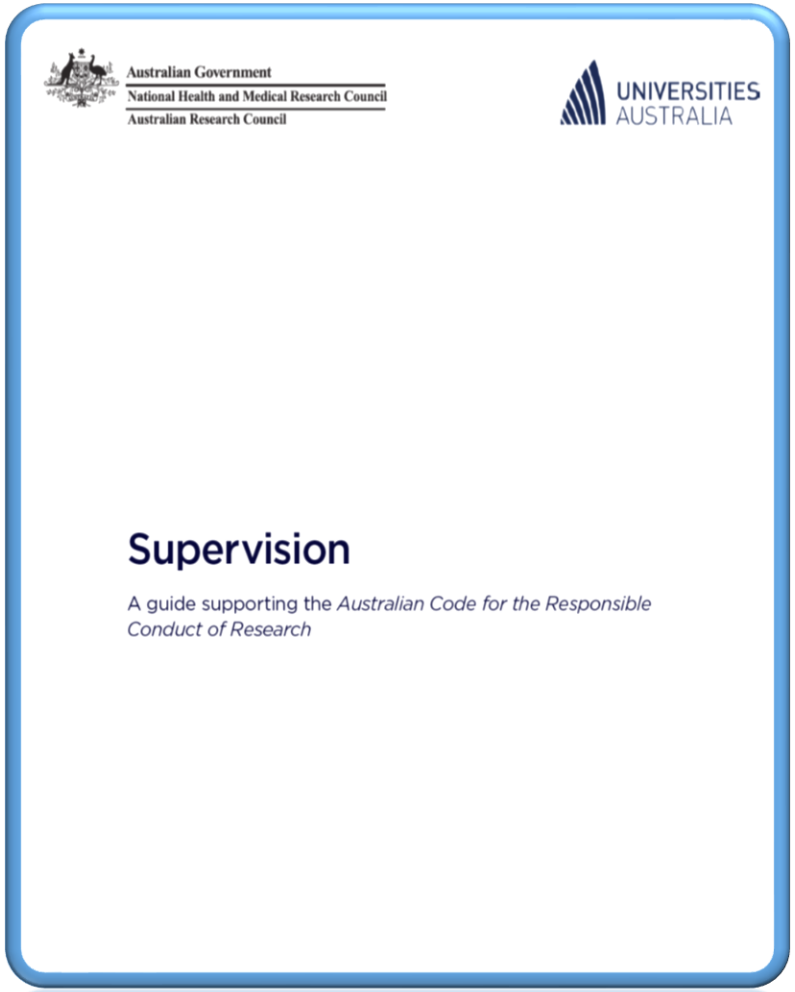
Contributes to knowledge and professions

Flinders UNIVERSITY

Current situation

- Supervisors

✓Capacity increased
✓Quality of supervision
✓Compliant with NHMRC
✓Training compliant
✓HDR supervision is a priority



Flinders UNIVERSITY

Current situation

- Students
- Increase:
  - ✓Quality in line with AQF
  - ✓Retention has improved
  - ✓Diverse range of knowledge
- Challenges:
  - COVID
    - International students – deferring
    - Data collection creativity and complexity
    - Extensions granted by Government
  - Scholarships
    - Not enough for the demand

Flinders UNIVERSITY

Scholarships

- How to increase scholarships
  - ✓Increase research funding and quality outputs
    - ✓More scholarships from the government
    - ✓More stipends/scholarships from grants
    - ✓More interest from industry and external partners
  - ✓Higher ranking in a Discipline globally
    - ✓Attract Students with self funding and scholarships
    - ✓Attract quality students
  - ✓Build professional relationships and partnerships
    - ✓Philanthropy
    - ✓Fellowships

Flinders UNIVERSITY

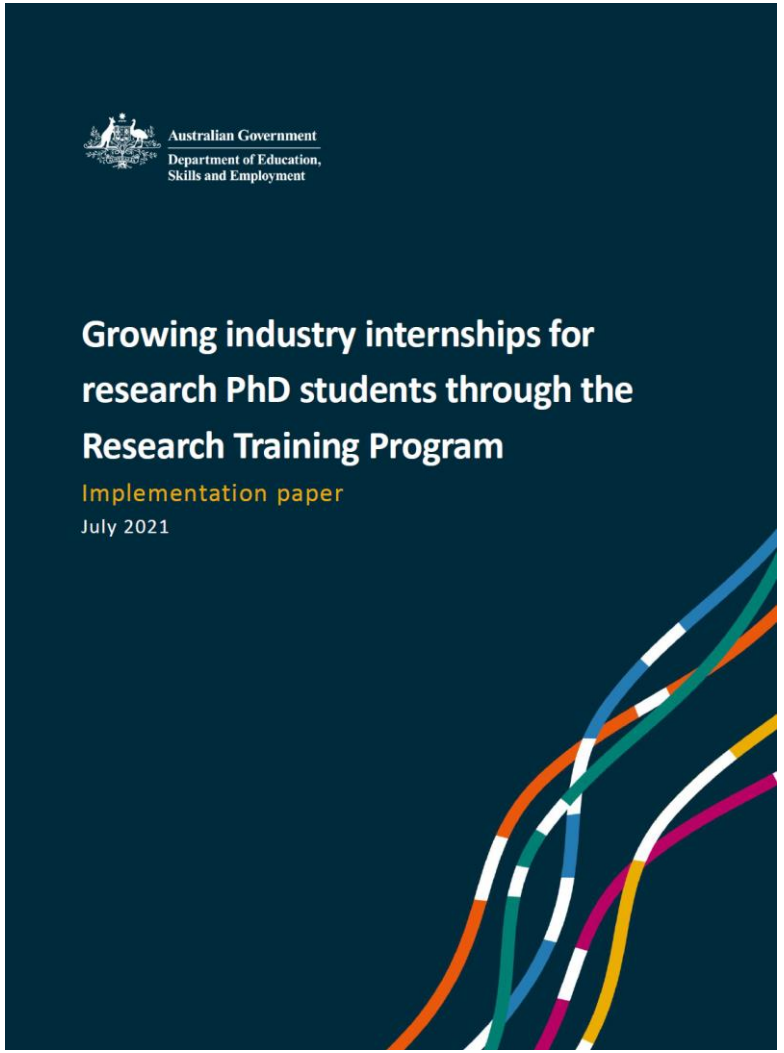
New industry internships PhD students

Figure 1: RTP funding drivers

Table 1: Current RTP weightings[2]

Degree completion type	Non-Indigenous student	Indigenous student
High-cost Research Doctorate	4.7	9.4
Low-cost Research Doctorate	2.0	4.0
High-cost Research Masters	2.35	4.7
Low-cost Research Masters	1.0	2.0

[2] High cost degrees include science, engineering, medical studies, pharmacy, dentistry, veterinary studies, human movement, and psychology. Low cost degrees consist of all other fields.



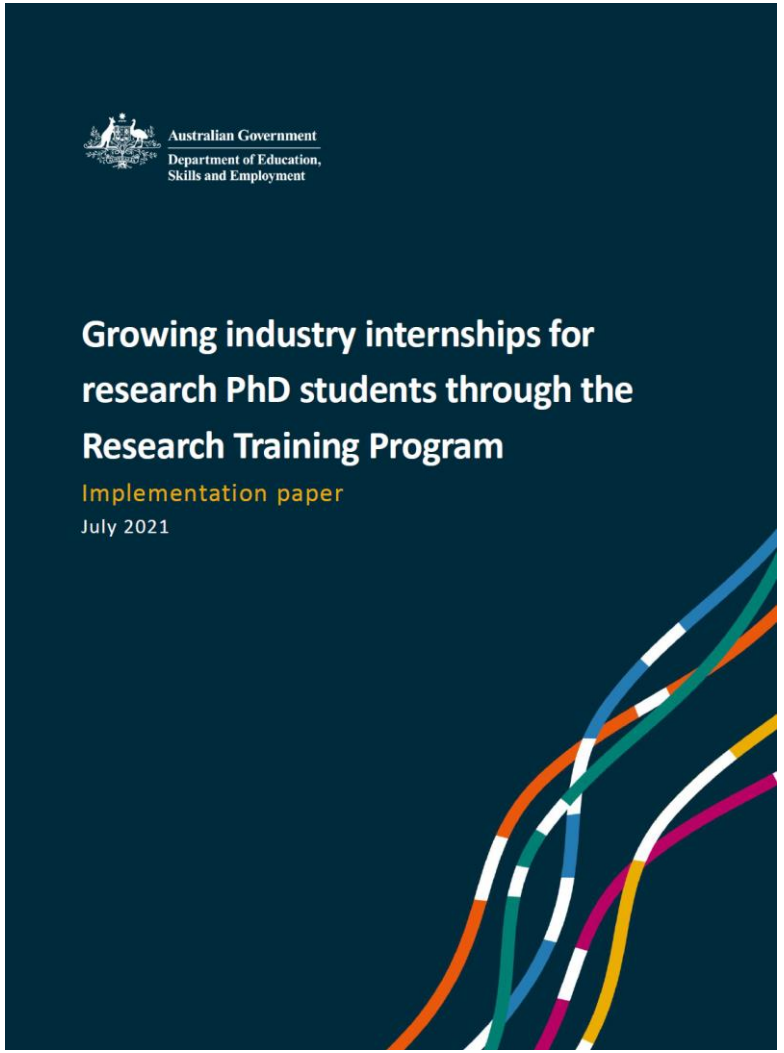
Flinders UNIVERSITY

New industry internships PhD students

Table 2: New RTP weightings with research PhD industry internship weighting

Degree completion type	Non-Indigenous student	Indigenous student
High-cost Research Doctorate, no internship	4.7	9.4
Low-cost Research Doctorate, no internship	2.0	4.0
High-cost Research Doctorate with internship*	6.7	11.4
Low-cost Research Doctorate with internship*	4.0	6.0
High-cost Research Masters	2.35	4.7
Low-cost Research Masters	1.0	2.0

*Includes additional 2.0 weighting.



Flinders UNIVERSITY

Any questions?

Flinders UNIVERSITY

Flinders UNIVERSITY | College of Nursing & Health Sciences

Morning tea break

Please return at 11:30am

Flinders UNIVERSITY | College of Nursing & Health Sciences

Understanding Research Revenue and Impact on College Budget

Shelley Pirakis
Finance Business Partner

Sensitive slides have been omitted

Flinders UNIVERSITY | College of Nursing & Health Sciences

World Rankings

Roslyn Clermont
Senior Information Analyst - Strategy and Performance

Current World University Rankings

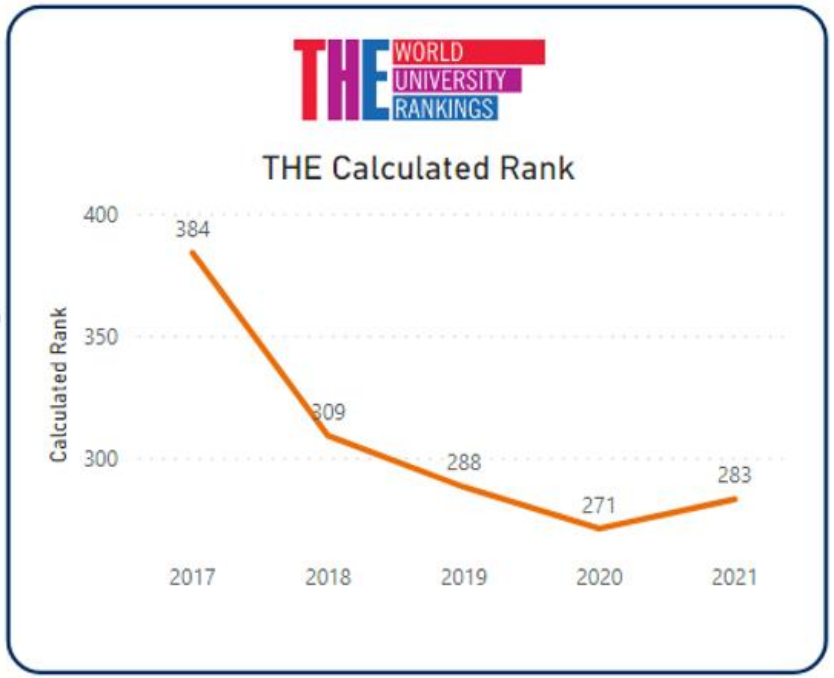
Ranking	'03	'04	'05	'06	'07	'08	'09	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	'21
Academic Ranking of World Universities (ARWU, ak Shanghai)																			
Ranking Web of Universities (Webometrics)																			
World University Rankings (QS)																			
uniRank (4ICU)																			
Performance Ranking of Scientific Papers for World Universities (NTU)																			
CWTS Leiden Rankings																			
SCImago Institutions Ranking (new version)																			
University Ranking by Academic Performance (URAP)																			
World University Rankings (THE)																			
Global Employability Rankings (Emerging / Trendence)																			
Round University Rankings (RUR)																			
UI GreenMetric World University Ranking																			
Centre for World University Rankings (CWUR)																			
Global University Ranking (Youth Inc / Education Times of India)																			
Nature INDEX																			
Worldwide Professional University Rankings (RankPro)																			
U-Multirank																			
Best Global University Rankings (US News & World Report)																			
Reuters Top 100 Most Innovative Universities																			
In4M																			
Moscow International University Rankings																			
100 Best Universities in the World																			
Aggregate Ranking of Top Universities (ARTU)																			
Rankometer																			

Flinders UNIVERSITY

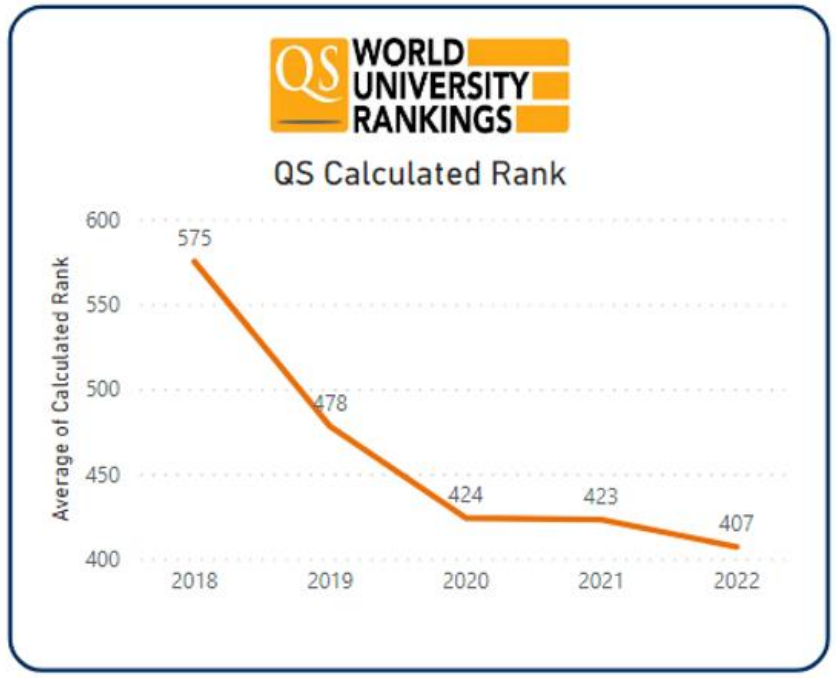
Why Rankings Matter

- Rankings have been around more than 15 years – older than Facebook and U-Tube. They are here to stay.
- Provide an annual list of the top universities in the world.
- Have become key arbiters because they are seen as ‘unbiased’, have a global perspective and capture some salient metrics.
- Used by International students to create a short list of possible universities.
- Influence government policy.
- Influence on university policy.
- Used to attract the best academic staff in a global recruitment market.
- Used to attract best international research partnerships.
- Relatively consistent, with strong correlations between the top ranked universities across the big 3.
- Have value as reference and as a basis for comparison.

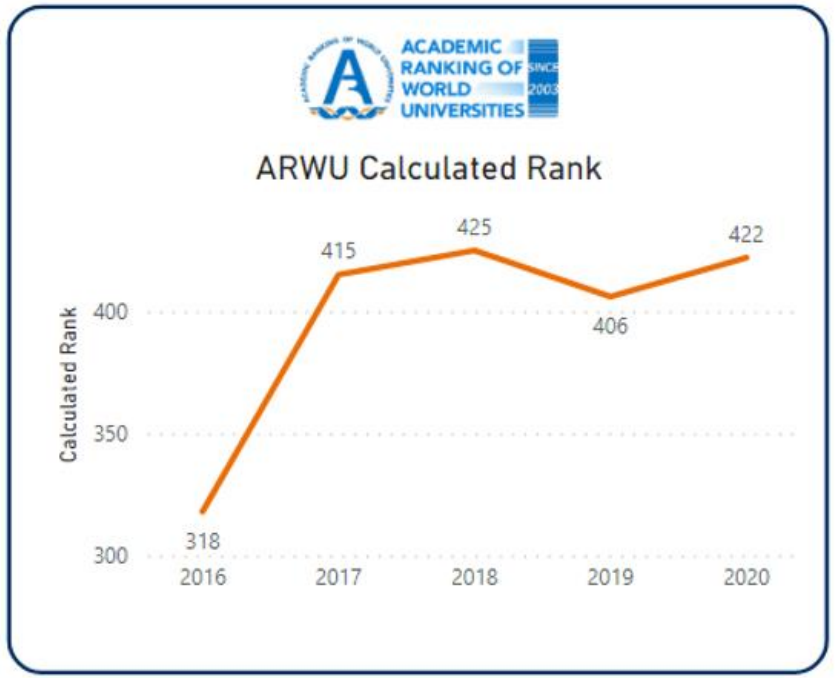
Flinders position in the rankings



Year	Published Rank
2017	351-400
2018	301-350
2019	251-300
2020	251-300
2021	251-300



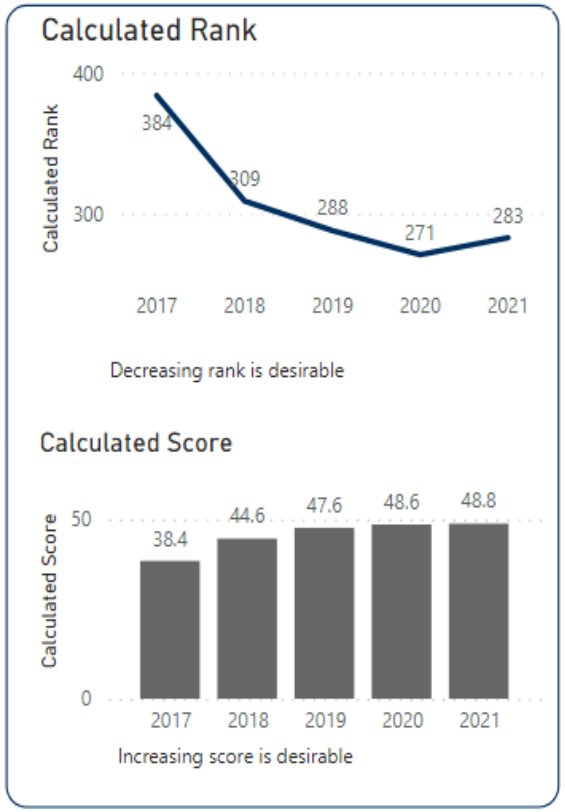
Year	Published Rank
2018	551-600
2019	478
2020	424
2021	423
2022	407

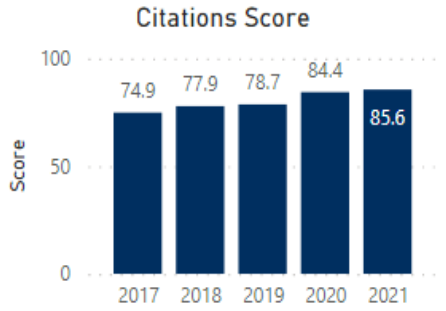


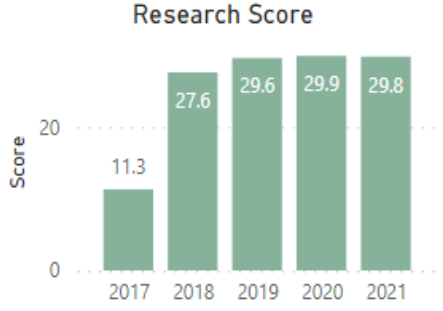
Year	Published Rank
2016	301-400
2017	401-500
2018	401-500
2019	401-500
2020	401-500

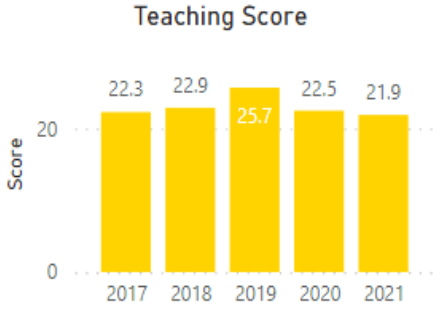
Flinders UNIVERSITY

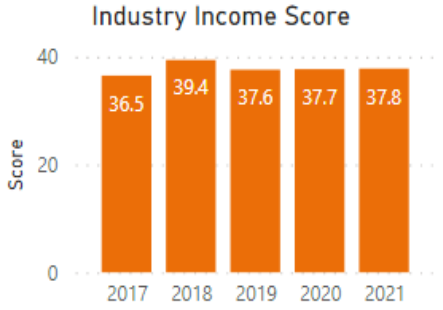
WORLD UNIVERSITY RANKINGS

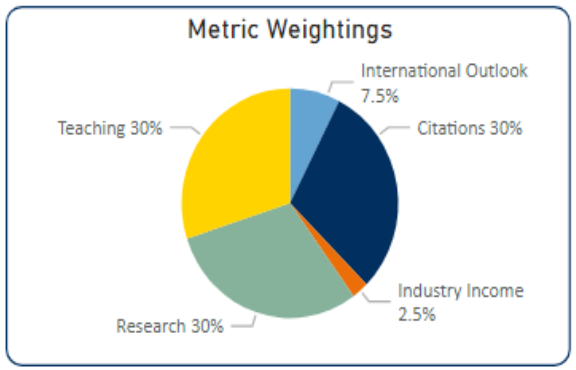








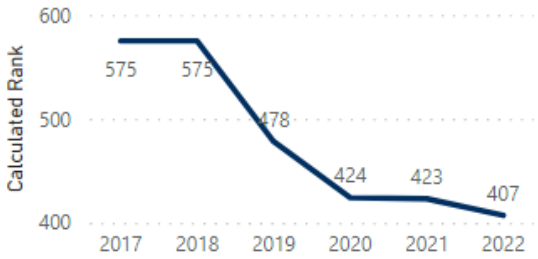




Flinders UNIVERSITY

WORLD UNIVERSITY RANKINGS

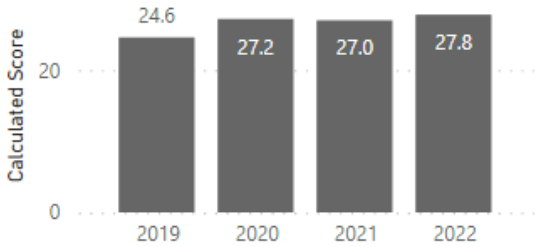
Calculated Rank



Decreasing rank is desirable.

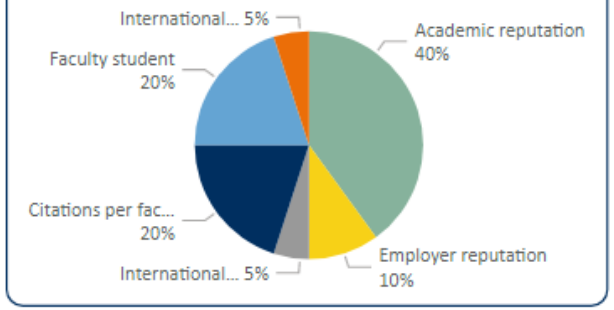
QS omits some metric results for universities ranked in groups, therefore exact rank cannot be calculated. The mid point of the group is used in this graph.

Calculated Score



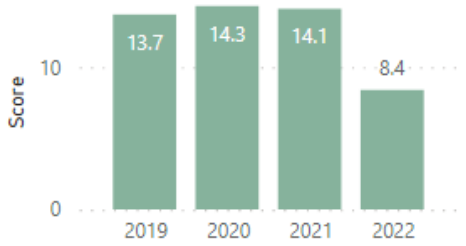
Increasing score is desirable.

Metric Weightings

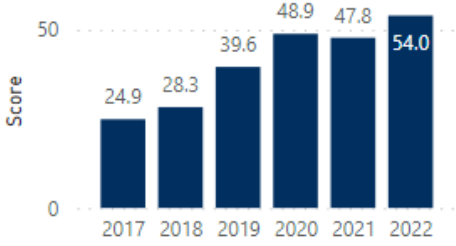


QS omits some metric results for universities ranked in groups, therefore exact score cannot be calculated. The graphs below show score where it was available.

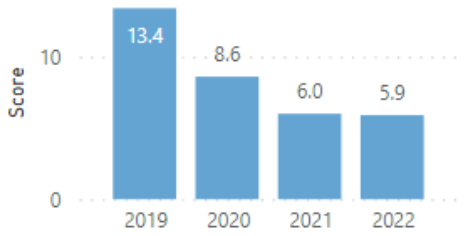
Academic Reputation Score



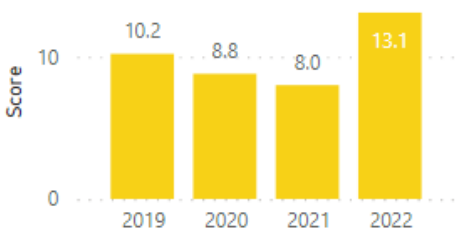
Citations per Academic Score



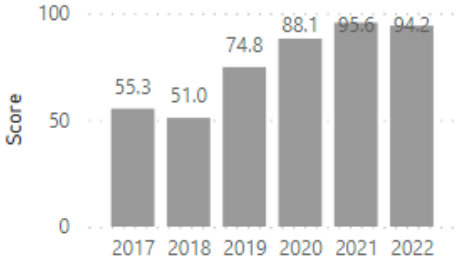
Faculty Student Score



Employer Reputation Score



International Students Score

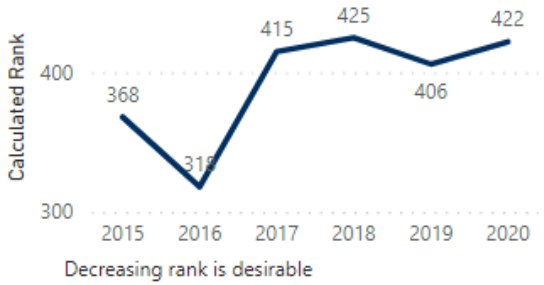


International Faculty Score

Flinders UNIVERSITY

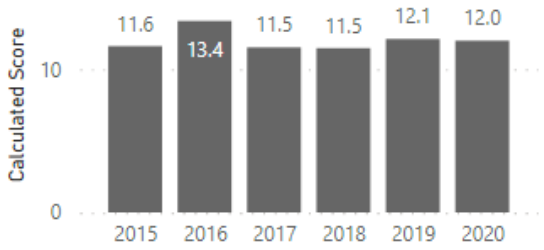
WORLD UNIVERSITY RANKINGS

Calculated Rank



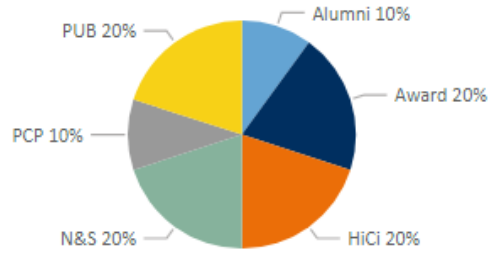
Decreasing rank is desirable

Calculated Score

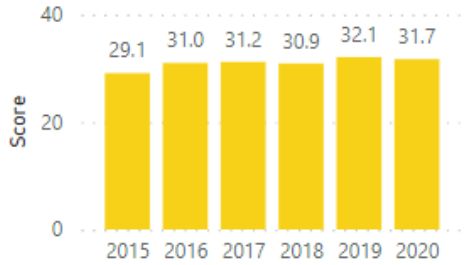


Increasing score is desirable

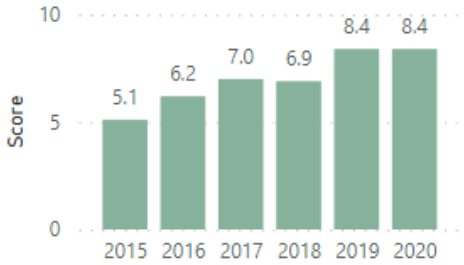
Metric Weightings



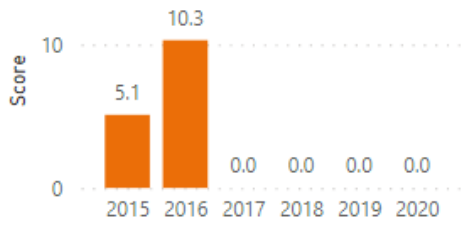
Publications Score



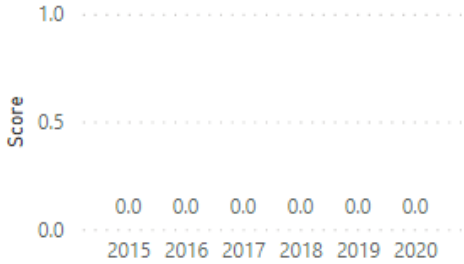
Nature & Science Score



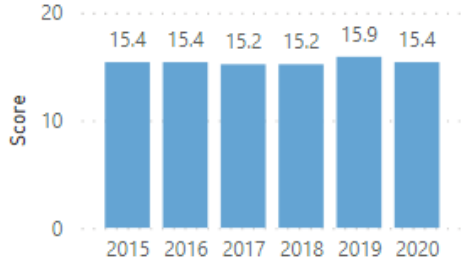
HiCi Score



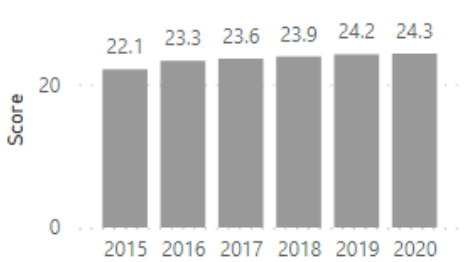
Staff Awards Score



Alumni Award Score



Per Capita Performance Score



Flinders UNIVERSITY

Subject Rankings

Updated 21 June 2021

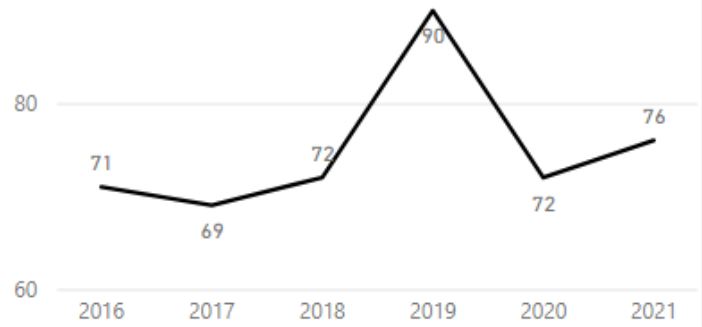
Country: Australia

University: Flinders University

Specific Subject: Nursing

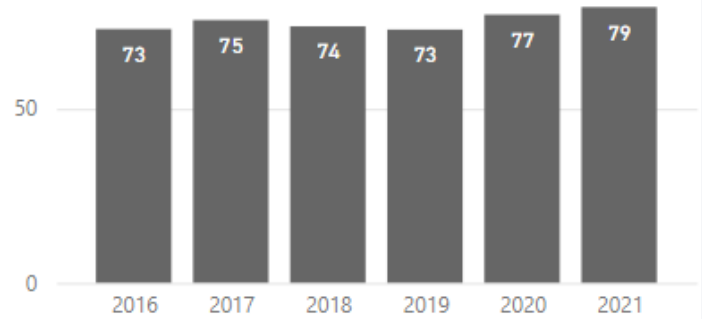
Only subjects for which the selected university was ranked will appear in the list

Calculated Rank



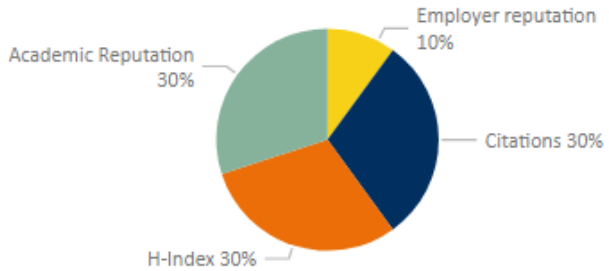
Decreasing rank is desirable

Calculated Score

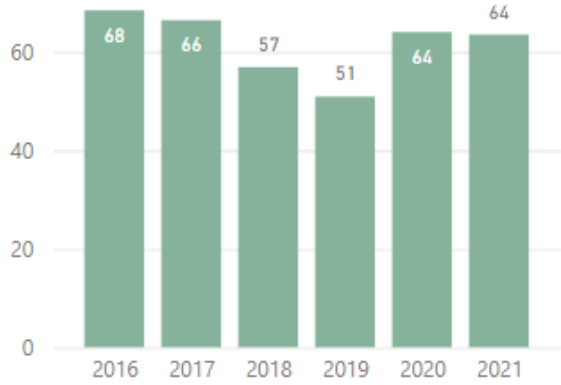


Increasing score is desirable

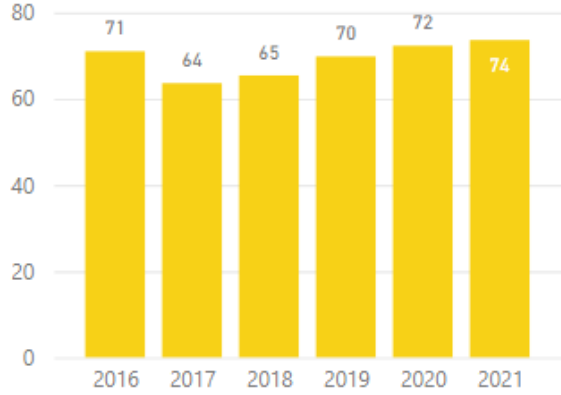
Metric weightings



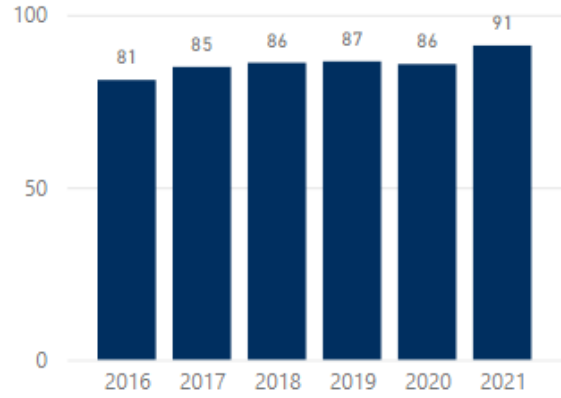
Academic Reputation Score



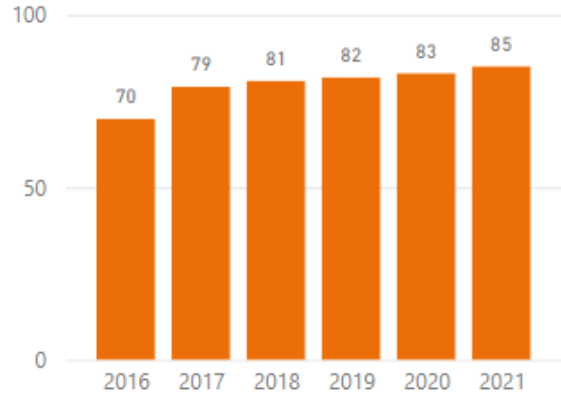
Employer Reputation Score



Citations per Paper Score



H-Index Score



Prepared by External Engagement, OCME

Subject Rankings

Updated 16th June 2021

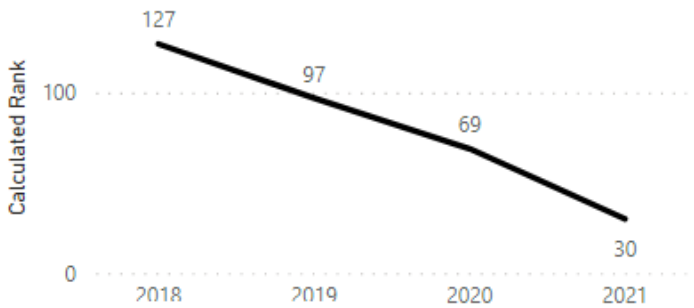
Country: Australia

University: Flinders University

Subject: Nursing

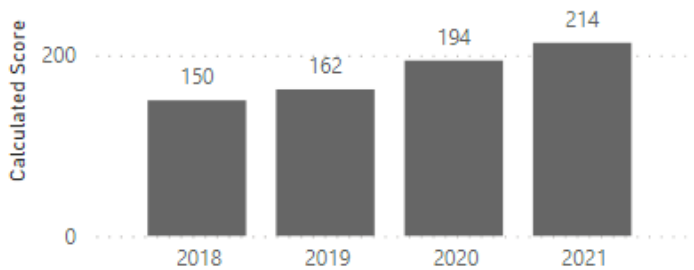
Only subjects for which the selected university was ranked will appear in the list.

Calculated Rank



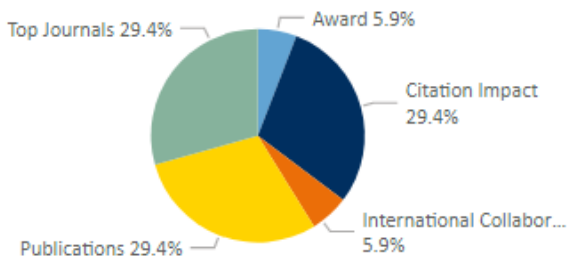
Decreasing rank is desirable

Calculated Score

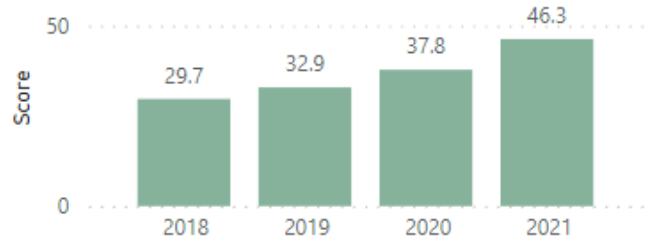


Increasing score is desirable

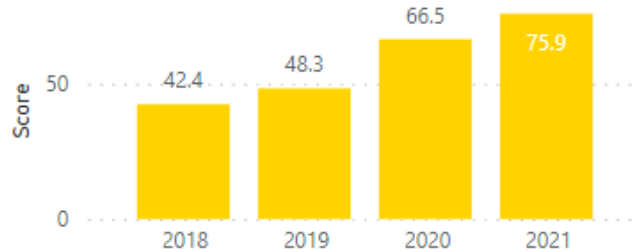
Metric Weightings



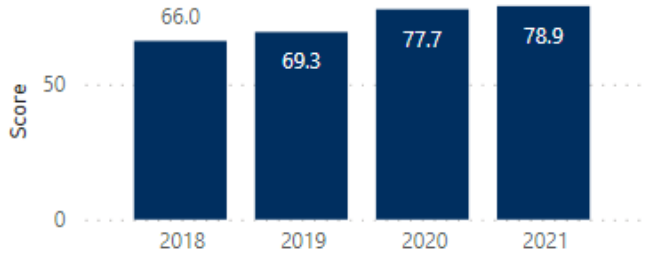
Papers in Top Journals Score



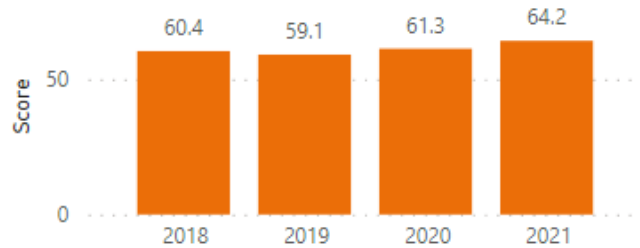
Publications Score



Citation Impact Score



International Collaboration Score



Award Score

Prepared by External Engagement, OCME

Opportunities

- Publications and Citations
  - Deliberate strategy to publish in top journals
  - Affiliation
  - Author name disambiguation - ORCiD
- Research Profiles
  - Well curated profile pages optimised for web searches
- Conference Strategy
  - Facilitate attendance at conferences with greatest impact
  - Identify those where there is space to succeed
  - Information packs
- Outreach
  - Seasonal emails, pre and post conference contact – personalised
  - Visits
  - Invitations
  - Marketing training

Opportunities

- Reputation Surveys (Academic and Employer)
  - Area with potential for improvement
  - Curated list for QS
  - Outreach
- Ranker Engagement
  - Attend events – both as delegates and speakers
  - Relationship with Elsevier
- Data quality
  - Up-to-date and accurate
  - Seamless aggregation across systems
  - ORCiD
- Communication
  - Robust and consistent in relevant messaging

Flinders UNIVERSITY | College of Nursing & Health Sciences

Excellence in Research for Australia (ERA)

Hayley Scott, Senior Business Analyst

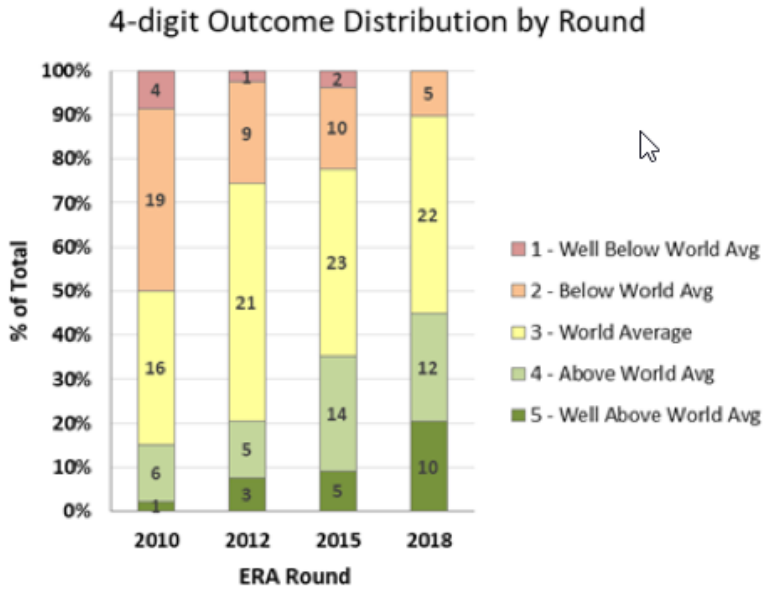
Carly Mannix, Business Analyst

What is ERA?

ERA stands for Excellence in Research for Australia.

- Administered by the Australia Research Council (ARC)

- Objectives of ERA:
  - Promoting Excellence
  - Informing Decisions
  - Demonstrating Quality
  - Enabling comparisons



Flinders UNIVERSITY

What does ERA mean for Flinders and for you?

ERA helps to quantify and showcase our research excellence

- Assurance of the excellence of research conducted at Flinders University
- Identifies areas of research strength
- Identifies opportunity for development or investment
- Informs students, industry and other stakeholders about our research performance
- Allows for comparison of Flinders' research nationally and internationally

ERA is an internationally-recognised indicator of how the institution you're affiliated with compares with other universities across Australia

Flinders UNIVERSITY

What goes into our ERA submission?

ERA eligible staff: Flinders employees who are Research Only or Teaching and Research, as well as Teaching Specialists and Academic Status Holders who have ERA eligible publications as at census date of 30 March 2022

ERA eligible income: All R&D income to the university e.g. NHMRI, ARC, public sector and industry grants

ERA eligible research outputs:

- Journals publications
- Books, chapters
- Conference Papers
- Non-Traditional Research Outputs (NTROs)

Quality is defined by citation metrics, journal quality, peer review

Going forward, Flinders will be using *ResearchNow* as its source of truth for ERA data.

Flinders UNIVERSITY

Flinders University ERA Outcomes

FoR	Title	2010 [1]	2012	2015	2018
1103	Clinical Sciences	3	3	3	4
1106	Human Movement and Sports Science	NA	NA	5	3
1110	Nursing	3	3	4	4
1111	Nutrition and Dietetics	2	3	5	4
1117	Public Health and Health Services	2	3	3	3
1199	Other Medical and Health Sciences	NA	1	1	NA

Rating Scale	
5	Well above world standard
4	Above world standard
3	At world standard
2	Below world standard
1	Well below world standard
NA	Not assessed due to low volume

https://dataportal.arc.gov.au/

Flinders UNIVERSITY

Engagement and Impact

In 2018 the ARC added an additional assessment for researchers:

The Engagement and Impact Assessment measures how well researchers are engaging with end-users of research, and shows how universities are translating their research into economic, social, environmental, cultural and other impacts.

The assessment is a compilation of case studies from each discipline on:

- Engagement
- Impact, and
- Approach to Impact.

Flinders UNIVERSITY

Flinders University E&I Outcomes

FoR	Title	2018		
		Engagement	Impact	Approach To Impact
11-BCS	Medical and Health Sciences (Biomedical and Clinical Sciences)	Medium	High	Medium
11-PHS	Medical and Health Sciences (Public and Allied Health Sciences)	Medium	Medium	Low

Rating Scale
High
Medium
Low

https://dataportal.arc.gov.au/

Flinders UNIVERSITY

What can you do?

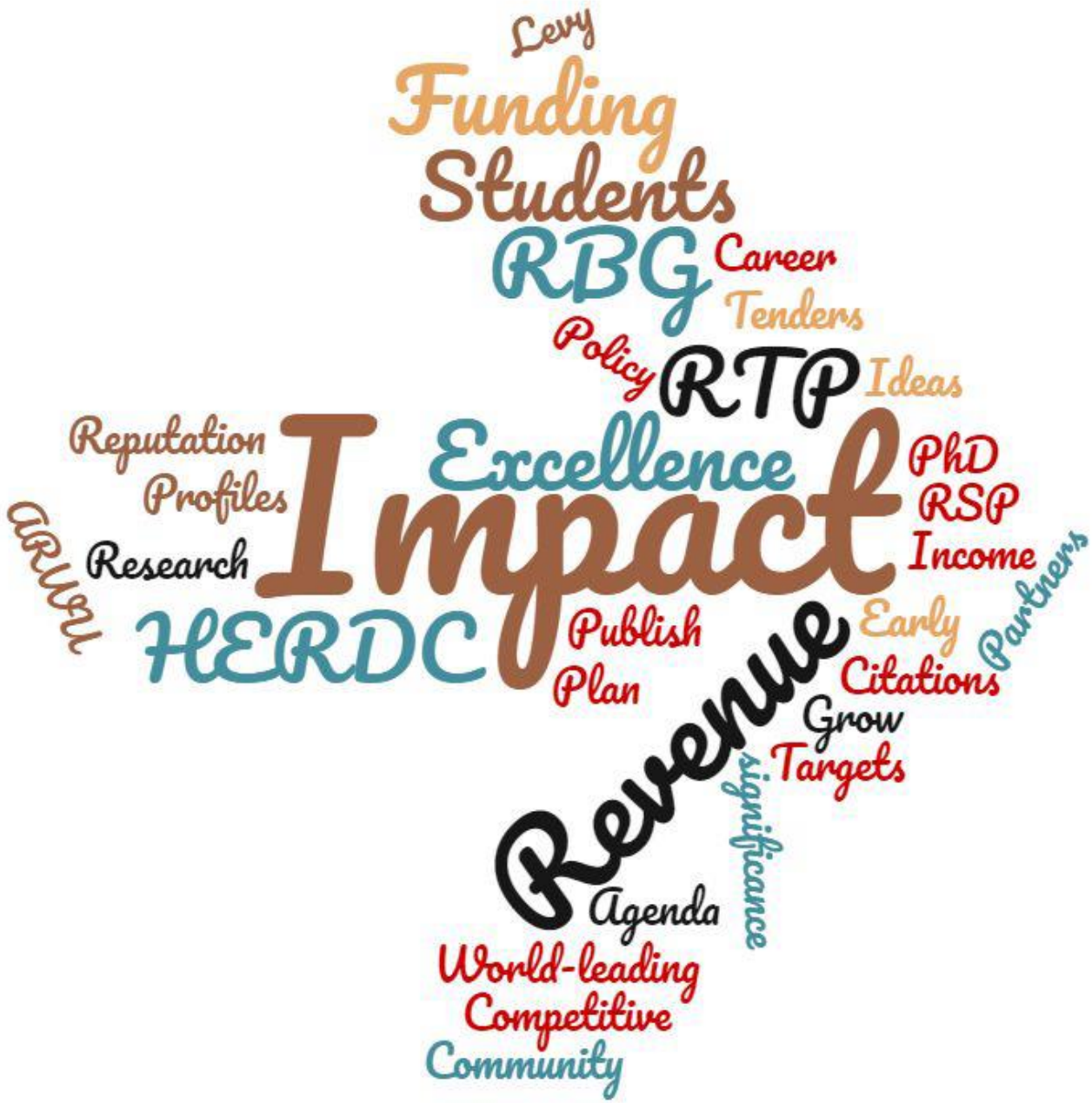
- Make sure you have a *ResearchNow* profile and all your research outputs are recorded there:
  - SCOPUS – largest abstract and citation database of peer-reviewed literature
  - ORCiD – persistent digital identifier used to link a researcher with their research outputs and activities
  - Claim research outputs that are identified in ResearchNow, confirm information and update FoR codes
- Think about the journals you publish in – **Quality not just Quantity**
  - scholarly, peer reviewed journals that publish original research
- Income vs publications
  - Actively seek grants and industry collaboration to fund your research where possible
- Condsider engagement with end-users and the anticipated impact of your research

Flinders UNIVERSITY

Flinders UNIVERSITY | College of Nursing & Health Sciences

Next Steps and Close

Professor Michelle Miller
Dean (People & Resources)



Flinders UNIVERSITY

Next steps

Flinders UNIVERSITY

Next steps

Upload endorsed Plan with your APR on WorkDay

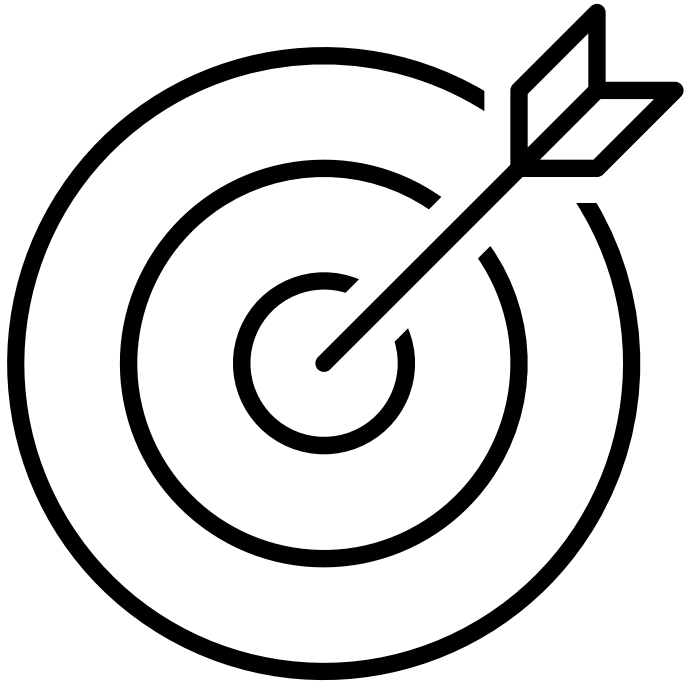
Ongoing monitoring of progress with supervisor

Review Plan and update annually as part of APR cycle

Flinders UNIVERSITY

Target

October



Flinders UNIVERSITY

Questions?

Flinders UNIVERSITY | College of Nursing & Health Sciences

Thank you

- College Operations Team
- Speakers
- Staff that completed draft plans for circulation
- Participants

Flinders UNIVERSITY | College of Nursing & Health Sciences

The Now, Where & How of Research Planning – Part 2

27 August 2021

WE ARE ON KAURNA LAND...

We recognise that Flinders University operates on Indigenous peoples' traditional lands and waters, and acknowledge their continued responsibility to care for country at the University's various teaching locations, including the lands and waters of the following peoples: Kaurna (main campus at Bedford Park), Arrernte, Boandik, Bungarla, Gunditjmara, Jawoyn, Larrakia, Nauo, Ngarrindjeri, Peramangk, Ramindieri, Wurundjeri, Yolgnu.

TODAY, OVER 300 ABORIGINAL AND TORRES STRAIT ISLANDER STUDENTS ARE ENROLLED IN COURSES AT FLINDERS UNIVERSITY.

Flinders UNIVERSITY

Flinders UNIVERSITY | College of Nursing & Health Sciences

Agenda and Housekeeping

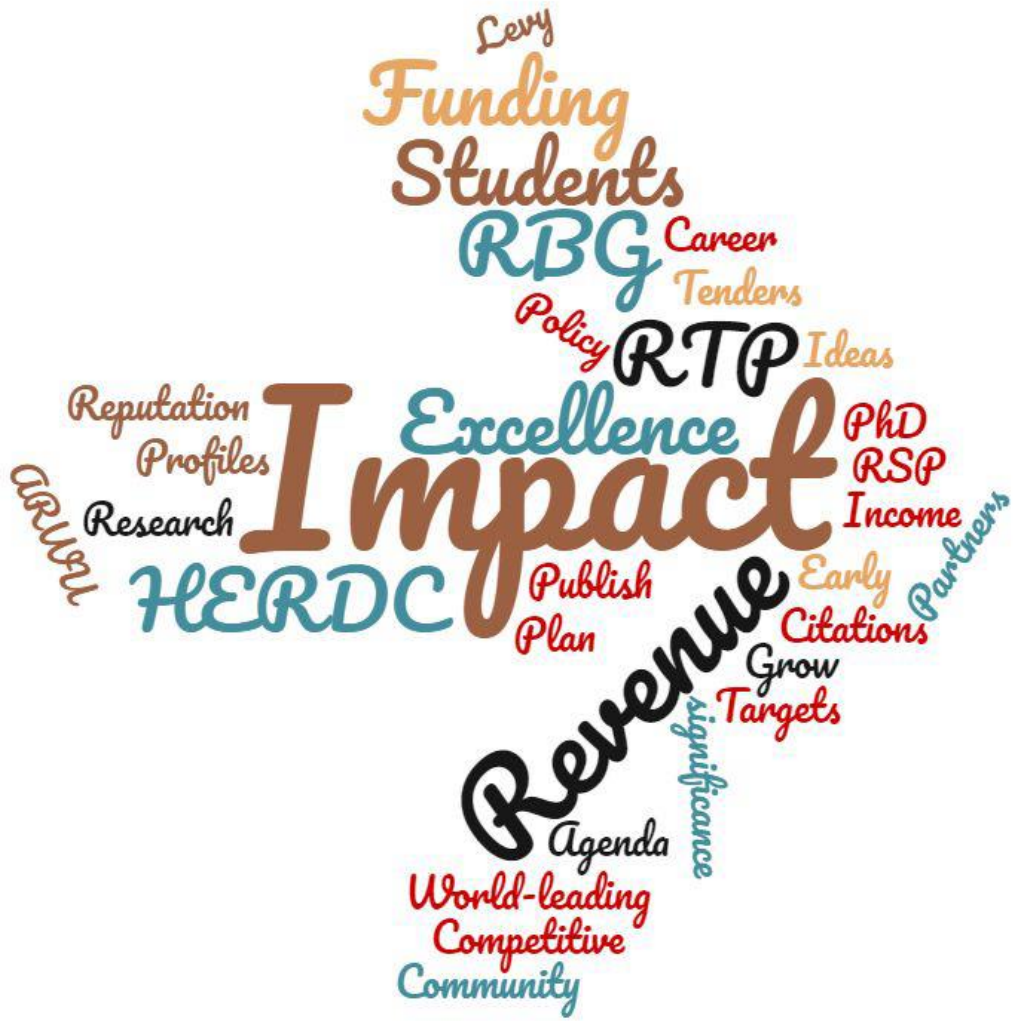
Professor Jo Arciuli
Dean (Research)

Agenda

1:45 pm	Setting the Scene	Paul Arbon Rebecca Golley
2:00 pm	Research Journey Exemplars	Sally Robinson, Alinka Fisher Annette Briley, Rachel Milte
2:30 pm	Panel Q&A	Rebecca Golley Vicki Cornell (ECH), Nicola Antise, Ray Chan, Ruth Walker.
3:00 pm	Afternoon Tea	
3:15 pm	Small Group Work	Professor Michelle Miller & Jo Arciuli
4:15 pm	Next Steps & Close	Professor Michelle Miller

Flinders UNIVERSITY

Where we got to last time



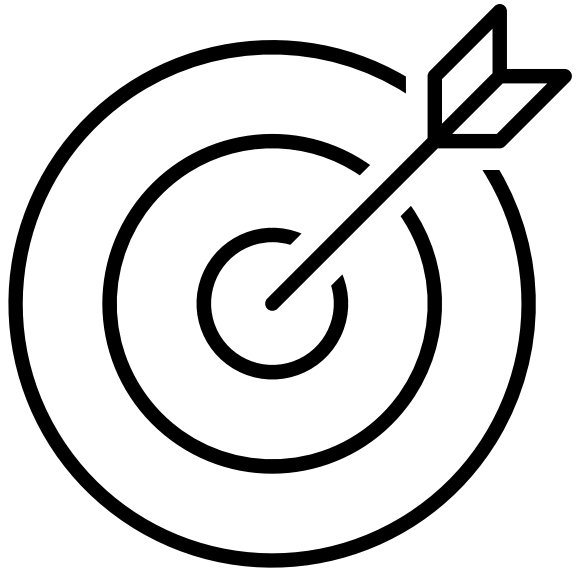
Flinders UNIVERSITY

Flinders UNIVERSITY | College of Nursing & Health Sciences

Setting the scene

Professor Paul Arbon &
Professor Rebecca Golley

Shift in focus



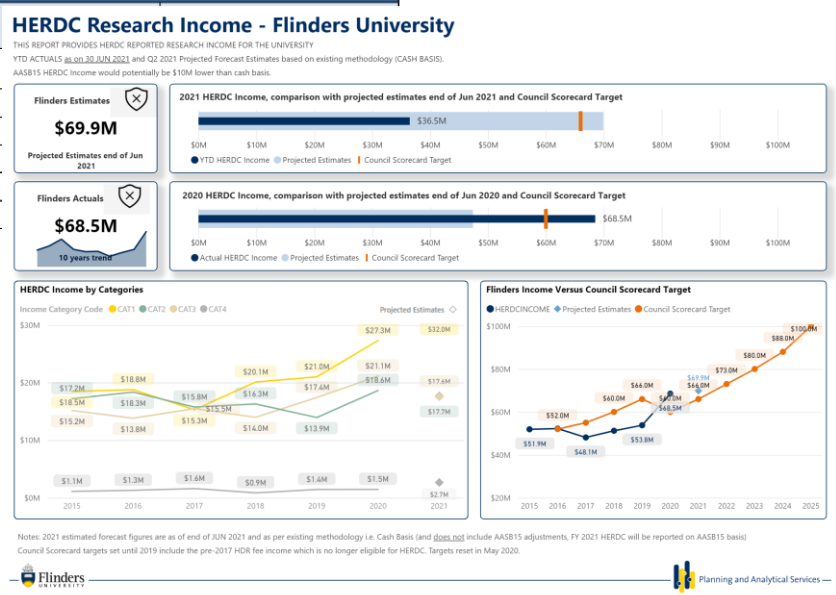
October 2021

October 2026 (….2030)

Flinders UNIVERSITY

Research Income

Research Performance Expectations – College of Nursing and Health Sciences		
Academic Position Level	External Research Income	
	Income $	
A	n/a	
B	$ 8,000	
C	$15,000	
D/D+	$25,000	
E	$50,000	



"Research income is a measure of our research activity and our potential for impact" Prof Rob Saint, DVC-R

Provides the opportunity to

- build capacity and capability
- build a team
- Build a path to impact

Okta – FLIP, Flinders Intelligence Portal

Flinders UNIVERSITY

Medical Device Research Institute

SWIRLS
Social Work Innovation Research Living Space

Caring Futures Institute

Flinders University

Research Centre for Palliative Care Death & Dying

ASSEMBLAGE
Centre for Creative Arts

Torrens Resilience Institute

SHAPE

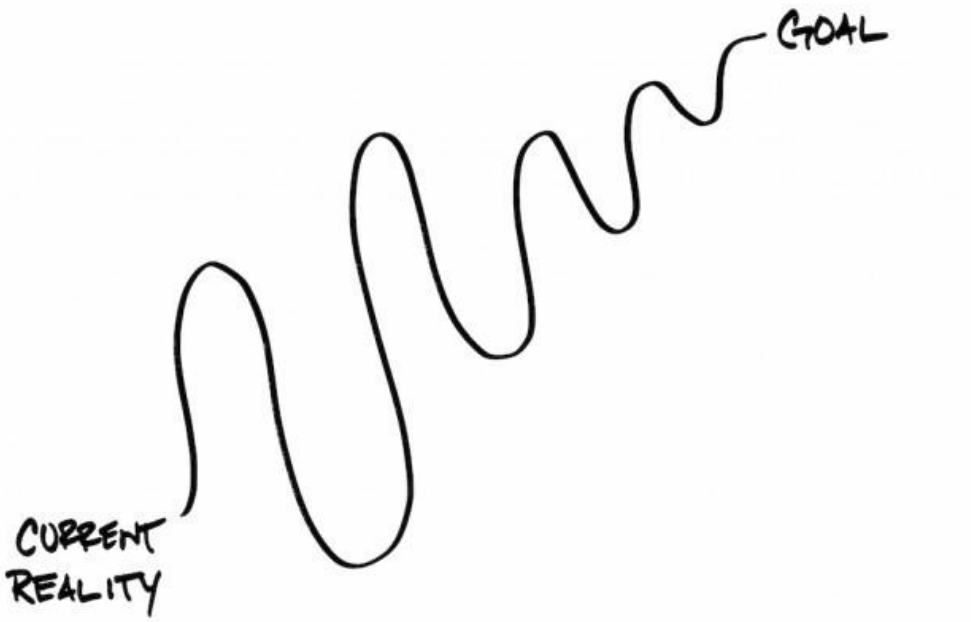
ÓRAMA INSTITUTE FOR MENTAL HEALTH & WELLBEING

FHMRI
FLINDERS HEALTH & MEDICAL RESEARCH INSTITUTE

https://www.flinders.edu.au/research/centres-institutes

In the past 12 months my main aim was to develop a program of research investigating the nutritional status of older adults in receipt of Home Care Packages (home-based aged care) – the NAP (Nutrition for Ageing in Place) project

In the next 12 months I aim to understand the knowledge translation principles and embed a framework in my research proposal.



Flinders UNIVERSITY

Development plan with concrete strategies

- Publish 4 papers in Q1 journals
- Complete external grant funded activity by end 2020
- Commence data collection on new funded external grant (completion due Dec 2021)
- Build strategy for sunset project
- Recruit 2 new HDR students

I hope to secure a minimum of $50,000 external research funding. This will ensure I bring in enough research only income for a Level C (above my current role expectations)

Flinders UNIVERSITY

Strategies and tools to use along side your research plan

Flinders UNIVERSITY

Publication Plan

Publication Prioritising and Goal Setting Tool

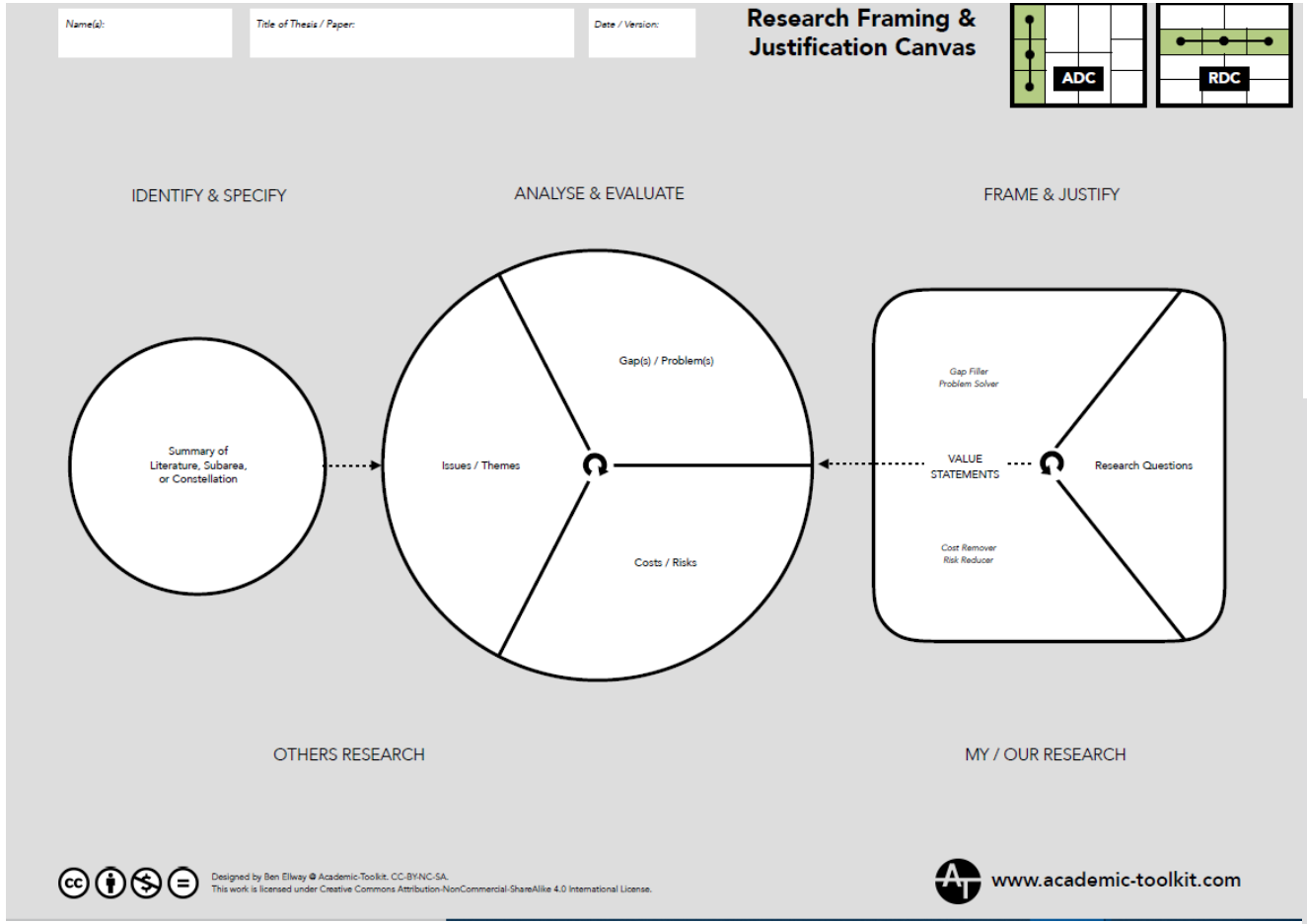
1. Which publications are you planning on working on this year (or other specified time frame)?
2. What percentage complete is each publication?
3. Now what priority does each paper have? Apply the "Jumbo jets landing" rule – which one is closest to landing – ie which paper is closest to being finished?
4. When do you plan to complete each publication by?

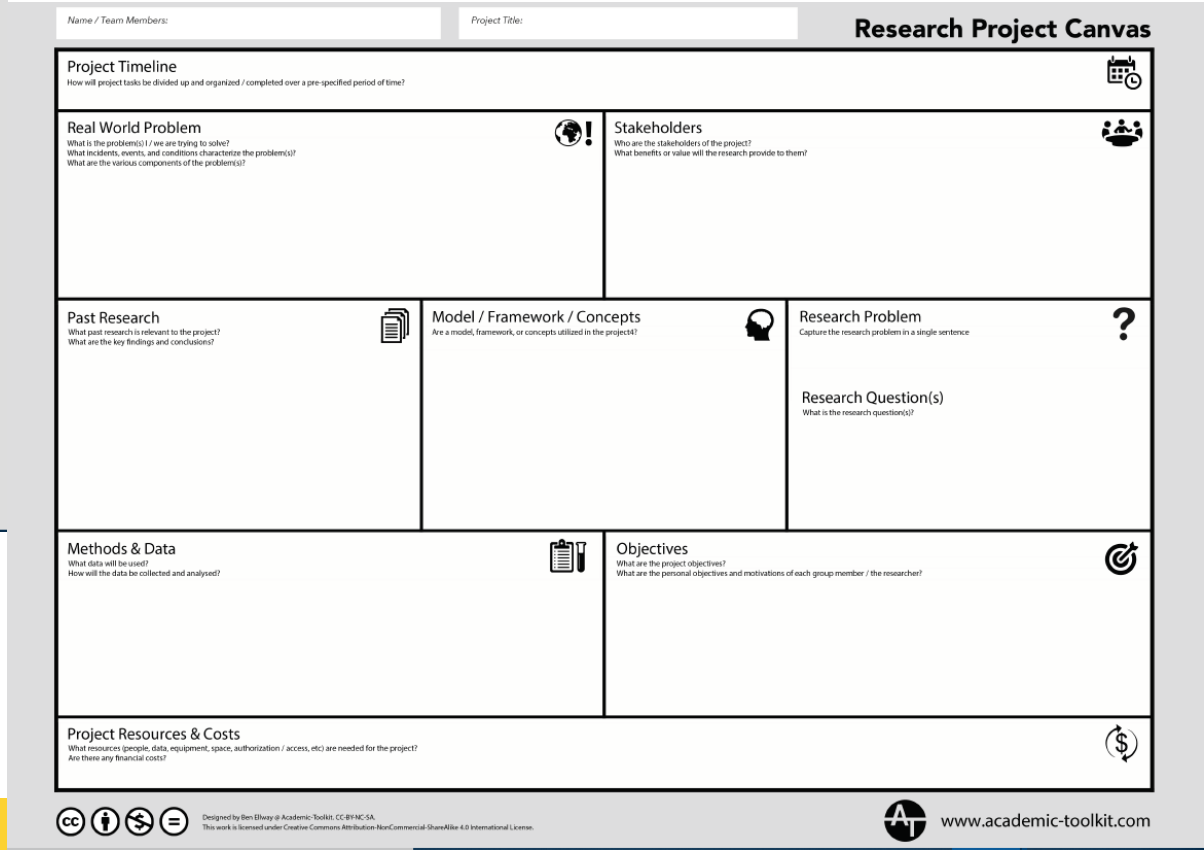
Publication Name	% Complete	Priority	Complete by
Eg Health and wellbeing index paper	60%	2	June
Eg Longevity and social support paper revise/resubmit	90%	1	30 March

https://www.ithinkwell.com.au/

Flinders UNIVERSITY

Research revenue plan





Flinders UNIVERSITY

Partnerships Plan

Flinders UNIVERSITY

Dissemination and impact plan

Flinders UNIVERSITY

Working smarter

Join a team

- Connect
- Learn
- Opportunity
- Fun
- Share the load

Form a team

- Inclusive
- Generous
- Value add
- Develop
- Perspectives

Flinders UNIVERSITY

Flinders UNIVERSITY | College of Nursing & Health Sciences

Research Journey examples

Professor Sally Robinson
Dr Alinka Fisher
Professor Annette Briley

Strategic research planning

Prof Sally Robinson & Dr Alinka Fisher

Underlying principles:

- Time
- Collaboration
- Co-design
- Capacity building
- Relationship
- Opportunity-seeking (within our strategic research plans!)

Example: NDIS Quality and Safeguards Commission projects

- 2 projects ($2.25M total)
  - Bringing Supported Decision Making to Positive Behaviour Support
  - A second large project still under embargo
- Leveraging content expertise to tender for the 2 projects
- Role clarity
- Capacity building - project management, national partnerships
- Support – budgets & finance, staffing, partner negotiations

Flinders UNIVERSITY

What's challenged us…

- Time & managing balanced roles
- Saying no to opportunities
- Quality vs quantity
- Navigating multiple university systems with multiple projects

What's really helped ….

- Fostering industry relationships and making yourself useful to your connections
- Prioritising our research time
- Building trust

Flinders UNIVERSITY

Flinders UNIVERSITY | College of Nursing & Health Sciences

Panel discussion

Professor Rebecca Golley
(Facilitator)

Flinders UNIVERSITY | College of Nursing & Health Sciences

Afternoon Tea break

Recommence at 3:15pm

Flinders UNIVERSITY | College of Nursing & Health Sciences

Research Plan Activity

Professor Rebecca Golley
Deputy Director, CFI

Professor Jo Arciuli
Dean (Research)

Table Activity: Reflection and Speed Dating

Objective:

- To provide an opportunity for critical feedback on draft research plans
- To provide a COVID19 safe networking opportunity

Flinders UNIVERSITY

Table Activity

1. Quiet reflection (10 minutes): take note of actions from the days content that you want to incorporate into your draft research plan.
2. Speed sharing (40 minutes): in 4 x 12-minute ‘dates’ take 6 minutes each to strategically share one of your research goals to highlight something that you need to make your goal a reality – the answer may be right in front of you!
3. Reflect and consolidate (10 minutes): take note of the feedback provided and the ‘small step’ you will action within the coming week to start your journey to grow big things.

Flinders UNIVERSITY

Speed dating prompts

One of my research goals is …

What I need is ….

I can offer ….

I will be generous by …

I can lead by ….

I need to learn how to ….

I want to join a team or area of focus in …

I need a team member who can ….

I need to recruit a PhD student in …

I want to join a writing group

I want to build my publication track record by…

I want practical experience in writing competitive grants

I need a critical friend to read an unsuccessful grant

I need to know when I should argue to be first author…

I need an introduction or connection with…

I need to develop or formalise a partnership with ….

I need an expert in ….. to be part of my team

I need to know how I talk about money …

Flinders UNIVERSITY

Questions?

Flinders UNIVERSITY | College of Nursing & Health Sciences

Next Steps and Close

Professor Jo Arciuli
Dean (Research)

Template Feedback

cnhs.deanpr@flinders.edu.au

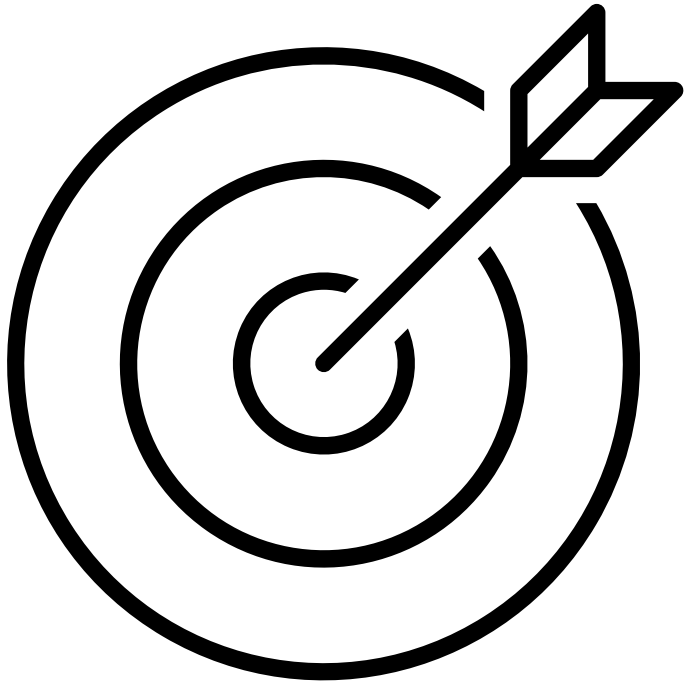
Q1. If you could change one thing about the template format, what would it be?

Q2. If you could change one thing about the template content, what would it be?

Q3. If you could change one thing about the proposed process for finalising your plan, what would it be?

Q4. Any other comments?

October



Flinders UNIVERSITY

Next steps

Upload endorsed Plan with your APR on WorkDay

Ongoing monitoring of progress with supervisor

Review Plan and update annually as part of APR cycle

Flinders UNIVERSITY

Flinders UNIVERSITY | College of Nursing & Health Sciences

Thank you

- College Operations Team
- Speakers
- Staff that completed draft plans for circulation
- Participants