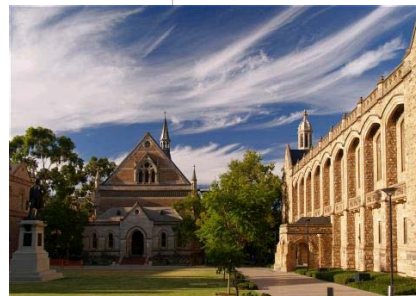


# School of Psychology University of Adelaide

## Strategic Planning Considerations

July 2008



## Introduction

This document was compiled following a strategic retreat for the School of Psychology held on 18th April 2008 and a subsequent series of consultation sessions. The Plan supersedes that of 2005 to 2008.

In recent years, the School has experienced a significant increase in research income and student numbers. This has provided a sound foundation for the growth of the School in local and international markets.

To guide future decision making, this plan has identified four Growth Objectives and four Improvement Objectives. This balanced approach will ensure the growth planned to 2012 is well resourced and sustainable.

## Growth Objectives 2008-2012

1. Grow international student intake of undergraduate and postgraduate students through a strategic alliance with Ngee Ann Adelaide Education Centre.
2. Strengthen strategic links with the defence sector through the establishment of a Master of Applied Psychology (Defence).
3. Continue to support efforts within the School to align with the University's governance structure for research, so as to ensure scale and focus in our research.
4. Integrate issues about Indigenous people into our learning and teaching and research.

## School Improvement Objectives 2008-2012

1. Develop a new standard of professional services.
2. Improve the online presence of the School of Psychology.
3. Develop the School's workload management system to capture research, teaching and administration loads.
4. Ensure that our future space needs are met in the re-design of Hughes Plaza and the student hub.

## Growth Objectives 2008-2012

### Objective 1

Grow international student intake of undergraduate and postgraduate students through a strategic alliance with Ngee Ann Adelaide Education Centre

#### Rationale

An alliance with Ngee Ann will build awareness of the University of Adelaide's School of Psychology within Singapore.

An alliance with Ngee Ann will provide high quality undergraduates and postgraduates into the School.

This objective is aligned with that of the University.

#### Strategies

Develop and finalise agreement on a plan to link Ngee Ann with the University of Adelaide's School of Psychology.

Establish the systems to teach Ngee Ann students offshore and onshore, with a special emphasis on Introductory Psychology and the Graduate Diploma of Psychology.

#### Measures of Success

1. Delivery of Introductory Psychology into Singapore at least once in 2009.

## Growth Objectives 2008-2012

### Objective 2

Strengthen strategic links with the defence sector through the establishment of a Master of Applied Psychology (Defence)

#### Rationale

Private and public sector investment in the defence industry is growing across Australia and, in particular, in South Australia.

#### Strategies

Establish a Master of Applied Psychology (Defence) in conjunction with the Centre of Military and Veteran's Health and Defence Force Psychology Organisation Department of Defence.

#### Measures of Success

1. Signing of letter of intent by the Faculty of Health Sciences and the Defence Force Psychology Organisation Department of Defence.
2. Successful application to the University's Program Approval Committee.
3. First intake of students in mid 2009.

## Growth Objectives 2008-2012

### Objective 3

Continue to support efforts within the School to align with the University's governance structure for research

#### Rationale

The School has one Faculty funded research centre (*The Centre for Human Decision Making and Expertise*) as well as three School based research units (*Brain and Cognition; Health, Disability and Lifespan Development, Social and Organisational*). These units have unique governance and operational structures.

A major strength of the School is its broad research profile and the challenge is to ensure that this is preserved while simultaneously focussing research effort.

The School has now been given the opportunity by the Executive Dean to respond once the University's governance structures for research are confirmed.

#### Strategies

1. The Research Committee of the School will:
  - drive the process towards a proposal to build on the School's current Faculty Centre.
  - support efforts by the School's research units to develop infrastructure and personnel, commensurate with their current levels of organisation and need.

#### Measures of Success

1. Continued School support from RIBG funds to meet the varying needs of the three research units.
2. Two to three grant applications (of any category) by each of the three research units.
3. Annual presentations by the research units outlining progress and future goals.
4. The successful application to the Faculty for a matured governance and operation of the Centre for Human Decision Making and Expertise.

## Growth Objectives 2008-2012

### Objective 4

Integrate issues about Indigenous people into our learning and teaching and research

#### Rationale

Indigenous health and well being is a priority focus for the Australian Government and the South Australian Government.

The School of Psychology is well placed to make a contribution in the research and teaching of Indigenous psychological issues.

Extract from the Strategic Plan of the University of Adelaide 2008-2012  
*"...the University of Adelaide restates its commitment to social justice, equal opportunity and cultural diversity. The University stresses the interdependence of educational quality and equity of access for all equity groups, and for Indigenous Australians in particular, and a commitment to Aboriginal and Torres Strait Islander (ATSI) education is embedded in the values of the University".*

The School has recently been successful in making a strategic appointment in this area via the Vice Chancellor's Indigenous Employment Strategy.

#### Strategies

1. Where applicable, take into account the results of research into a broad range of psychology issues affecting Indigenous populations into the School's learning and teaching programs.
2. Establish research and teaching links related to psychology and Indigenous populations.

#### Measures of Success

1. Evidence of at least one partnered grant application related to this area.
2. Evidence of an improved presence of relevant material at the undergraduate and postgraduate levels.

## Improvement Objectives 2008-2012

### Objective 1

#### Develop a new standard of professional services

	Rationale	Strategies
	<p>The role of professional staff is becoming increasingly complex in the academic environment.</p> <p>The School of Psychology provides professional staff in the areas of information technology, technical assistance and office systems.</p> <p>Many staff of the School believe that a new approach to the provision of these services has the potential to create productivity improvements for both academic and professional staff.</p> <p>It is accepted that this may require additional resources and this is justified on the grounds of managing the growth that is anticipated in research output and teaching greater numbers of students.</p>	<ol style="list-style-type: none"> <li>1. Establish a working party to examine future demands and organisation options.</li> <li>2. Prioritise a professional staff appointment over the next academic staff appointment.</li> </ol>

#### Measures of Success

1. Application to the Faculty for additional professional staffing appointments based on the needs identified by the working party, and with evidence of how these can be accommodated in the existing Staff Establishment Lists.

## Improvement Objectives 2008-2012

### Objective 2

#### Improve the online presence of the School of Psychology

	Rationale	Strategies
	The Ngee Ann alliance, as well as the proposed defence master program will place increased demand on online delivery and student management systems.	<ol style="list-style-type: none"> <li>1. Establish more comprehensive websites for academics regarding their research and link these to the School's website.</li> <li>2. Establish the technology and skills to enable academics to edit their own home pages.</li> </ol>

#### Measures of Success

1. The development and implementation of a plan to improve the School's resourcing in this area. This plan might include the identification of the need for a new growth position or the re-configuration of existing responsibilities within the professional staff team.

## Improvement Objectives 2008-2012

### Objective 3

Develop the School's workload management system to better capture research, teaching and administration loads

	Rationale	Strategies
	<p>This plan anticipates growth in research output and teaching of both undergraduates and postgraduate students. Increasing teaching loads often lead to reduced time for research.</p> <p>The workload model needs to be evolved so as to capture metrics related to all aspects of the School's activities, including teaching, research and administration.</p> <p>.</p>	<p>1. Establish a working party to make recommendations for a revised workload model.</p>

### Measures of Success

1. The development of an extended workload model for consultation during the 2009 academic year.

## Improvement Objectives 2008-2012

### Objective 3

Ensure that our future space needs are met in the re-design of Hughes Plaza and the student hub

	Rationale	Strategies
	This University has completed the feasibility study for the development of the Learning Hub on the Hughes Plaza, with a 12-18 month delivery time frame.	1. Ensure Psychology representation on the Learning Hub Project Committee.

### Measures of Success

1. Development of a space plan to inform the deliberations of the Learning Hub Project Committee.