

School of Paediatrics and Reproductive Health

Research Goals and Objectives for 2007+

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School Mission and Goals (Research)

Mission

To be developed

Goals

1. To increase research productivity. Key Performance Indicators:
 - A Financial income
 - B Publications and other outputs
 - C People success
2. Improve the effectiveness of higher degree by research program.
3. Increase alternative funding streams for research.
4. To increase the effectiveness of communication about the benefits of research conducted by the staff and the Faculty of Health Sciences.
5. To achieve research outcomes that make a difference to health and health services and alter current scientific paradigms.
6. Implement an administrative structure that supports the School research strategy.
7. Provide sufficient space, equipment and infrastructure for successful research.
8. Ensure quality staff retention and recruitment.
9. Develop an action plan for all of the above.

Priorities for 2007

1. Grant and Fellowship Assurance Program
 - a. Implement current round including development of templates for assessors.
 - b. Develop calendar for rest of 2007 and for 2008.
 - c. Set up ongoing program for maximising grant success
2. Set up mechanisms for encouraging and retaining NHMRC/ARC Fellows in the School by
 - a. Guaranteeing financial support safety net
 - b. Establishing researcher contingency fund
 - c. Exploring other mechanisms to retain and recruit best quality staff
3. Prepare for RQF:
 - a. Analyse performance of all staff and develop groupings and submissions for RQF.
 - i. Templates for summarising performance of individuals and groups and for RQF submissions.
 - ii. Identify types of evidence of research quality and impact needed.
 - iii. Identify external referees for research quality and impact.
 - b. Develop and implement program to maximise impact of our research and evidence for this for RQF in 2008.
 - c. Propose models for distribution of RQF at University and Faculty level for School to promote in appropriate venues.
 - d. Develop long-term strategy to maximise RQF performance of School for 2014.
4. Review and revise current research support schemes and mechanisms at discipline level and identify appropriate ways to extend these to school level.
5. Develop a space plan for the whole school, at all sites, present it in a compelling way to the Faculty of Health Sciences and CYWHS and lobby for adequate accommodation (quality and quantity)
6. Develop tools and templates for PDR of research and research training performance.
7. Develop program to promote timely publication of research and in highest quality and impact journals.
8. Prepare for and undertake Strategic Planning in 2007
9. Strategic/ specialist mentoring of research group leaders and groups by Convenor (own program and others if possible) with generic individual research fellow mentoring by Head of School.
10. Other priorities:
 - a. Staff retention and recruitment, especially staff who are research intensive and in areas of research strength of the School and Faculty
 - b. Affiliate retention and recruitment
 - c. Mentoring of research group leaders and research groups (include affiliates)
 - d. Improve commercialisation of research
 - e. Diversification of source earnings
 - f. Increase number and quality of Honours and HDR students
11. Develop action plans for all of the above.

School of Paediatrics and Reproductive Health Research Organisation 2007+

School Research Committee – Terms of Reference

Have responsibility for:

1. Overseeing the implementation of Faculty and University research strategies.
2. Contributing to the development of Faculty strategic directions and plans including new opportunities.
3. Managing research and research training at school level.
4. Developing School Strategic directions and strategies and mechanisms to achieve, implement and monitor these in consultation with the Faculty Research Committee.
5. Managing research and research training (postdoctoral level; undergraduate, Honours and HDRs in conjunction with the School Research Education Committee) at school level.
6. Advising the Head of School and School Executive on Strategic Distribution of discretionary research funding (such as RIBG, IGS and RTS funding) and assist in preparation of an annual budget for such funding
7. Manage disbursement of funds of agreed budget.
8. Supporting Research Active Staff within the School.
9. Acting as a focal point for the dissemination of research information across the School.
10. Reporting on research and research training activities and outcomes of strategic initiatives and investment of resources within the School.

Membership

Research Executive team of 3-4 people including staff of Paediatrics and Obstetrics and Gynaecology

Convenor, 2 deputies (1 Paediatrics, 1 Obstetrics and Gynaecology), one other meets monthly

Research Advisory Committee (expanded) meets every 4 months

Discipline committees – Obstetrics and Gynaecology, Paediatric to meet every 2 months

Subcommittees

- Grants and Awards Committee
- Equipment and Infrastructure Committee
- Public Relations and Media Committee
- Research Fellows Committee
- Postgraduate and Honours Committee
- Commercialisation and intellectual property

Organisation

1. Convenor is a member of School Executive
2. Research Executive (RE):
 - a. Reports to the Head of School and School Executive
 - b. Implementation of faculty and university research policies
 - c. Develop strategic directions and plans
 - d. Advises Head of School and Executive and /or Disciplines with oversight of management of discipline and school research funds
 - e. Disseminate research information highlighting events and opportunities of special interest to staff, disciplines and centres
 - f. Direct Research Support Unit (RSU)
 - g. Manage school RQF preparation and submission
 - h. Advises Head of School and Executive on management of RIBG, IGS, RTS funding
 - i. Meets monthly
3. Research Advisory Committee (RAC)
 - a. Reports to Executive
 - b. Advice on strategic development and plans
 - c. Members chair subcommittees
 - d. Meet three times a year
 - e. Attended by Executive where required
4. Subcommittees
 - a. Report to Executive via Research Advisory Committee
 - b. Meet as needed
 - c. Chaired by member of Research Advisory Committee

Administration of funds

1. RIBG, RTS, IGS, School research funds – Head of School/Convenor/School Executive via RE/RAC/ Business Manager
2. Discipline specific composite funds – Head of School/ Convenor/ Discipline Committee Research Convenor/ Business Manager

Professional Support Staff

1. These will be organised into a Research Support Unit (RSU). Convenor is the Director of the RSU
2. The roles and responsibilities of current support staff will be reviewed in 2007 together with that of all professional staff, to ensure tasks and activities are supporting core activities and objectives, including research and research education.
3. All staff will also undertake other tasks as directed by Head of School, in agreement with Convenor.

4. Staff responsible for support of research, including processing of ordering related to research will be part of the RSU, under the direction of the Business Manager, but ultimately responsible to the Convenor.

Role and responsibilities of staff

Staff involved in research support includes, among others, project officer support, secretarial and administrative support, media and communications assistance etc. Actual positions will depend on needs and income from consolidated and School funds.

1. Convenor Administrative Officer

- a. Assists Convenor with School research and Centre matters.
- b. Liaises with professional support staff on instruction from Convenor.
- c. Liaison with Faculty and University research officials on behalf of Convenor.
- d. Provides secretarial assistance to Director of the Research Centre for Reproductive Health and, if appropriate, other Centres in the School.
- e. Provides personal administrative and research support to Convenor.

2. Project Officer

- a. Reports to Convenor/Director and assists in running the research in the school.
- b. Assists discipline research committees in meetings and reports.
- c. Facilitates and attends Executive, Research Advisory Committee, keeps records and makes agendas for meeting.
- d. Maintains information required by discipline, faculty and university on publications, grants, funds, research space, RQF.
- e. Facilitates internal information and communication program about school research
- f. Assists Centre Heads in specific tasks approved by Convenor including Centre specific meetings.
- g. Maintains research specific information on website of school and centres.
- h. Builds and maintains relationships with all significant research groups in the school.
- i. Supervises quality assurance programs in research.
- j. Assists in preparation of annual reports and budgets including benchmarking.

3. Media and Marketing Manager

- a. Communication of research outside of school.
- b. Managing of media and communications.
- c. Maintaining visual identity of School and Centres including RCRH and School research websites.
- d. Preparation of annual report for RCRH and other Centres.
- e. Preparation of a newsletter four times a year.

4. Finance and Ordering Officers

- a. Report through Business Manager.
- b. Responsible for executing and receiving orders and supplies for research.

APPENDIX 1: RESEARCH GOALS KEY PERFORMANCE INDICATORS FOR THE SCHOOL OF PAEDIATRICS AND REPRODUCTIVE HEALTH

1. To increase the research productivity

(we need to add annual targets as a total and per FTE; new and continuing in brackets).

Key Performance Indicators.

A Financial income

1. Numbers of NHMRC project grants
2. Numbers of ARC project grants
3. Numbers of other national competitive research grants eg Heart Foundation
4. Numbers of NHMRC programs
5. International competitive research grants: NIH, Welcome, JDRF, MRC, EEU
6. External research income
7. Numbers of LIEF and NHMRC and other competitive equipment and infrastructure grants
8. Commercial activity among School staff (contracts, consultancies, other)

B Publications and other outputs

1. Total number of original research publications in peer reviewed journals and the impact factor of the journals in which these publications appeared
2. Markers of impact of original research publications in the last 6 and last ten years (RQF)
3. Number of research reviews and book chapters and impact measures
4. Numbers and quality of media articles on discipline research
5. Numbers of talks and communications to the community and schools
6. Numbers of significant prizes and awards by state, national and international bodies

C People success

1. Numbers of NHMRC and ARC fellowships (training, mid career, senior)
2. Numbers of Federation or Australia Fellows
3. Progress of Early Career Researchers through to Mid Career Researchers and to Senior Fellows
4. Recruitment of high performing external researchers at each level
5. Numbers on relevant Australian and international society committees
6. Numbers of invitations to present symposium and plenary talks at national and international meetings
7. Staff satisfaction with working in the Centres and the School
8. Increasingly positive attitude to collaboration and working across disciplines

2. Improve the effectiveness of higher degree by research program

Key Performance Indicators

1. The number of academic staff supervising at least one HDR student as principle supervisor and the total number per supervisor
2. The percentage of HDR students who complete their training within the required time period
3. The number of HDR students who complete one or more publications in peer review journals during their training time
4. The number of NHMRC and other Post Doctoral awards
5. The number of HDR students in the Discipline
6. HDR student enrolments, numbers and completions
7. Honours students enrolments, completions and grades
8. Summer vacation scholar numbers and scholarships
9. Appointment of academic member concentrating on undergraduate students and recruitment for HD

3. Increase alternative funding streams for research

Key Performance Indicators

1. Optimising the use of invested funds in the discipline to increase opportunities for new funding
2. To encourage investment in new IP development and commercialisation by providing start-up funds for potentially viable projects
3. To grow commercial support for research by encouraging HDR and fulltime staff to communicate with industry
4. To increase funding from relevant pharmaceutical companies through contract research and clinical trials

4. To increase the effectiveness of communication about the benefits of research conducted by the staff and the Faculty of Health Sciences

Key Performance Indicators

1. Number and quality of publications in Peer Review Journals over a 5 year period
2. Citation indices of best publications by each researcher over 5 years
3. Number and quality of mentions about our research in the local and national press and electronic media
 - a. Editorials in journals, citations in text books, specialist monographs, handbooks, etc, citations by and clearly the basis for policy and practice guidelines
 - b. Citation by reviews as influencing the field
 - c. Prizes and awards for contributions to the field
 - d. Markers of recognition by relevant professional and community groups

4. Number of seminars and lectures presenting research findings to the South Australian community by researchers at each level
5. Invitations to present work at conferences, seminars and community groups at local, national and international levels and by type of invitation (plenary, keynote, symposium etc) by researchers at each level
6. Number of hits on the Discipline and Centre web site
7. Improved communication to specialists and general practitioners with a particular interest in obstetrics and gynaecology

5. To achieve research outcomes those make a difference to health and health services and alter current scientific paradigms

Key Performance Indicators

1. Encourage research that is relevant to problems of human reproductive and paediatric health as judged by NHMRC and ARC priority areas
2. Encourage research that informs and improves health services in the disciplines of obstetrics and gynaecology and paediatrics as shown by changes in practice
3. Seek to answer health problems of national and international significance.
4. Promote translation of research into clinical, commercial and economic outcomes
5. Encourage socially responsible and clinically relevant research
6. Become national and international leaders in evidence-based guidelines and systematic reviews
7. Encourage research in effective learning and teaching of undergraduate and post-graduate students as well as continuing professional education of all staff in the school

6. Implement an administrative structure that supports the School's research strategy

Key Performance Indicators

1. Develop a system to provide data required by the Faculty and the University with less time year by year required to generate the data
2. Develop improved documentation on policies and procedures which increase staff satisfaction and reduce complaints within the first year

7. Provide sufficient space, equipment and infrastructure for successful research

Key Performance Indicators

1. Successful planning , lobbying and achieving adequate space for current and future research needs
2. Enhanced quality of office, laboratory and clinical accommodation achieves high to excellent standard
3. Adequate equipment suitable for the needs of present and future research has been acquired

8. Ensure quality staff retention and recruitment

Key Performance Indicators

1. Set up programs and incentives to retain key staff
2. Determine the type of staff we want to recruit and their areas of research
3. Establish a mechanism for funding these initiatives
4. Establish regular performance review of staff progress

9. Develop an action plan for all of the above

Key Performance Indicators

1. Develop a mission statement and vision for the School within 4 months
2. Organise a strategic planning meeting to plan the next 3 years activity
3. Organise staff and resources to fulfil these aims

APPENDIX 2

FACULTY OF HEALTH SCIENCES MISSION AND GOALS (RESEARCH)

Faculty Mission

Excellence and Innovation in Teaching, Research and Community Service in Health

Our Vision

The Faculty of Health Sciences will aim to educate excellent health science graduates dedicated to providing care, education, research and research training of the highest quality.

They will be distinguished by **research-informed** and evidence-based practice. Education will take place in a student centred and evidence-based environment. **Research will be integral to Faculty life and will inform teaching and service. Our research programs will aim to integrate with all local stakeholders including the hospitals, Research Institutes and primary care organisations.**

Active and reciprocal partnerships with all relevant external stakeholders will complement all education and research activities. We will value our quality staff and will create an environment where all staff can develop their own specific skills. **The Faculty will further expand our international involvement in teaching and research and will be relevant to the community in which we live. Our education and research activities will enhance the health and well being of the people of South Australia and elsewhere.**

Faculty of Health Sciences Research Committee - Terms of Reference

To have responsibility for:

1. Providing guidance on overall strategies and management of health sciences research and research training.
2. Supporting and contributing to The University of Adelaide Research and Research Education Plan.
3. Facilitating the implementation of research plans through Faculty Schools and Research Centres.
4. Advising the Executive Dean, Faculty of Health Sciences and Faculty Executive Committee on strategies and management of issues relevant to health sciences research in the Faculty, with respect to:
 - a. Research directions/plans;
 - b. Fostering and expanding national and international research links and collaborative projects;
 - c. Research groupings/alliances;
 - d. Identifying and nurturing new sources of funds;
 - e. Monitoring performance/progress;
 - f. Identifying barriers/impediments; and
 - g. Appointing members of subcommittees and working groups.
5. Advising and receiving reports from the subcommittees and working groups of the Research Committee of the Faculty of Health Sciences.
6. Promoting research activities and facilitating "public relations" matters with respect to health sciences research.
7. Management of the University Medical Endowment Funds in accordance with the delegation provided by University Council.
8. Managing research funds and publishing an annual account of these, in the context of the Research Plan, with respect to funding sources (including research endowments, Institutional Grants Scheme, Research Training Scheme, Research Infrastructure Block Grant Scheme, Florey Foundation and other sources), amounts donated, accrued and available each year, and disbursement of funds for internal grants.
9. Making this information available for accountability and transparency purposes.
10. Oversight of Faculty research quality and impact as it relates to the Research Quality Framework and establishment of Faculty strategic directions

Goals

1. Faculty researchers are recognised for their strong achievements, and their potential to further their own research and the mentoring and support they provide to ECR's;
2. High-quality research facilities and infrastructure are available, including support to help make funding applications more competitive;
3. Excellent environment for HDR students;
4. A significant proportion of the researchers in the Faculty conduct interdisciplinary or interfaculty research and maintain active external research collaborations;
5. Increased numbers of externally funded full-time research fellows within the Faculty;

6. Processes in place to plan for the future development of an active researcher pool capable of pursuing emerging and innovative/new research directions.

Strategies for Implementation

1. Ensure active researchers have the time and infrastructure needed to undertake research;
2. Ensure research is a key consideration in making academic appointments and that ECRs receive appropriate support, mentoring and training;
3. Ensure research is appropriately addressed in the academic promotion processes and that staff who wish (or are required) to focus on teaching and other scholarly activities are not disadvantaged;
4. Improve mechanisms for increasing the numbers of externally funded full-time researchers.
5. Continue to encourage interdisciplinary and interfaculty research and identify areas of research strength and those with potential for development, seeking to ensure alignment with national research priorities;
6. Provide targeted support for attracting major external research income;

Performance Indicators

1. Achievement of annual Research Income and HDR Student Numbers targets set by the Faculty Research Committee.
2. The number of staff who are research active.
3. The number of effective/productive collaborations established (internal and external, local, national and international)
4. The total number of publications in peer reviewed journals and the quality of the journals in which these publications appear
5. Establishment of and monitoring of Faculty Research Committee targets for:
 - i. NHMRC Programs, Projects and Fellowships and ARC-linkage projects and LIEF grants;
 - ii. Research programs, Projects and fellowships funded from other external sources;
 - iii. Numbers of Faculty and University Research Centres
 - iv. Number of researchers conducting multidisciplinary research, contract-research and consultancies;
 - v. Number of spin-off companies, licences, IP disclosures etc;

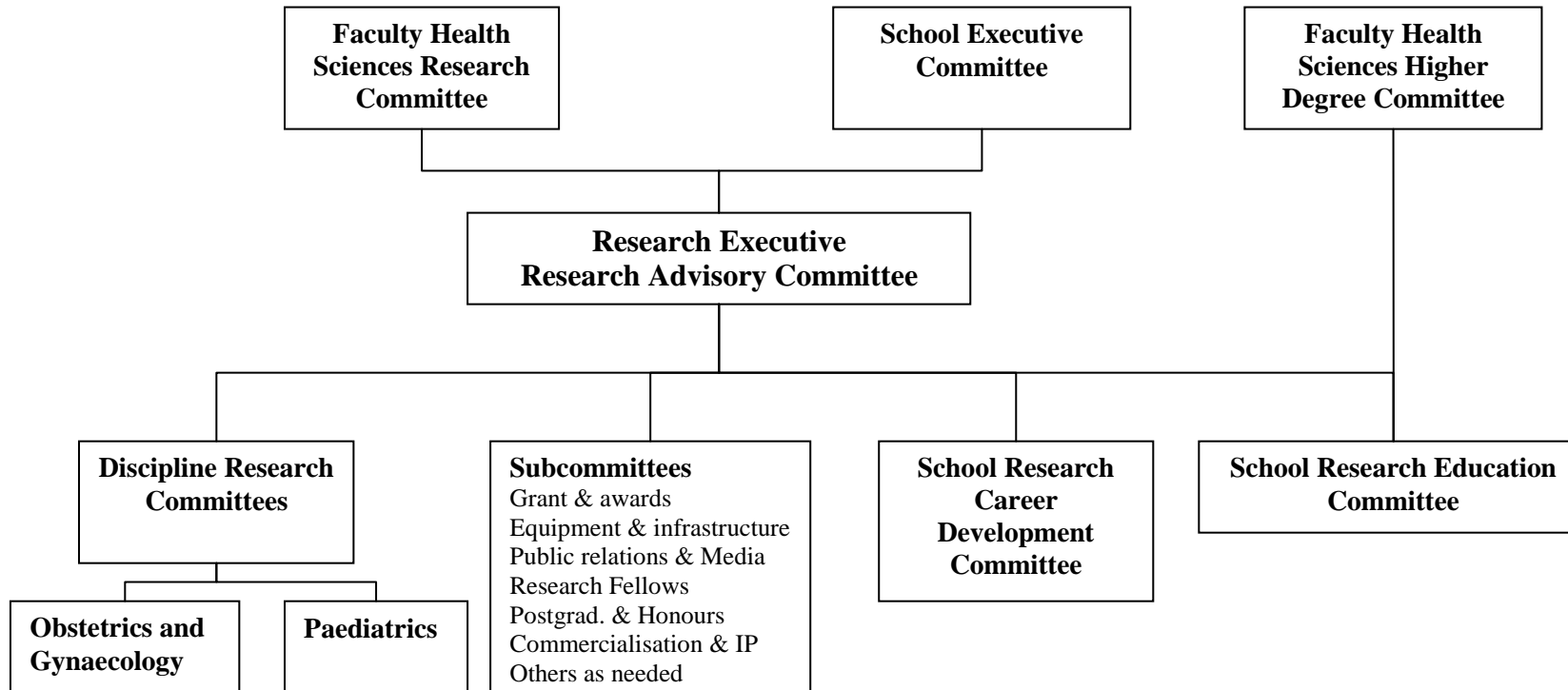
Research target for all schools

- 6 % increase in HDR
- 7 % increase of DEST Research Publications
- 9 % increase of the Research Income

The growth targets are based on the average annual growth rate of the Faculty determined by the data received through OPQ (1998-2005). Official data for 2006 are available in the middle of 2007. The actual 2006 (15/12/2006) research income data were used as a basis to estimate the 2007 targets in research income.

Research target for all School of Paediatrics and Reproductive Health

DEST publications	106.1
Higher Degree Students	60.9
Category 1	\$11,128,900
Category 2	\$1,699,310
Category 3	\$1,111,800
Total Research	\$13,940,010



Resources



Current and “new” School based Research Groupings

Institute

