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## School of Psychology Strategic Plan 2015–2018

The School's current Strategic Plan aligns with that of the University (see [www.uq.edu.au/about/docs/strategicplan/StrategicPlan2014.pdf](http://www.uq.edu.au/about/docs/strategicplan/StrategicPlan2014.pdf)). We have prioritised enhancing the Psychology student experience, growing research capacity by supporting junior staff and seeking new sources of research funding, and building engagement networks with alumni, industry and the community. This plan for the next four years has been contextualised and elaborated in each of the previous chapters and is presented in table form below.

<b>Learning Priority</b>	
<b>How to achieve</b>	<ul style="list-style-type: none"> <li>• Adopt Blackboard Analytics for certain BPsySc courses, prioritising first year, in order to identify at-risk students, and intervene as appropriate</li> <li>• Explore options for one-to-one advising for first year BPsySc students</li> <li>• Work with the PSA to develop peer mentoring scheme for all new undergraduate students</li> <li>• Improve communication to students regarding work experience opportunities, overseas exchanges and possible career paths after graduation</li> <li>• Review the undergraduate curriculum with a view to improving its efficiency and effectiveness</li> <li>• Review the postgraduate curriculum</li> <li>• Develop mechanisms to better enable BPsySc students to go overseas during their degree, such as information exchange sessions for students</li> <li>• Increase communications about the School's international activities</li> <li>• Explore mechanisms for recruiting and supporting students from under-represented groups at both undergraduate and postgraduate levels</li> <li>• Support the PSA to introduce a textbook loan scheme for disadvantaged students</li> <li>• Increase coordination of postgraduate programs to enhance professional identity while maintaining individual identities</li> <li>• Explore inter-professional training within the School and across the Faculty</li> <li>• Explore options for a master's degree in Business Psychology to complement the Masters in Organisational Psychology</li> <li>• Continue to support the current suite of programs</li> </ul>
<b>How to achieve</b>	<ul style="list-style-type: none"> <li>• Develop a strategy for targeting NHMRC grants</li> <li>• Work with Faculty Research Office, UniQuest and other parts of UQ to improve staff understanding of funding sources and opportunities, and to ensure they understand what Psychology staff do</li> <li>• Nurture our existing industry relationships and explore new opportunities</li> <li>• Consider which areas/s would lend themselves to a Psychology-led bid for 2016</li> <li>• Offer new staff more generous start-up funds</li> <li>• Allocate a budget to Research Committee to use for research support, such as seed grants</li> <li>• Provide additional funding support to early-career researchers</li> <li>• Encourage staff to use their strategic funds to leverage other funds, such as from industry</li> <li>• Keep a record of software available in the School or centrally</li> </ul>
<b>Discovery Priority</b>	<p>Improve undergraduate student advising in order to enhance the student experience and reinforce the value of studying undergraduate psychology</p> <p>Ensure currency and relevance of teaching in terms of content and structure of curriculum</p> <p>Enhance opportunities for students to have an international experience during their studies</p> <p>Improve student equity and access to the study of and progression through psychology</p> <p>Enhance collaborations among programs at postgraduate level</p> <p>Consider introducing non-accredited postgraduate training options</p> <p>Increase research and commercialisation income from NHMRC and other funding sources</p> <p>Explore options for an ARC Centre of Excellence bid</p> <p>Invest in research capacity to support academic staff A-C and build their research performance</p>

<b>Discovery Priority</b>		<b>How to achieve</b>
Provide research mentoring for new and early-career academics to support the development of high quality research performance		<ul style="list-style-type: none"> <li>Revitalise mentoring scheme for new academics</li> <li>Provide strong mentoring for early-career researchers, especially regarding external funding</li> </ul>
Attract more high quality RHD students, particularly from overseas		<ul style="list-style-type: none"> <li>Investigate options for joint PhD programs with international institutions, eg via the Erasmus Mundus scheme, summer and winter schools</li> <li>Lobby for faster and more efficient admissions</li> </ul>
Engage RHD alumni in order to maintain positive connections and awareness of outcomes		<ul style="list-style-type: none"> <li>Keep track of the career destinations of our research student alumni, including those with a non-academic career trajectory</li> </ul>
<b>Engagement Priority</b>		<b>How to achieve</b>
Appoint an Alumni and Industry Engagement Coordinator to implement the School's engagement priorities		<p>Recruit staff member to:</p> <ul style="list-style-type: none"> <li>Establish mechanisms to keep track of and maintain contact with alumni</li> <li>Foster relationships with industry partners, including research collaborators, placement organisations and supervisors, employers and work experience organisations</li> <li>Contribute to raising the profile of the School's work</li> <li>Support fundraising efforts and leverage Faculty- and University-level resources and expertise</li> </ul>
Improve understanding of graduate destinations for all types of graduates		<ul style="list-style-type: none"> <li>Conduct survey of alumni to ascertain career trajectories at all levels</li> <li>Use findings to inform marketing information, provide advice to students re career paths, and as input to decisions about fee-setting</li> </ul>
Enhance communication of School's work		<ul style="list-style-type: none"> <li>Appoint academic to oversee communication strategy, with input to social media content from student representatives</li> </ul>
Maintain connections with and support for Psychology Students' Association		<ul style="list-style-type: none"> <li>Explore possibility of allocating office space to the PSA</li> <li>Support the PSA's student engagement activities</li> </ul>
<b>People and Culture Priority</b>		<b>How to achieve</b>
Provide mentoring for new staff		<ul style="list-style-type: none"> <li>Revitalise mentoring program for new academic staff by senior colleagues</li> </ul>
Improve internal communication and awareness of who belongs to the School community		<ul style="list-style-type: none"> <li>Provide opportunities for informal social gatherings after all-staff meetings</li> <li>Produce annual update of who is who in the School, including postgraduate students</li> </ul>