

Vision

A connected Faculty that provides education, research and consultancy reflecting deep commitment to individual and community health in the Northern Territory, Australia and around the world.

Focus

This Strategic Plan sets out the priorities and direction of the Faculty over the next four years, along with the focus areas aligned with the following CDU Goals.

Focus Area 1: First Nations Strategy

- Be the most recognised university for Australian First Nations training, education and research.

Focus Area 2: Sustainability

- Be an employer of choice where people feel supported and happy.
- Create a student experience where every student can connect and succeed.
- Prioritise environmental and organisational sustainability.

Focus Area 3: Engagement

- Grow our impact across the Northern Territory and beyond.

Focus Area 4: Education

- Enhance delivery and expand opportunities in regional, rural and remote training and education.

Focus Area 5: Research

- Advance our research capacity and capability to deliver quality and impact.

STRATEGIES

METRICS

FIRST NATIONS STRATEGY

Goal 1: Grow our leadership in First Nations health education, research, and employment.

Goal 2: Embed First Nations cultural safety in everything we do.

Strengthen First Nations cultural safety across the Faculty, through the implementation of the Cultural Safety Framework, Cultural Safety Training and reflective practice.

Ensure First Nations perspectives are considered in all Faculty initiatives.

Consolidate and grow existing First Nations Pathways program and develop other initiatives to engage First Nations students.

- Number of staff and students who have completed cultural safety training.
- Present Yagwa Committee KPIs and workplan to Faculty.
- Number of students enrolled in Pathways program and subsequent enrolment into health and/or enabling programs.
- Number of First Nations students enrolled.
- Number of First Nations staff.

SUSTAINABILITY

Goal 3: Consolidate and grow financial sustainability.

Goal 4: Make the Faculty of Health a workplace of choice.

Leverage existing synergies between courses to reduce duplication, increase interprofessional learning (IPL) opportunities and maximise return on investment.

Review of Faculty course offerings to ensure all courses meet ongoing university priorities for sustainability.

Growth of external income that aligns with Faculty priorities, addresses community need, and builds capacity.

Improve intra-faculty collaboration to improve knowledge sharing, development of resources and seeding of ideas.

Implement measures to attract and retain Faculty staff.

Recognise and acknowledge behaviour that reflects the CDU values.

Embed environmental sustainability in all areas of Faculty activity.

- 10% of units are reviewed each year for sustainability, duplication and synergy.
- Number of multidisciplinary projects (research or otherwise).
- Value of external income / Number of positions supported / Number of grant applications.
- Number of enrolments in non-degree programs (micro-credentials / short courses).
- Faculty awards for demonstration of CDU Values.
- Number of staff retained year on year (% increase in retention).
- Number of staff in mentoring programs (internal or external).
- Identify and establish processes to support better recruitment, on-boarding, and more efficient operations across the Faculty.
- Number of staff achieving promotion.
- Develop a Faculty approach to environmental sustainability.

Our Enduring Principles

These principles underpin all decisions and actions in the Faculty. They are core beliefs about what is most important to us.

- Providing training, education and research that matters
- Prioritising the needs of the Northern Territory
- Connecting and engaging with our stakeholders in meaningful partnerships
- Ensuring our students are at the heart of our decisions
- Honouring Australian First Nations knowledges and cultures
- Fostering a culture of inclusion and belonging and valuing our diversity
- Valuing and empowering our people to make a difference
- Focussing on quality and excellence to deliver outcomes with impact
- Committing to protecting, sustaining and improving our environment

STRATEGIES

METRICS

ENGAGEMENT

Goal 5: Strengthen diverse and meaningful partnerships.

Goal 6: Grow and support a student cohort that reflects the diversity of the community.

Promote Faculty offerings, including through school and community engagement.

Leverage and increase partnerships and collaboration with the health, disability and social care sectors.

Maintain and increase student satisfaction across the Faculty.

Develop and grow the Faculty.

- Number of prizes/scholarships offered by external stakeholders.
- Growth of interprofessional student-led clinics and simulation activities across locations and mediums.
- Number of external facing events.
- Development of an engagement framework.
- Establishment of Faculty Strategic Advisory Board.
- Number of Faculty Media stories (internal and external).
- Development of Faculty Social Media Strategy.

EDUCATION

Goal 7: Offer programs that are contemporary, innovative and fit-for-purpose in producing the health workforce of the future with a focus on the unique NT context.

Goal 8: Promote opportunities for people to study with the aim to grow the health workforce locally and nationally.

Establish peer to peer communities of practice.

Embrace contemporary and innovative approaches to teaching and learning.

Improve placement planning and processes to reduce placement costs and improve student experience.

- Reduction in overall costs of placements.
- Meet enrolment and retention targets.
- Number of student placements in the NT.
- Number of units regularly using innovative technology.
- Number of interprofessional teaching occasions.
- Number of micro-credentials and other CPD offerings.
- Increased student satisfaction.

RESEARCH

Goal 9: Build on interdisciplinary strengths and engagement with health sector to deliver transformational community impact through research excellence.

Goal 10: Grow our health research capacity, capability and funding including HDR, quality publications and research partnerships.

Communicate research impact.

Increase opportunities for student involvement in research activity outside formal HDR pathways.

Improve interdisciplinary collaboration for research and other funding proposals.

Improve undergraduate pathways into honours and HDR programs.

- Number of staff with research grants.
- Value of research income.
- Number of Q1 publications / book chapters / conference presentations.
- Number of HDR students completing.
- Number of students commencing Honours programs.