

Toward 2032: School of Nursing, Midwifery & Social Work Strategy (2023–2025)

Vision: To improve health, social wellbeing, and equity across the life-course for all people through the transformation of healthcare and human services

Mission: To have a positive impact on the health, social wellbeing and equity of individuals, families, and communities through excellence in education, research, and practice



Learning and student experience

Strategies

- 1 Invest in growing the capability of our staff by increasing opportunities for interprofessional learning across all programs and disciplines, with a focus on graduating highly skilled and confident professionals
- 2 Grow and diversify our domestic and international student population through creating supportive pathways for Aboriginal and Torres Strait Islander (respectfully referred to as Indigenous hereafter) students
- 3 Embed Indigenous knowledges and ways into our curricula of nursing, midwifery, social work, and counselling
- 4 Enhance student experience through embedding universal design, simulation, and excellence in our blended teaching methodologies and practices
- 5 Ensure a strong sense of belonging and wellbeing with our students through a supportive environment with diverse engaging activities

2025 Measures of Success

- First preference for Queensland school leavers
- #1 in Australia for student experience
- #1 in Australia for graduate employment
- Students making more informed choices about their program as evidenced by a reduction in attrition rate across our programs
- The proportion of domestic students identifying as Aboriginal and/or Torres Strait Islander is representative of the Queensland population
- Aboriginal and/or Torres Strait Islander students feel culturally safe and supported to complete their studies
- Deliver on our premier partnerships through increasing co-publications, joint PhDs, collaborative teaching efforts and externally funded research



Research and innovation

Strategies

- 1 Foster a supportive culture of research excellence, knowledge translation and impact
- 2 Build research capability and capacity in our professions through developing, mentoring and championing our HDR (Hons, Masters, PhD) students and early career researchers
- 3 Build our clinician-researcher and practitioner-researcher workforce to support our education and research translation endeavours
- 4 Grow our programs of interprofessional research across and beyond the School by securing sustainable grant income from diverse sources
- 5 Enhance the School's global research profile through growth in high-quality research partnerships and outputs, including translation of research into practice and scholarship in teaching and learning

2025 Measures of Success

- Maintain our well above world standard rating in the revised Excellence in Research for Australia (ERA) evaluation round in 2024-25
- 100% of HDR student projects are in areas where the school has established and/or emerging research fields and methodology capability
- Increase in external research income from interprofessional teams, including consumers, formed to address major priorities identified by our partners
- Increase in co-publications with industry, partners and consumers/community members, nationally and internationally
- 30% of our academic workforce hold conjoint appointments



Enriching our communities

Strategies

- 1 Strengthen our partnerships with the health and human services sector and broader communities (including rural and remote and Indigenous communities)
- 2 Employ best-practice community engagement principles in all our endeavours
- 3 Embed a person-centred care philosophy across our teaching, research, and practice activities
- 4 Develop and implement a Community Engagement Plan to strengthen the School's engagement with local communities

2025 Measures of Success

- Growth in high-quality partnerships with the health and social care sector as evidenced by increase in MoUs and collaborative agreements
- Increase in meaningful community engagement through monitoring of specific community engagement metrics
- Increased consumer participation in our research programs, including in the co-design and governance of research conducted within the School

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Our global profile

Strategies

- 1 By 2025, be recognised as number one in Australia across all our disciplines
- 2 Grow our global reach through building and strengthening our international teaching and research collaborations
- 3 Work with UQ's Global Partnerships team to identify opportunities to increase the School's global connectedness, including opportunities for international student placements and two-way staff exchanges with international partners

Our people

Strategies

- 1 Nurture our staff to achieve their career aspirations through formal and informal mentorship and sponsorship
- 2 Foster a culture that attracts, supports and retains high quality academic and professional staff
- 3 Create career pathways, recognition and support for professional staff
- 4 Create an inclusive and safe environment that privileges diversity and Indigenous knowledges and ways
- 5 Enhance staff connections with industry to ensure our education and research programs are practice focused

Securing our future

Strategies

- 1 Explore opportunities for new purpose-built state-of-the-art NMSW facilities
- 2 Position NMSW as a leader in education, research, and practice
- 3 Grow our philanthropy and major grant funding to support our education and research goals
- 4 Explore the opportunity for an Indigenous Elder in residence role to enhance two-way learning opportunities between Indigenous and non-Indigenous staff, students, and community members

2025 Measures of Success

- Towards #1 nationally and in the top 10 globally for each discipline
- Growth in international student cohort, including delivery of an offshore teaching program
- Deliver on our premier partnerships through increasing co-publications, joint PhDs, collaborative teaching efforts and externally funded research

2025 Measures of Success

- >90% of academic and professional staff are receiving formal and informal mentoring
- >90% of staff are willing to recommend UQ's NMSW as a great place to work
- >90% of staff agree that UQ's NMSW demonstrates a genuine commitment to diversity and inclusion
- The proportion of staff identifying as Aboriginal and/or Torres Strait Islander is at least representative of the Queensland population
- Aboriginal and/or Torres Strait Islander staff feel culturally safe within UQ NMSW

2025 Measures of Success

- Gain approval for state-of-the-art simulation facilities and new accommodation for NMSW
- Double our philanthropic and major project funding
- The School actively explores the opportunity to appoint an Indigenous Elder in residence to provide high-level advice and support for Indigenous activities

Footnote:

When we refer to staff, this includes all staff affiliated with the School: paid and unpaid academic staff, professional staff and casual staff members. When we refer to HDR students, this includes Honours, Masters and PhD students.