

# School of Biomedical Sciences Strategic Intent





## Our purpose

By harnessing our diversity across the breadth of biomedical science, we will generate, disseminate and apply foundational biology underpinning health and disease, to inspire and empower the next generation of leading researchers, educators, and healthcare professionals to innovate together for better health outcomes globally.



## People and Culture

- The School of Biomedical Sciences (SBMS) is committed to a values-based culture
- We share a common vision, which lies at the heart of what we stand for and strive towards
- Our vision and values underpin our collegiality and serve to create an environment which is safe and supportive
- We strive to nurture talent throughout all stages of career progression, enabling staff to reach their potential
- SBMS facilitates cross-fertilization of ideas and fosters collegiality and collaboration
- We are committed to a strategic academic recruitment process which is aligned to the school's vision and goals
- An accessible governance framework assures transparency for the School's committees.

# Learning and Teaching

- We inspire, innovate and lead in biomedical science teaching and learning.
- Our School is an inclusive biomedical community where students, academics, researchers, clinicians, alumni and industry together foster learning.
- Contemporary evidence-based education underpins our curriculum.
- We offer exceptional and sustainable learning experiences across our teaching portfolio.
- Excellence in teaching and learning is recognized, fostered and rewarded.
- Our graduates have outstanding knowledge and skills making them desirable employees.
- We leverage the School's active research to improve and promote teaching at the cutting edge of biomedical sciences.





## Research

- SBMS strives for research excellence and highly values academic collegiality and mentorship
- We embrace the diversity of our individual research areas while encouraging strategic collaborative ventures
- We encourage, foster and support creativity and innovation for increased impact
- We acknowledge the strategic importance of translating discovery research to industry and the clinic, and take advantage of opportunities afforded by our integration into the Faculty of Medicine and across UQ
- We nurture our RHD students and ECRs to ensure a pipeline of high calibre next generation researchers
- We manage and expand state-of-the-art research facilities in keeping with principles of open access, affordability, innovation and quality.

# Engagement and Partnerships

- We value industry and community engagement and support partnerships that promote and nurture research opportunities
- We foster connections between biomedical scientists and clinicians which enables the translation of our research
- We sustain the visibility of SBMS to global public communities by actively communicating our research outcomes
- We create a cohort experience for our graduate students through seminars, retreats and social events
- We actively manage international biomedical exchange programs for postgraduate students
- We provide lifelong partnerships and shared knowledge by engaging with our alumni network.



# Operational Goals

## People and Culture

1. Collaborate with the Faculty to develop a mentoring program that supports the career progression of early and mid-career researchers.
2. Define the core values of SBMS and identify ways in which those values can be reflected in the corporate and academic life of the school.
3. Establish an Academic Common Room to allow academics and researchers to meet informally, exchange ideas and foster collegiality.
4. Introduce career advancement strategies that incorporate both the required formal UQ annual appraisal and an additional optional panel review for gaining specific advice on setting aspirations and career direction
5. Develop a staff recruitment and development plan based on workloads modelling, equity and diversity considerations, needs analysis within the teaching disciplines, and research capability and direction.
6. Develop an enhanced assimilation experience for new staff through the provision of FAQs across areas of administration pertaining to teaching and research.
7. Create a governance page on the SBMS website for school committees and key committee contacts.

## Teaching and Learning

1. Recognise and appropriately resource an evidence-based teaching and learning culture in the school.
2. Deliver excellent student learning experiences across our broad teaching portfolio through clever curriculum design, ongoing course review, utilisation of e-learning and embedding of employability initiatives.
3. In curriculum redesign, appropriately differentiate the biomedical science programs to achieve targeted student outcomes, including a pathway from undergraduate teaching to Honours to Higher Degree Research.
4. Ensure course quality and viability in the redesign of the biomedical science curriculum within the parameters of the Program Architecture project.
5. Regularly monitor and benchmark expenditure and allocate resources to courses and staff where the greatest impacts will be achieved.
6. Promote engagement with research focussed and clinical staff associated with research institutes to enrich the student experience in our courses.
7. Improve our sense of identity within the school and externally by taking appropriate ownership of our teaching portfolio (course, majors and programs).





## Research

1. Promote initiatives to encourage and enhance quality in grant submissions and research outcomes.
2. Identify research strengths to focus efforts and resources on opportunities for larger grants led by SBMS.
3. Explore research impact and opportunities afforded by being in the Faculty of Medicine.
4. Further develop an environment that encourages and supports new ideas and innovation.
5. Develop and implement sustainable support options to assist research productivity for all staff engaged in research activities.
6. Identify ways to conduct effective resourcing to ensure researchers have time set aside for strategic thinking and planning.
7. Formulate a business plan to ensure the SBMS core facilities are properly staffed and maintained and equipment replaced to meet the current and emerging needs of the School.

## Engagement and Partnerships

1. Provide dedicated support to enhance partnership and funding opportunities across SBMS.
2. Develop and implement a marketing strategy to enhance the School's profile and increase opportunities for partnerships and collaborations both internal and external to UQ.
3. Explore ways to better communicate existing research outcomes to increase the visibility of SBMS within local and global public communities.
4. Maintain the existing biomedical exchange programs and use these better to grow the profile and reputation of SBMS and partners.
5. Leverage the alumni network to provide lifelong partnerships and enhance reputation.
6. Explore opportunities for affiliation and further collaboration with research institutes and the broader university so as to maximize engagement and impact, from discovery science through to clinical translation.
7. Improve the experience for HDR students through the creation of a cohort experience through seminars, retreats, social events and other avenues of involvement, both formal and informal.



**For further details, please contact:**

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CRICOS Provider 00025B • TEQSA PRV12080

Document last updated 21 October 2022



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