

# AVONDALE UNIVERSITY RESEARCH PLAN ON A PAGE, 2021- 2024

## Strategic Overview: The Three-Year Vision for Research at Avondale, 2021-2024

Strategy	Key deliverables over three years	What will success look like?
<b>1</b> Conduct applied, multidisciplinary research that addresses real-world challenges through strategic partnerships with industry, government, and community.	<b>1.1</b> Audit and document current and prospective industry, community and government research partners. Use this baseline to shape a 5 year strategy to: <b>a)</b> further develop industry, government and community partnerships; and <b>b)</b> increase Category 2 and 3 research income, including a focus on diversity of income sources. <b>1.2</b> Conduct an Engagement and Impact Assessment Performance (NISA) initial self- assessment, followed by external validation and annual update. <b>1.3</b> Increase collaborative research partnerships with researchers from universities, both nationally and internationally, prioritising Avondale’s chief investigator status.	Increased Category 3 research income with quantifiable improvements in industry partnerships and performance on engagement and impact metrics.
<b>2</b> Achieve research outcomes that are benchmarked at world standard or above using best practice indicators.	<b>2.1</b> Commission external expert(s) to conduct ERA-equivalent assessment to verify and validate existing research outcomes across BFOEs/FORs. <b>2.2</b> Strengthen university research networks to conduct discipline benchmarking across each BFOE/FOR for baseline data to guide 5-year strategic research activities. <b>2.3</b> Deliver targeted professional learning and expand national and international research networks to support researchers to publish in high quality journals.	Targeted improvements in research productivity, research quality, research income and reputation for world standard or above, applied research.
<b>3</b> Foster a research culture that builds staff capacity, enhances educational offerings, and invests strategically in a sustainable research future.	<b>3.1</b> Adopt a strategic approach to workforce planning, high citation staff appointments, staff retention and succession planning. <b>3.2</b> Review promotion policy to provide for appropriate mix of teaching-focused, research-focused staff. <b>3.3</b> Invest in staff capability building through promotion mentoring workshops, mentoring for early career academics and emerging research leaders.	Demonstrable improvements in proportion of senior academic leaders, with a commensurate increase in research investment and staff capability building, underpinned by increased overall student load income

### High level summary of research and reputational targets by December 2024

RESEARCH QUALITY	20% increase in submission to higher ranking journals, based on discipline standards and world standard benchmarking.
REPUTATION	10% increase in performance against selected Times Higher Education Young University performance indicators, including citations.
RESEARCH INCOME	15% increase in competitive research grant income.

- Progress against this Plan is reviewed and priorities may be refreshed on an annual basis.
- A rolling 12-month Operational Plan is in place, with targets and accountabilities for internal use.
- Progress is monitored by the Provost, Dean Research, the Research Committee and Academic Board.



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