



Koori Centre

KOORI CENTRE RESEARCH PLAN 2005 – 2007



University of Sydney

I INTRODUCTION

Vision: To be a centre of excellence in Indigenous Australian higher education.

Statement of Commitment: To provide and promote high quality culturally appropriate and effective teaching, research and support services for Indigenous Australians, and the community, at the University of Sydney.

The Koori Centre of the University of Sydney supports the longest University based Indigenous education program in Australia. Koori Centre staff have a strong commitment to academic and professional excellence. We acknowledge the importance of our rich cultural heritage and are dedicated to supporting each other as we assist those who seek our services and expertise.

The Koori Centre offers a Diploma in Education (Aboriginal), Bachelor of Education (Secondary: Aboriginal Studies), and a Tertiary Preparation Course. It has 11 tenured academic staff, of which one has a PhD and 8 have Masters by coursework degrees. By September 2004, 7 academic staff were enrolled (most newly) in higher degrees (5 PhD).

The chief research aim of The Koori Centre during the life of this plan is for academic staff to complete their higher degrees within the shortest appropriate time frame. In this light, a 2003 contract appointment was made [Associate Professor for research development] with the role of enhancing academic staff career development in higher degree research, publication, research collaboration and grants.

The Koori Centre commends The University of Sydney Indigenous Education Strategy which states:

The university aims to become a leading site of excellence for Indigenous postgraduate research training by encouraging existing Indigenous academic staff to undertake and complete research degrees, by employing more Indigenous staff with research experience and qualifications, and by encouraging more Indigenous students to undertake postgraduate research degrees across a wide range of disciplines.

This first Research Plan develops our aspirations for Indigenous Aboriginal research excellence and charts our pathway over the next three years. We wish to inspire and support our research staff to develop to their full capacity in academic research excellence. To do this we will focus on supporting higher research degree progress, focussing our research effort, increasing research productivity, promoting our research profile and creating administrative changes to attract research students.

As we move into the new millennium, our challenge is to continue to foster innovative research outcomes. In particular, we will achieve our objectives by developing research of teaching expertise through appropriate strategies and technological inputs; the expansion of our research activity; and increased student and community involvement and interaction.

The Research Plan is designed to present our research goals, related strategies and projected actions. It will ensure performance success by linking with identified responsibilities for academic staff and performance indicators within a set time frame. We will continue to build partnerships, both within the University context and with Aboriginal communities, in the pursuit of research excellence and beneficial social and educational outcomes.

Koori Centre Role

The Koori Centre provides a broad range of academic and support services for the University of Sydney community, including teaching, research, marketing, administrative support, and community outreach. The Koori Centre's core business encompasses:

- academically strong and innovative mixed-mode educational programs for Indigenous Australian students;
- culturally appropriate and relevant academic and social support services for Indigenous Australian students;
- teaching of Indigenous Australian Studies to a high level of academic excellence;
- expertise in the area of community consultation and liaison and student recruitment;
- culturally relevant, collaborative and ethical research.

II KEY STRATEGIC DIRECTION (Research)

GOALS	STRATEGY	ACTION
5.0 We aim to increase the research capabilities and output of the Koori Centre.	5.1 _____ by establishing a Research Committee.	5.1.1 Research Committee established - to meet monthly. 5.1.2 Research Committee to review this <i>Research Plan</i> 6 monthly: June-Dec, and report progress to the Koori Centre Academic Staff Meeting. 5.1.3 Research Committee to review Koori Centre research projects/consultancies /conference presentations over past 3 years for outputs with potential for national and international application and impact. 5.1.4 A model of quality assurance for completing projects to be developed by the Committee for future grant/consultancy wins. ** Responsibilities/Time frames/PIs See Page 6.
	5.2 _____ by increasing the level of research grants received by the Koori Centre.	5.2.1 Research funding bodies compiled and updated - a list of research funding bodies compiled as a data base and updated quarterly. 5.2.2 The Koori Centre research priority is for research staff to complete higher degrees. 5.2.3 Develop research proposals - new appointment of Associate Professor academic development, to assist staff in developing internal and external research proposals. 5.2.4 Develop relevant unpublished staff seminar, workshop, conference and thesis material into grant applications and publications. 5.2.5 Create a 10% year-on-year improvement in the value of new external research grant income. 5.2.6 Facilitate administrative change so that Koori Centre staff can supervise higher degree students enrolled directly through the Koori Centre. 5.2.7 Identify potential research partners and monitor outcomes through the Research Committee. Goal of one major Koori Centre project with multiple external participants each year. 5.2.8 We will be seeking internal and external funding support for a new Chair of Indigenous Research at the Koori Centre during the life of this plan. 5.2.9 Staff to develop expertise in drafting research grant applications through workshops. 5.2.10 Staff provided with a compendium of university grant applications and related training each semester. 5.2.11 Increase by 50% the number of research grant applications in

		2005 over 2004.
	5.2.12	Increase research-active staff from an historical 10% in 2003 to 60% by 2005.
	5.2.13	Increase publications in HERDC and University of Sydney publications categories by 10% year-on-year growth.
	5.2.14	Network directly with state and national funding agencies at least annually.
	5.2.15	Koori Centre academic staff submit a total of 2-6 refereed research papers to national and international conferences pa over this plan.
	5.2.16	The Koori Centre Research Library be the focus of Indigenous higher degree research resources and computer linked to the Research Office for publications listings.
5.3		_____ by undertaking independent and collaborative research projects within and external to the University.
	5.3.1	Grant deadlines circulated to staff bi-monthly as well as Research Office information.
	5.3.2	Staff encouraged to apply for research project funding especially ARC grants.
	5.3.3	Compile a list of appropriate journals in which to publish. A new draft list will be expanded in 2004.
		<i>Increase submission of academic and professional reports for publication through the University or externally thorough:</i>
		<ul style="list-style-type: none"> • development of an internal seminar series from 2004-DONE • staff enrolled in a higher degree to attend one national ASPRI course in qualitative/quantitative research methodologies from 2004-DONE 2004 • refereed research journal publications or book chapters to be collectively greater than 5 per year by 2005.
	5.3.4	Initiate new research capabilities by: <ul style="list-style-type: none"> • establishment of a new research Chair in Indigenous education or Indigenous policy field • Three higher degree completions by staff by the end of 2005 • Koori Centre enrolls its own higher degree research students by 2005 • *encourage staff to submit at least one article for publication annually • develop a Koori Centre discussion paper series in 2005-possibly on-line.

<p>6.0 We aim to increase the research capabilities of individual staff of the Koori Centre.</p>	<p>6.1 by utilising data from the staff training needs analysis to identify staff research capabilities, expertise and interests.</p>	<p>6.1.1 Staff research capabilities and expertise mapped.</p> <p>6.1.2 Encourage staff participation in appropriate training. <i>Research training priorities:</i></p> <ul style="list-style-type: none"> • Increase number of academic staff with higher degree completions in as short a time as possible • Seek additional teaching and financial support schemes both external and internal to the University over the next 3 years • Provide training on research methodologies, time management and writing in 2004/5/6-DONE in 2004 • Support existing staff members not PhD qualified who are willing to undertake higher degrees with facilitation • Follow best practice higher degree support and supervision co-ordination through training of staff in ITL Postgraduate Supervision Course and Post Graduate Supervision Development Program • Academic staff make at least one conference presentation and refereed publication annually • Staff to attend one career development course during the life of this plan • Ensure visiting academic researchers produce a research paper during their stay, to be published by the Koori Centre • Encourage teaching staff to research their teaching practise by developing a plan for this process and for publication • Encourage academic staff to set individual goals for writing and publishing for each 6 months from 2005.
	<p>6.2 by developing a mentoring program for academic staff.</p>	<p>6.2.1 Identify and engage appropriate mentors. Staff identified this as a priority in their 2003 Retreat.</p> <ul style="list-style-type: none"> • Mentors for each interested staff member are being sought across the University through informal channels- some staff already have mentors. • The Staff and Student Equal Opportunity Unit (SSEOU) at the request of the Koori Centre is developing a new University wide mentoring program for academic women in 2004/5-under consideration by SSEOU • Initiate discussions regarding further Koori Centre Collaboration with the SSEOU to develop a leadership retreat for Indigenous Australian women staff at the University of Sydney in 2005
<p>7.0 We aim to ensure ethical conduct in research and in procedures engaged in by the Koori Centre.</p>	<p>7.1 by reviewing and applying the existing Indigenous research ethics guidelines.</p>	<p>7.1.1 Distribution of ethics guidelines to academic staff has been undertaken.</p> <p>7.1.2 Apply Indigenous ethical guidelines in research initiated by the Koori Centre - initiated and undertaken by the Koori Centre.</p> <p>7.1.3 All Koori Centre research grants are to be referred to the University of Sydney Ethics Committee for approval. This process is being followed.</p>

<p>8.0 We aim to encourage and participate in research that contributes to improving the lives of Aboriginal and Torres Strait Islander people.</p>	<p>8.1 _____ by liaising with the University's Research Office and State, Commonwealth and non-government agencies and communities.</p>	<p>8.1.1 Establish complementary partnerships with Indigenous communities and organisations to identify research needs and participate in community-based projects:</p> <ul style="list-style-type: none"> • In 2005 The Centre will initiate a Review of stakeholder priority issues in Indigenous Education to identify key research needs for future focus • The Centre will develop a proposal for the review and seek external funding support for the review • The Koori Centre will develop a list of potential partnerships with community based projects by early 2005 <p>8.1.2 Establish working relationships with the University's Research Office and other State and non-government agencies.</p> <ul style="list-style-type: none"> • The Centre has developed good links with the Research Office in 2004 with submission of a number of research grants and providing for a data upload link from the Koori Centre Research Library to the Research Office university wide data HERDDC data base. • The Centre will increasingly develop good working relationships between state and national agencies relevant to its mission over the life of this plan. <p>8.1.3 The Koori Centre will strive to be a leader in public opinion, research and media commentary on Indigenous Education Issues</p> <ul style="list-style-type: none"> • At least 2 Indigenous educational/literacy policy critiques or reviews be submitted to popular national and state press in 2005/6/7 • When possible the Centre make submissions to state and national inquiries or reviews of Indigenous Education and training and other key research areas of the Centre
<p>9.0 We aim to contribute to the further development of Indigenous research methodologies.</p>	<p>9.1 _____ by liaising with Indigenous research groups.</p>	<p>9.1.1 Collaborate in the development of appropriate research methodologies.</p> <p>9.1.2 Academic staff considered their involvement in development of Indigenous research methodologies at their 2003 Staff Retreat. It was concluded this was not able to be a priority during the life of this plan due to staff just beginning their own post-graduate research programs. It was noted as an important area of further development post 2006 or possibly earlier following any appointment of new research active staff.</p> <p>9.1.3 Attendance of staff at the annual national Indigenous Researchers Forum</p> <p>9.1.4 Support the implementation of agreed procedures and methodologies. - Indigenous research methodologies are under consideration in some staff higher degrees but also in the Koori Centre teaching program. A possible Centre research initiative in 2005 is survey of the broad academic community on their understanding and attitude to Indigenous research methodologies and the import this has for Indigenous research, mainstream research and public policy.</p>

10.0 We aim to increase the opportunities for research for staff and students at the Koori Centre.	10.1	by supporting academic staff in attaining accessing relevant levels of education qualifying them to supervise research students.	10.1.1	Facilitate study leave for higher qualifications. - The Centre, with the approval of the University, has developed a rotation of Indigenous research staff undertaking SSP leave in order to assist with significant progress towards their higher degrees. Two staff to undertook this leave in 2004 and 2 for 2005.
			10.1.2	Facilitate staff training and development in research supervision. Academic staff made aware of new University policies for higher degree supervision and ITL research supervision and training for higher degree completion and supervision. Several staff with PhD's have undertaken courses.
			10.1.3	Encourage and support academic staff to act as associate supervisors. The Koori Centre has a focus on research staff higher degree completion with this aim.
	10.2	by identifying staff members who can supervise and support individual students.	10.2.1	Documents outlining each academic staff member's expertise in relation to field of study have been circulated. Academic and teaching expertise of staff is now also on the Koori Centre website.
			10.2.2	Explore administrative changes so that the Koori Centre can offer higher degrees by research in 2005-2007.
			10.2.3	Increase academic staff supervising higher degree research students from 0 in 2004 to 2-3 staff by 2007.

III RESPONSIBILITIES AND OUTCOMES (Research)

RESPONSIBILITY	TIME FRAME	PERFORMANCE INDICATOR/S
5.1		
5.11 Chair – Research Committee	February 2001	Meetings monthly
5.1 Chair –Research Committee	6 monthly	Report to academic staff meeting 6 monthly
5.13 Chair –Research Committee/ A/Prof Research	Annually	Report to academic staff meeting
5.1 A/Professor Research/Chair	2004/5	Internal Report
5.2		
5.21 A/Professor Research	Quarterly	Updated funding bodies list.
5.22 All academic staff	Variable from 2004-	All Proposal reports considered by Research Committee/A Professor Research
5.23 Research Committee/ Academic staff	Every two months	Number of cooperative research proposals submitted.
5.24 Research Committee/A/Prof Research	6 monthly	Number of applications/publications submitted
5.25 Research Committee/Academic staff	annually	\$49,390 or more in 2004, \$100K in 2005
5.26 Director		[2003=44,900; 2002=112,818; 2001=227,975;2000=0]
5.27 Research Committee	2004	Administrative changes made
5.28 Director/A/Prof Research	Annually	New project each year
5.29 A/Prof Research	2004-5	New Chair in Indigenous Studies approved by University
5.30 A/Prof Research	2004-[achieved]	1-2 workshops in 2004
5.31 Research Committee/Research Staff	biannual	staff have 2 new compendiums each year
5.32 Director/Research Committee	2004/5	6 applications [Applications 2003=4]
5.33 Research Committee/Academic staff	2004-2005	40% research active staff 2004
5.34 Directors/academic staff	2004	5 publications
5.35 Academic staff/Research committee	annually	Reports to Academic Staff Meeting
5.36 Koori Centre Research Librarian	annually	2-5 published papers in Annual report
	May 2004-achieved	Computer link established/ research books section -achieved

5.3			
5.31	Research Committee/A Prof Research	Every 2 months	Improved rate of research grant application
5.32	Director/ Research Committee	Quarterly	Number of applications.
5.33	Librarian/A Prof Research	Annual	Number of submissions.
	Internal seminar series- Research Committee	2 monthly	6 per year
	Staff attending ASPRI- Director	annual	2 per year
	Refereed publications	annual	4 in 2004, 5 in 2005, 7 in 2006
5.34	New research chair- Directors	by 2005/6	Chair of Indigenous Studies at Koori Centre
	Higher degree completions- Director	by end 2005	3 completions
	Koori Centre higher degree research students	by 2005	3 higher degree research students enrolled
	Publications annually- Individual academics	annual	13 refereed publications
	Discussion Paper Series-Research Committee	2004/5	Paper series commences 2005- E-series
6.1			
6.11	A/Prof Research/Research Committee	undertaken	List of priorities, needs and knowledge of staff compiled.
6.12	Training-	2004-2007	Number of staff attending relevant courses.
	Higher degree completions- Director	2004-2007	3 by 2005, 4-5 by 2006
	Research training support- A/Prof Research	2004-2007	Increased funding support by \$100K in 3 years.
	Research methods and time management-A/Pres	2004	2/3 workshops in 2004
	Higher degree support- A/Prof Research	2004-2007	Good staff higher degree progress
	Supervision Training- Academic staff	2004-2007	1-2 staff per year attend ITL courses
	Conference presentation- Directors	annual	1 conference presentation/ academic staff member
	Career development course-Directors	2004-2007	1 course per staff member over 3 years
	Visitor publication- Director	2004-2007	1 paper per each longer term academic visitor
	Research teaching and publication- Director	2004-2007	annual plan for all teaching academic staff
	Writing and publishing goals A/Prof Research	every 6 months	each academic staff member has biannual plans
6.2			
6.21	Research Committee/ Academic staff/Director	Ongoing	Number of mentors listed/reports of mentoring process and outcomes.
7.1			
7.11	Director	2001/ongoing	Guidelines distributed to staff.
7.12	Director/Research Committee	Ongoing	Ethical research approved.
7.13	Research Staff	As required	Approval from University Ethics Committee
8.1			
8.11	Community partnerships /Academic Staff	2004-2007	Number of collaborative research projects undertaken.
	Stakeholder review proposal/APR	2005	Review proposal to Director
	External funding sought and project begun/ APR	2004/5	External funding for review/document to Director
	List potential community partnerships/R.Committee	Jan 2005	List to Research Committee
8.12	Director/ – Academic staff	2004-2007	Number of contacts made and research applications submitted.
	Data Upload to Research Office/KC Librarian	early 2004 and annually	Data uploaded 2004,2005,2006
	Networking. Director/Academic staff	2004-2007	Networking list discussed 2x pa by Academic Committee
8.13	Director/Academic Research Committee	2004/5	2 public policy commentaries published in media.
	Submissions to Inquiries- Director	2004-2007	One submission per year/as required
9.1			
9.11	Research methods collaboration -Director/– Academic staff	2004-2007	Research/communication of methodological studies.
9.12	Development of research /Director/– Research Committee	2004-2007	List of key principles for research compiled.
9.13	Indigenous Researchers Forum/Director	Annual	At least 2-4 staff pa
9.14	Survey of Indigenous research methodologies/Research Committee	2005	Research report published by KC
10.1			
10.11	Study leave- Director	Annually	2 staff in 2004, 2 staff in 2005
10.12	Research supervision training- Director	Annual review	Number of staff completing training.
10.13	Associate supervision- Director	Annual review	Number of staff as associate supervisors.
10.2			
10.21	Staff expertise documented/ A/Prof Research/	2004	Distribution to students and KC Website.
10.22	KC offers higher degrees by Research/Director	2005/6	Exploration of options document by MARCH 2005.
10.23	Academic supervisors- Director	2004-2007	2 academic staff supervisors by 2005

This Research Plan should be read in conjunction with the Koori Centre Strategic Plan 2001-2005.