

**PROPOSAL FOR THE APPOINTMENT OF A  
CHAIR OF PSYCHIATRIC NURSING  
CENTRE FOR PSYCHIATRIC NURSING RESEARCH AND PRACTICE  
SCHOOL OF NURSING  
FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES  
THE UNIVERSITY OF MELBOURNE**

**1. PROPOSAL**

It is proposed to seek the appointment of a Chair of Psychiatric Nursing at The University of Melbourne. This new position will be located in the School of Nursing, Faculty of Medicine, Dentistry and Health Sciences, The University of Melbourne. The Chair of Psychiatric Nursing will also assume the role of Director of the Centre for Psychiatric Nursing Research and Practice (CPNRP), located within the School of Nursing.

This appointment will contribute substantially to the positioning of the CPNRP and the School of Nursing as the nationally and internationally recognised focal body in the field of psychiatric/ mental health nursing, and provide academic leadership to the psychiatric nursing profession.

**1.1 Background**

The CPNRP is funded by the Mental Health Branch, Department of Human Services, Victoria, and was awarded to the School of Nursing and NorthWestern Mental Health following a competitive tender process. The CPNRP is located in the School of Nursing as the primary contractual party with the DHS. However, the CPNRP is overseen by an Executive including representation from the School of Nursing, NorthWestern Mental Health and the former Australian Centre for the Development of Psychiatric Nursing Excellence.

The CPNRP commenced operation in November 1999, and following an evaluation in 2004 by an external agency, was funded for a further five years from 26 November 2004 to 25 November 2009.

The CPNRP was established to address education and professional development needs of psychiatric nurses and to conduct research relating to psychiatric nursing practice. The Centre aims to facilitate and oversee changes in nursing practices in order to improve health outcomes for consumers of mental health services. As a focal body for psychiatric nursing in Victoria, the CPNRP aims to encourage cooperation between government, service providers, the professions and consumers to promote psychiatric nursing practice and quality care.

In order to facilitate the interrelationship between practice and academia, the CPNRP has implemented a number of initiatives including:

- preceptorship program
- clinical supervision program
- nurse education fora
- clinician-trainer program
- training and professional development workshops

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The areas of research and scholarship have also demonstrated substantial activity. A number of research projects have been completed, and several longitudinal projects are currently in progress. In terms of research output in five years the CPNRP has achieved:

- Success in nationally competitive research grants
- Sixty-six articles published in refereed journals
- High profile in national and international conferences
- Current Higher Degree by Research load of 4.5 EFT

A large number of conference presentations, publications and research activities have been undertaken in partnership with clinicians, therefore promoting research and scholarly activity within the clinical field. More recently, the CPNRP has engaged in consultancy activity on behalf of mental health services, consumer bodies and industrial organisations.

The CPNRP has been particularly innovative in the development and implementation of an academic position for a consumer of mental health services. This position, the first known of its kind, which brings a vital perspective to teaching and research programs in the Centre and the School of Nursing, was originally established through funding from the Commonwealth Department of Health and Aged Care. More recently recurrent funding has been granted by the Mental Health Branch, Department of Human Services, Victoria. The position has attracted considerable interest both nationally and internationally, with the recent implementation of a similar position at the University of Southampton, UK, as the result of collaboration with the CPNRP. Furthermore, the achievements of the position have resulted in two prizes, including the prestigious Gold Award, from the Mental Health Services (TheMHS) conference.

The CPNRP has to date been headed by a Director appointed at the level of Associate Professor. At the establishment stage the CPNRP had a staffing of 1.5 EFT, as compared to its current 5.8 EFT. The focus on national and international leadership makes it appropriate for the Centre to seek a director at professorial level to lead its next phase of development. Leadership at this level will enhance the status of the CPNRP as a centre that will make a significant contribution to public debate and policy formation at a national and international level.

## 1.2 School of Nursing

The School of Nursing was introduced within the Faculty of Medicine, Dentistry and Health Sciences in 1996. The School was established on the philosophy that clinical practice and practice-based research are integral to the educational preparation of all nurses at all levels of professional practice.

The School offers both undergraduate and postgraduate courses at Parkville and at the Faculty's School of Rural Health Shepparton campus. The School is staffed by leading nurse academics whose expertise includes outstanding clinical and research expertise in a broad range of substantive areas including paediatric, cancer, psychiatric/mental health nursing, as well as a range of acute care subspecialties, such as critical care and emergency nursing.

In close collaboration with the agencies that form the Faculty of Medicine, Dentistry and Health Sciences' research precinct, the School has established Professor/ Director positions, honorary appointments and joint clinical appointments that have enabled it to develop its leading program of clinically focused nursing research.

The School's commitment to excellence in research training fosters the development of research skills in students at all levels. Undergraduate students are invited to participate in a highly competitive third year research fellowship program and suitably qualified students can enter the fourth year honours program. The School provides a supportive environment for Master's by Research and PhD students who are provided with a wide range of opportunities to build their skills and develop their future careers as world class

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researchers, including the option of participation in the School's innovative international collaborative program with Spain, Canada and Mexico. The School also supports a postdoctoral scholarship program.

The School professoriate currently includes two Professor/Directors (Peter MacCallum Cancer Institute and St Vincent's Hospital), and one joint professorial appointment with the Royal Children's Hospital. These three Chairs enjoy the strong support of their industry partners who are committed to a collaborative program of research. The proposed Chair in Psychiatric Nursing would establish the School of Nursing as the pre-eminent centre of nursing research across the major clinical fields. The School of Nursing considers it timely to consolidate its position as the leading national centre in the field of psychiatric/mental health nursing by the development of a Chair in Psychiatric Nursing.

### 1.3 Budget Division

The Faculty of Medicine, Dentistry and Health Sciences comprises the School of Medicine, the School of Behavioural Sciences, the School of Dental Science, the School of Physiotherapy, the School of Population Health, School of Rural Health and the School of Nursing. The Faculty's student teaching load is the equal third largest of all faculty groupings with an EFTSU of approximately 3,890. It is the largest of all faculty groupings in terms of staff levels with approximately 1,130 academic and administrative staff.

### 1.4 The University of Melbourne

The University of Melbourne is an international research and teaching university. It employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Founded in 1853, the University commenced teaching its first students in 1855. Now, the University has over 39,000 students in a broad range of professional disciplines. Over 6000 students are higher degree students. The University has over 5000 staff members.

The University is Australia's leading research based university, with an international profile through its reputation for scholarship and teaching. It is a founding member of Universitas 21, an international federation of universities.

The University is committed to equal opportunity in education, employment and welfare for staff and students. Staff and students are selected and promoted on merit.

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for governance. The Academic Board is responsible to Council for academic matters. Reporting to the Vice-Chancellor are the Deans of each Faculty, one Senior Deputy Vice-Chancellor, two Deputy Vice-Chancellors, the Senior Vice-Principal, Vice-Principals Property & Buildings, Information, University Development, the Vice-Principal & Chief Financial Officer and the Vice-Principal & Academic Registrar.

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## 2. RESPONSIBILITIES OF THE POSITION

The incumbent will assume responsibility as Director of The Centre for Psychiatric Nursing Research and Practice. The appointee will have international standing and have demonstrated leadership in practice-based research and scholarship in psychiatric nursing.

As Director of the Centre for Psychiatric Nursing Research and Practice, the incumbent will undertake a leadership role in clinically focussed research, postgraduate education and supervision of higher degree students, advanced practice psychiatric nursing and the wider professional community.

In addition to the quality of academic leadership, the appointee will have the ability to foster academic achievement in others and identify and develop new opportunities in education, research and the provision of services for the benefit of psychiatric nursing and the School of Nursing.

This position will facilitate the development of a future generation of nursing researchers in the field. The appointment supports the aim of the Centre for Psychiatric Nursing Research and Practice to improve health outcomes for consumers of mental health services.

The position entails the following core components and the appointee will be expected make significant contributions as outlined:

### **Research Leadership and Scholarship**

Consonant with the strategic direction of the Faculty of Medicine, Dentistry and Health Science and the School of Nursing at The University of Melbourne, the incumbent will contribute to the research agenda of the University and the development of the CPNRP by:

- Attracting competitive research funding
- Supervising higher degree students
- Publishing in national and international peer reviewed journals
- Leading high quality research projects of national and international significance
- Undertaking collaborative research as part of a multi-disciplinary team
- Fostering research and publication among clinicians
- Providing mentorship to less experienced academics and clinicians, in the area of research and scholarship;
- Performing consultancy work and/or participating in consultancy projects.

### **Education/Contribution to the Profession**

- Lead the CPNRP training agenda by assisting with the identification and development of relevant educational programs
- Lead the evaluation of CPNRP educational programs in accordance with (insert any applicable standards of evaluation)
- Contribute at a strategic level to the enhancement of undergraduate and postgraduate education for psychiatric nursing
- Participate in and provide leadership in community affairs, particularly those related to psychiatric nursing and mental health issues
- Establish national and international links with key academic and health care organisations for the purposes of collaboration for example, collaborative research

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- Demonstrate strong leadership to the psychiatric nursing profession through active involvement in relevant professional organisations including holding offices in the organisation;
- Participate in professional activities such as writing, refereeing or reviewing for professional or scholarly journals nationally and internationally;
- Participate in the organisation of conferences and seminars;

#### **Practice**

- Provide recognised clinical leadership to enhance the development of psychiatric nursing practice and the advanced practice role for psychiatric nurses.
- Demonstrate active pursuit of own professional development.
- Maintain and establish effective partnerships with the nurses and other members of the multi-disciplinary mental health team.

### **3. PROCEDURES FOR APPOINTMENT**

The standard University of Melbourne process for appointment of a Chair with representation from the School of Nursing on the selection committee.

The University Council reserves to itself the right to make no appointment or to fill the Chair by invitation at any stage.

### **4. FUNDING, STAFF AND RESOURCES**

Funding to support the Chair will come from the following sources:

1. The position will be jointly funded by the Department of Human Services and the School of Nursing for an initial period from the appointment of the Chair until 25 November 2009. The Department of Human Services will fund .85 of the professorial salary as part of its on-going commitment to the Centre. The remaining proportion will be funded by the School of Nursing
2. The successful applicant will be provided with research support and administrative infrastructure from within current resources of the Centre for Psychiatric Nursing Research and Practice
3. It is expected that the incumbent will attract external funding through research grants, competitive tenders, consultancy services on the behalf of the CPNRP, philanthropic funds, and other external sources.
4. Accommodation, administrative and research support will be provided by the CPNRP and School of Nursing.

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