

23th May 2003

Professor Alan Gilbert
Vice-Chancellor
THE UNIVERSITY OF MELBOURNE

Dear Professor Gilbert,

Creation of a Chair of Nursing

At its meeting on 15 May 2003, the Faculty of Medicine, Dentistry and Health Sciences approved a proposal to create a second continuing Chair of Nursing in the School of Nursing.

It is proposed that a candidate be sought to provide academic leadership and scholarship for the School of Nursing in the area of historical and contemporary policy and professional issues that influence the future direction of nursing internationally.

Funding for the appointment is available from the School of Nursing. A third Chair in the School of Nursing, a five-year fixed term Chair of Neonatal Nursing Research at the Royal Children's Hospital, is being filled currently.

The proposal is outlined in the enclosed document. It is proposed that this Chair be created as a Regulation 7.1.R2 Schedule A Chair and that a Chair Committee be established as soon as possible.

I would appreciate this matter being considered by the Planning and Budget Committee at its next meeting in June.

Yours sincerely

Darrell Mead
General Manager

cc. Secretary, Planning and Budget Committee
Dean
Head, School of Nursing
Director, Legal Services

**PROPOSAL FOR THE APPOINTMENT OF A
PROFESSOR OF NURSING
THE SCHOOL OF NURSING
THE UNIVERSITY OF MELBOURNE**

PROPOSAL

It is proposed to seek the appointment of a Professor of Nursing to provide academic leadership and scholarship for the School of Nursing, Faculty of Medicine, Dentistry and Health Sciences, The University of Melbourne in the area of historical and contemporary policy and professional issues that influence the future direction of nursing internationally.

This appointment will contribute substantially to the positioning of the School of Nursing as the foremost nursing school in Australia and the region.

BACKGROUND

Efforts to improve health care are inextricably linked to improved education and preparation of health professionals. In nursing, such developments involve a diverse range of issues such as the regulation of the nursing workforce, competencies for professional practice, and accreditation models for education - all of which occur within the broader context of national health policy frameworks. The nursing profession is developing rapidly in the tertiary sector in Southeast Asia and China, and indigenisation policies in the Middle East have led to recent moves to produce local nurses educated and practising to an international standard. One of the major challenges in achieving these progressive developments is the fact that in many of these countries, the success of such policies is predicated upon a regulatory framework, professional infrastructure and practice context that seldom obtains outside North America, the United Kingdom, Scandinavia, Australia and New Zealand.

Moreover, in our region the myriad factors that have historically beleaguered nursing – gender, low status due to the stigma attached to ‘body work’, and the tensions between health service funding pressures, educational requirements and professional agendas – continue to dominate the nursing profession. In addition to these historic and remarkably stable set of concerns, nursing in the region is also burdened by the impact of the large-scale emigration of skilled nurses to the Gulf, Europe, Australia and North America. These issues demand a local and regional nursing leadership educated in policy, historically aware, and supported by a professional network to develop their leadership skills. To date these opportunities, where available, have been offered to nurses in our region through North American based organisations, frequently auspiced by philanthropic foundations such as the Rockefeller Foundation or organisations such as WHO. The School of Nursing aims to establish the University of Melbourne as the centre for future such developments in our region.

The challenges facing nursing are not confined to less developed countries. The shaping of viable public policy around health care depends on the existence and retention of a nursing workforce in sufficient numbers and of sufficient qualifications. The creation of such a workforce depends on our understanding of the historical and contemporary forces that shape nursing as well as an understanding of the nature of that work. Throughout the western world the global shortage of nurses and widespread pressures on health services have led to increasing debate over the future workforce needs and the possibility of re-engineering the health workforce to make it less reliant on the traditional profile of doctors, nurses and allied health professionals. The School of Nursing considers it paramount that the University of Melbourne be a leading voice in such debates.

There is a pressing need for a program of research that will illuminate not only the way in which contemporary economic, political and social arrangements impact nursing, but will examine the historical forces that have led to such changes. To achieve this national and international prominence in

nursing in the areas of policy, leadership and professional development the School of Nursing proposes a Chair in Nursing.

SCHOOL OF NURSING, THE UNIVERSITY OF MELBOURNE

The School of Nursing was introduced within the Faculty of Medicine, Dentistry and Health Sciences in 1996. It was established on the philosophy that clinical practice and practice-based research are integral to the educational preparation of nurses within various fields of specialty practice. Since its inception, the School has responded to market demand for flexible course delivery involving multimedia on line courses and is committed to developing Internet based education and training programs that add educational value, rather than merely breaking new ground technologically.

Postgraduate courses offered by the School articulate with the School's higher degree program and are seen as a component of a higher degree study continuum including the PhD. The School encourages students to think of their postgraduate education as an ongoing endeavour, rather than a one-off experience of formal training.

The School of Nursing has rapidly developed an extensive and dynamic research profile. The staffing profile includes expertise in a broad range of substantive areas including acute care, child and family and psychiatric/mental health nursing, and case management, and methodological areas including qualitative, quantitative and historical approaches.

In line with University's strategic goals of regional, national, and international pre-eminence, the School of Nursing has set the strategic objective to be the leading School in Australia and in the region. There are two parts to this strategy: leadership in clinical research and leadership in professional issues.

Clinical research

- In a short period of time the School has achieved national prominence as a leading site of clinical nursing research. 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 an outstanding program of clinically focused nursing research.

Professional issues

- The second element of the strategy is for the School of Nursing at the University of Melbourne to position itself as a major player in policy formulation, professional issues and political debates that influence the future direction of nursing – both domestically and internationally. A vital element in this strategy will be the integration of clinical research programs within the School to influence policy, locally, nationally and internationally.

SCOPE AND RESPONSIBILITIES OF THE POSITION

The position entails the following core components and the appointee will be expected to make significant contributions in each of these areas:

- Play a leading role in the continuing development of the School of Nursing as the foremost School of Nursing nationally and in the region.
- Develop a sociohistorical program of research, the focus of which includes local, national and international studies of practice issues, regulatory frameworks, competency models and explores the leadership aspects of solving these practice and professional problems.
- Contribute to international debates and scholarly literature on historical and contemporary professional issues in nursing.

- Provide vision and leadership within the professional community, facilitating nursing participation in national and international policy debates, e.g. public vs. private health care, managed care, business process management, public health vs. individual health care and explore the international influences that allow these concerns to vary from context to context.
- Establish the School of Nursing, University of Melbourne as a leader in the national discourse on health care delivery on issues surrounding the current nursing workforce shortage and the impending crisis that health care systems will face over the next decade and beyond in relation to its nursing workforce.
- Contribute to the leadership of the School of Nursing as a member of its Executive, and in various ways through its working committees and School-wide functions.
- Work closely with clinically-based researchers at the School of Nursing to develop strategies to influence the national direction of nursing research.
- Establish links with professional, government and educational organisations and other centres conducting related research into nursing work, policy and professional issues and postgraduate teaching.
- Develop a business planning approach in the area of international nursing leadership in conjunction with the Faculty's International Unit and AIHL.
- Expand the range and scope of collaborative research projects, short course programs, contacts and potential collaborators internationally, particularly within the Asia-Pacific region.

RESEARCH LEADERSHIP

- Provide leadership to the School of Nursing in the following key areas:
 - Develop potential sources of funding, including mainstream funding bodies, potential chief investigators and other research staff requirements.
 - Develop outstanding research programs and promote excellence in research fields relevant to nursing history, policy, ethics, accreditation, regulation, competency, workforce recruitment and retention, global migration and the international context of professional preparation.
 - Develop strong collaborative relationship with Faculty and University partners to foster multidisciplinary programs for teaching and research in the above areas.
 - Develop a business planning approach in the area of nursing policy and leadership in conjunction with the Faculty's International Unit.
 - Expand the range and scope of collaborative research projects, short course programs, contacts and potential collaborators internationally, particularly within the Asia-Pacific region.

EDUCATION

- Contribute to the development, promotion, teaching and evaluation of educational programs within the School of Nursing.

CONTRIBUTION TO THE PROFESSION

- Demonstrate active pursuit of own professional development.
- Participate in and provide leadership in community affairs, particularly those related to the discipline, in the profession and the community.

- Establish national and international links with academic and health care organisations for the purposes of collaboration research.

The Professor of Nursing will contribute to the University through

- attracting research funding
- attracting and supervising postgraduate students
- contributing to research output and research quanta
- fostering research and publication
- contributing to the development, promotion and teaching of programs within the University
- membership of relevant University Committees.
- establishing cross faculty and university linkages to support the development of the School as the leading national and regional site for professional and policy issues in nursing.

SELECTION CRITERIA

Essential

The appointee will have:

- International standing and demonstrated leadership in nursing research and scholarship.
- International recognition as a leading authority in the area of nursing history, policy or professional issues. S/he will have international standing and have demonstrated leadership in research and scholarship in one or all of those fields.
- An outstanding record of contribution through publication and editorial activities to professional and scholarly audiences on professional issues in nursing.
- A track record of leadership in postgraduate education and supervision of higher degree students.
- Demonstrated skills in working collaboratively in a multidisciplinary context.
- A strong international network of researchers in nursing and health policy.
- A demonstrated record of providing effective strategic direction within an organisation.
- Doctoral Degree in nursing or a related area
- Registered nurse or eligible for registration in Victoria as a Division 1 nurse

Desirable

- Demonstrated record of participating in and providing leadership in community affairs, particularly those related to the discipline, in the profession and community.
 - A demonstrated capacity for appropriate innovation.
 - Excellent management skills and judgement to exercise initiative.
 - Expert high level communication and negotiation skills.
 - Advanced organisational skills.

APPLICATION

Applications including curriculum vitae and the names of three professional referees, should be addressed to:

Director, Human Resources, The University of Melbourne, Victoria 3010.

Enquiries about the academic requirements of the position to:

Professor Judith Parker, Head, School of Nursing,
The University of Melbourne
Tel: 03 8344 0775 Fax: 03 9347 4172
Email: judithp@unimelb.edu.au

Closing date: (insert)

FINANCE

The position will be funded by the School of Nursing.