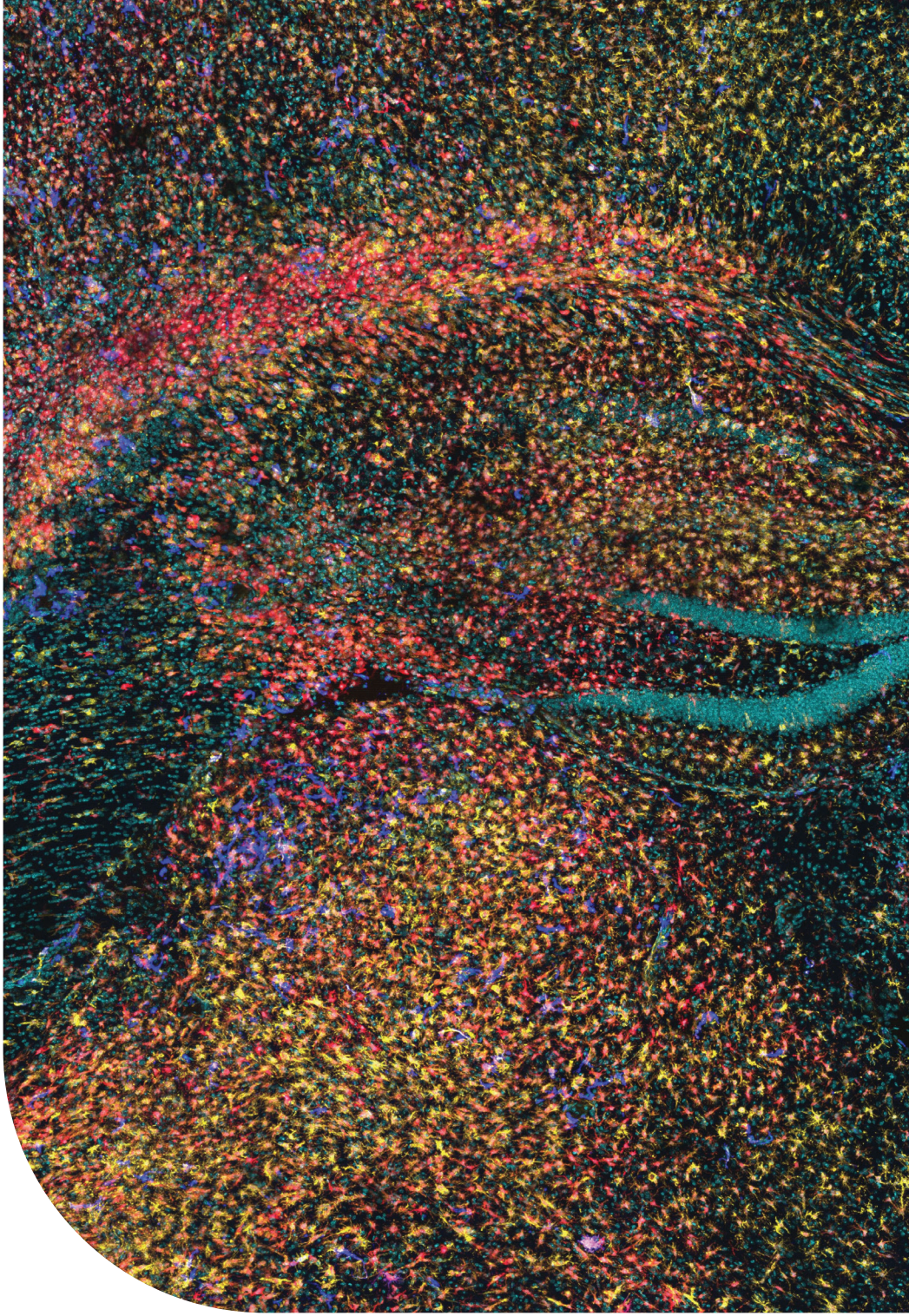
The University Of Queensland
AUSTRALIA

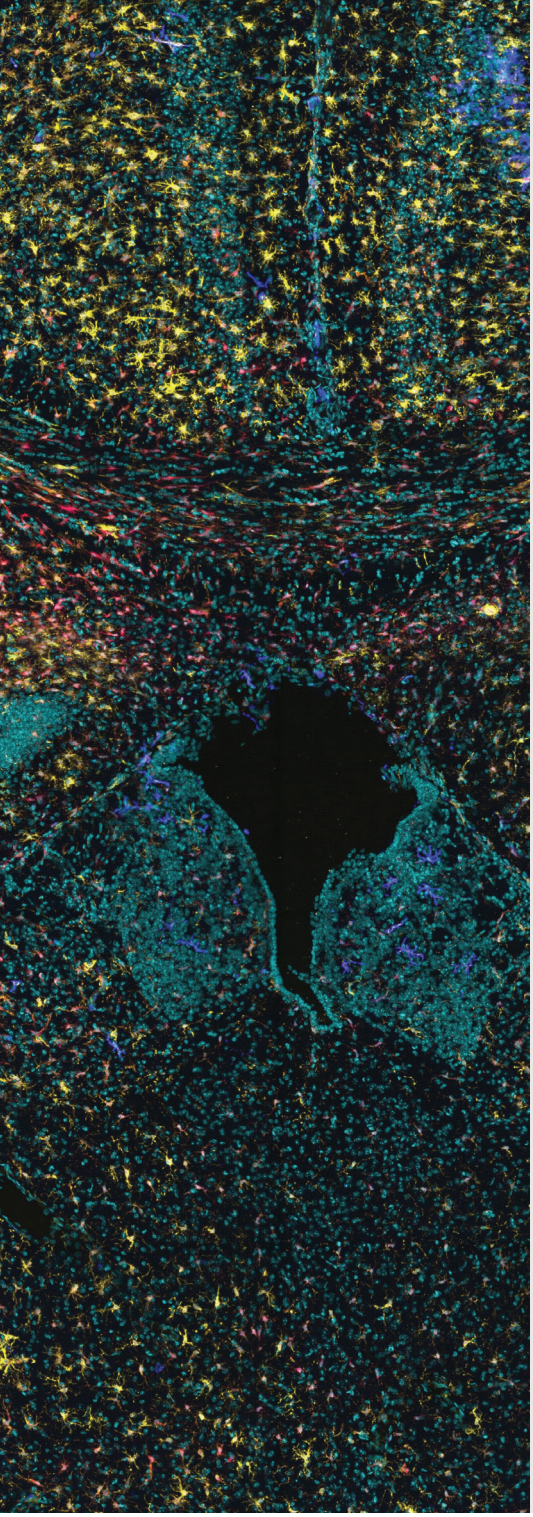
CREATE CHANGE

School of Biomedical Sciences

Strategic intent
2026-28







Our purpose

To be a global leader in scientific innovation, and the creation, application and dissemination of foundational biomedical knowledge, for better health outcomes.

We achieve our goals by harnessing diverse perspectives, transformative collaborations and pioneering ideas to inspire and empower the next generation of biomedical professionals.

People and culture

The School of Biomedical Sciences (SBMS) is committed to the UQ values of Creativity, Excellence, Truth, Integrity, Courage, Respect and Inclusivity.

- We work together to foster a culture of collegiality, inclusion, respect and psychological safety for staff and students.
- We are dedicated to contributing to reconciliation by engaging with First Nations' peoples and providing opportunities to close the gap.
- We intend that all staff and students, including those from underrepresented groups (e.g. diverse cultural backgrounds, LGBTQIA+ communities, regional or low socioeconomic backgrounds), feel supported and respected, and have access to equal opportunities.
- We recognise the importance of flexible and family-friendly work arrangements in supporting an inclusive work environment, and aim to provide them where possible.
- We work collaboratively to nurture talent throughout all stages of career progression, enabling staff to reach their potential.
- We are committed to a transparent and strategic academic recruitment process which is aligned to the school's vision and goals and respects principles of equity, diversity and gender balance.
- We ensure that the School's committees operate transparently, through an accessible governance framework.

Teaching and learning

- We lead, inspire, and innovate in biomedical education.
- Our curriculum is contemporary, coherent, and informed by educational scholarship.
- We foster a collaborative, inclusive culture where students, staff, alumni, and industry contribute to meaningful learning.
- We support students to thrive during their academic journey.
- Students engage in hands-on learning in state-of-the-art facilities, including our Gross Anatomy Facility, Integrated Pathology Learning Centre, and advanced physiology and pharmacology laboratories.
- We recognise and reward excellence in teaching and educational leadership.
- Our graduates are knowledgeable, capable, and culturally aware, ready to shape future health outcomes.
- We leverage our research excellence to advance and enrich biomedical science education.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Research

- SBMS strives for research excellence with a strong emphasis on academic collegiality and mentorship.
- We embrace our diversity of research strengths and build strategic partnerships to enhance collective impact.
- We encourage, foster and support creativity and innovation in research for significant outcomes and global impact.
- We champion discovery research as the engine of therapeutic innovation and acknowledge that transformative treatments are built on the foundational insights of early-stage research.
- We capitalize on the strategic opportunities afforded by our integration within the Faculty of Health, Medicine and Behavioural Science and across UQ to advance discovery research to industry and clinical practice.
- We are committed to nurturing our HDR students and early career researchers to cultivate the next generation of research leaders and ensure the sustainable renewal of a high-calibre biomedical workforce.
- We manage and expand state-of-the-art research facilities in keeping with principles of transparent access, affordability, innovation and quality.
- We prioritise research opportunity by supporting academic staff to balance their teaching, supervision and service commitments.

Engagement and partnerships

- We value industry and community engagement and support partnerships that enhance teaching and research opportunities.
- We foster connections between biomedical scientists and clinicians and patients, within and beyond our Faculty, to enable research translation.
- We sustain the visibility of SBMS to global public communities by actively communicating our research outcomes
- We support programs and opportunities designed to engage future students.
- We partner with students to shape strategic decisions that impact the student experience.
- We support international exchange and engagement opportunities for staff and students.
- We cultivate lifelong relationships and knowledge exchange through our alumni network.
- We embed equity, diversity, and inclusion as core principles in all engagement and partnership activities.

Operational Goals 2026–2028

People and culture

1. Collaborate with the Faculty and University to develop and support mentoring and development programs that enhance the career progression of all academic and professional staff, including EMCAs.
2. Within SBMS, offer optional panel review to provide tailored advice on setting aspirations and career direction, and readership and mentoring for staff applying for promotion.
3. Invest purposefully and equitably in academic and professional staff development.
4. Enhance onboarding of new staff by maintaining teaching and research ‘how to’ information sites.
5. Use workloads data to ensure that teaching tasks are shared equitably within SBMS, taking into account skills, experience, personal circumstances and research and service load.
6. Improve engagement with Aboriginal and Torres Strait Islander students and academics and clearly communicate all SBMS activities/progress that addresses the ‘stretch RAP’ to SBMS staff.
7. Establish mechanisms to monitor and report progress on diversity and equity initiates and improve visibility of their impact and outcomes across the school.
8. Implement inclusive processes to identify and support students from low socio-economic and remote backgrounds, in line with UQ’s ‘Queensland Commitment’.
9. Embed completion of UQ training modules, including Disability Inclusion and LGBTQIA+ Awareness Training, and the optional Aboriginal and Torres Strait Islander Core Culture Learning modules as a standard required practice for all staff.
10. Celebrate staff and student achievements.



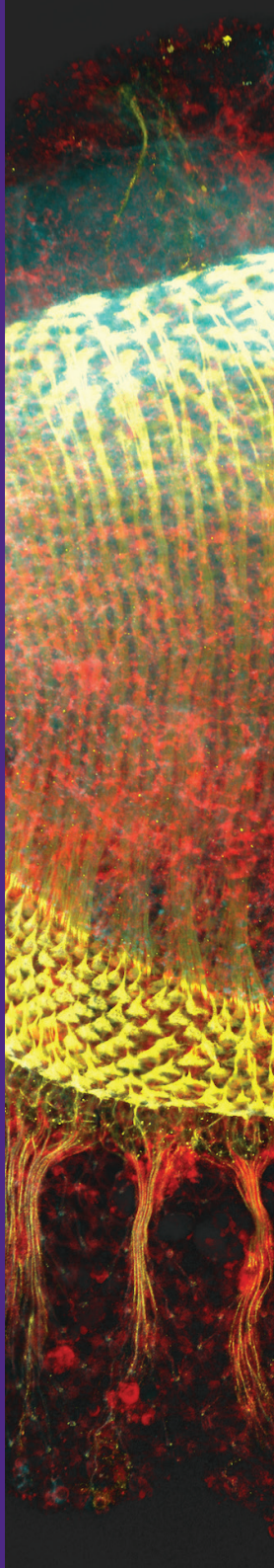


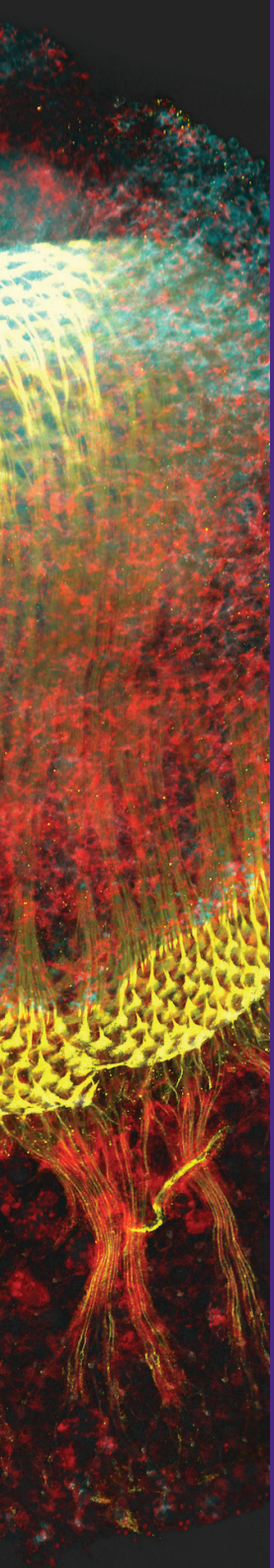
Teaching and learning

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 modern 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 Bachelor of Biomedical Science curriculum.
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.

Research

1. Promote targeted initiatives that support and strengthen competitive grant applications and drive high-quality research outcomes.
2. Identify and leverage the School's research strengths to strategically allocate resources in support of multi-investigator grants led by, or in collaboration with, SBMS researchers.
3. Pursue and cultivate collaborative research opportunities within the Faculty of Health, Medicine and Behavioural Sciences and across the broader UQ network, fostering new partnerships that amplify research impact.
4. Foster a vibrant, inclusive and engaged school seminar program that celebrates achievements, facilitates knowledge exchange and builds collaborative networks.
5. Nurture a School environment that actively encourages innovation, supports the development of new ideas, and empowers researchers to pursue novel and impactful research directions.
6. Encourage and support SBMS researchers in establishing, developing, and sustaining external partnerships that strengthen research capability and capacity.
7. Design and implement sustainable support mechanisms that enable academic staff to maintain high levels of research productivity, particularly in internationally competitive research environments.
8. Optimize academic workloads, reduce administrative burden and allocate resources effectively to maximize researcher time and enhance research opportunity.
9. Ensure SBMS core facilities are properly staffed and infrastructure maintained or upgraded to meet the evolving needs of researchers within the School, Faculty, and the broader UQ research community.





Engagement and partnerships

1. Create a cohort experience for our students by embedding meaningful opportunities for academic and social connection with peers and staff
2. Provide targeted support to enhance strategic partnership and funding opportunities across SBMS
3. Develop and implement a marketing strategy to raise the School's profile and expand internal and external partnerships
4. Improve communication of research outcomes to increase the visibility of SBMS among local and global audiences
5. Strengthen and expand biomedical exchange programs to grow the reputation of SBMS and its partners
6. Leverage the alumni network to foster long-term partnerships and strengthen SBMS's reputation
7. Pursue new affiliations and collaborative opportunities with research institutes, the wider university community, and key stakeholders to enhance engagement and translation impact
8. Inspire and engage future biomedical scientists through outreach, hands-on learning, and mentorship, to foster early interest and pathways into biomedical careers.
9. Enrich HDR experience by creating a cohort experience for our postgraduate students, fostering their sense of professional identity as biomedical scientists through seminars, retreats, social events and other inclusive activities
10. Align with the Australian Universities Accord Interim Report 'Opening the Doors of Opportunity' by engaging with future students through School and community outreach activities



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