

## Principles for faculty-wide partnerships



**The Faculty of Health Sciences (FHS) is committed to developing deep, multifaceted, sustained partnerships with the health, education and disability sectors, communities and industry.**

These partnerships will be mutually beneficial and based on trust and respect. Development of partnerships with industries, health and international organisations is a focus of our current strategic plan (2016-2020). Individual academics, disciplines and research teams will have partnerships, however, these principles are designed to inform the initiation, development and maintenance of whole of faculty partnerships.

The partnerships may involve any combination of the following: research collaboration, reciprocal learning and teaching, student clinical placements, service learning opportunities, scholarships and internships, joint leadership, mentoring exchanges, strategic advice and support of each other, and joint lobbying of government on common agendas. In selecting authentic partners for any endeavour FHS considers the applicability of the following principles:

- Alignment of organisational values
- Alignment of organisational strategic objectives
- Mutuality of benefits
- Commitment to learning, development and innovation
- Commitment to excellence
- Demonstrated understanding of what being in a partnership involves
- Size and diversity of organisations and communities sufficient to enable and support multiple types of engagement and scale in outputs eg. clinical placements and research
- Commitment to the partnership at strategic levels of the organisation through the identification of champions
- Policy environment is compatible with University policies
- Sustainability of the partnership
- Cultural competence of each organisation compatible with FHS
- Commitment to Workplace Health and Safety.

### Expected behaviours of both partners

- Willingness to help each other
- Consultation before making decisions that impact on the other partner
- Listening to and understanding each other's strategic challenges and a willingness to assist when possible/appropriate
- Willingness to develop joint strategic directions and goals to benefit both partners
- Recognition of each other's strengths and expertise
- Regular communication and interaction
- Commitment to management of conflicts and communication failures which will inevitably arise
- Ethical management of conflicts of interest
- Respect for each other's and mutual intellectual property
- First preference for any collaborative opportunities that may arise
- Support the learning, development, safety and well-being of all students, early career researchers and employees.

Partnerships will be formally constructed using Memorandum of Understandings and Agreements and will be reviewed every three to five years.