MELBOURNE
INSTITUTE OF TECHNOLOGY

PRACTICAL EXCELLENCE

Research & Scholarship Plan

2021-2022

Research & Scholarship Excellence

Contents

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Original Issue:	24 October 2012
Approved by Academic Board (AB):	25 March 2021
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Message from the Executive Dean

It is a privilege to be involved in assisting students to further their education. In a community where staff are both experts in their field, and dedicated to teaching, we operate in an environment where this facilitates our high accessibility to foster and promote individualised student attention to learning and knowledge development.

When a student chooses to study with MIT, they are making a decision to enter a Higher Education provider where they will be encouraged to dedicate their time to achieving success in their studies. They will contribute to this success by utilising the vast array of support services and expert teaching that we are able to offer our students. In a real sense, they will be shaping their own future in a positive and engaging way, because they will be encouraged and supported to use and expand their own unique practical skills and knowledge, developed through an exciting and innovative educational experience. This practical experience complemented by sound theory, means MIT graduates will fully appreciate the depth of our curriculum, based upon grounded teaching and learning theories that will assist them to become sought after professionals in their chosen careers.

Professor Michael Clements, PhD, FIML, GAICD
Executive Dean, MIT

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MIT Students value scholarship and research

Outstanding Scholarship Results

STUDENT SUCCESS

**Ali JAWEED
Master of
Professional
Accounting**

I got my first job offer within months of graduating from MIT. Since then, I have worked in various multinational firms in Melbourne, London and now Hungary. Much of my success has been due to the Professors at MIT. The guidance they provided me as a student gave me the confidence to grow in my career. While studying at MIT, I was able to advance my leadership, analytical and soft skills to a whole new level – skills that have helped me immensely in both work and life. I would have to say that one of the best things about studying at MIT was the cross-cultural interaction between students from various parts of the world. It is something not to be downplayed as it has been quite advantageous in my career trajectory.

POST-GRADUATE SUCCESS

**Shirshak NEPAL
Master of Engineering
(Telecommunications)**

Studying at MIT has been invaluable in kick-starting my career in the Telecommunication industry. Through the compulsory internship program, I landed a part-time job in the networking field even though I was still halfway through my degree. After graduating, I was employed with a company named XLATE for three years followed by my recent move to Telstra where I look after Managed Services and Projects for our CISCO clients. What stands out for me is that most of the subjects I studied in my postgrad degree has been essential in all the three roles I've undertaken. It's fair to say the degree has provided me with the practical knowledge and vital skills I've needed on the job. As a student at MIT, I also learnt to cultivate a positive can-do attitude and got to study with like-minded peers who motivated me to push my limits. That has certainly paid off for me as I continue to test my limits in my new role – juggling different projects, learning new technologies and enhancing my knowledge for bigger and better things.

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Overview

MIT prepares students for the future

Melbourne Institute of Technology (MIT) has the vision to continue to be a leading private higher education provider nationally and internationally by proactively developing innovative educational programs to meet industry needs and by a commitment to inspire tomorrow's graduates.

Its mission is to :

Provide the opportunity for individuals to access knowledge and to enrich and transform their futures through MIT's higher education programs with a personalised and transformational student experience.

Scholarship Importance

MIT is committed to its Academic Quality Assurance Framework in ensuring quality scholarship informs the basis of the teaching and learning within the courses of study we offer. Our teaching staff have a sound understanding of current practice in scholarship that strongly underpins teaching practice in their disciplines.

Research

The focus of provoking discussion about development of new knowledge in higher education teaching is pertinent to the direct relationship between the teaching and research nexus at MIT. It is therefore important that staff continue to deliver teaching and learning that engages and builds this advancement towards a strong body of research knowledge and inquiry, that transfers directly to students in the classroom.

GOAL	Purpose
1. Enhance a culture of scholarship and research in the academic disciplines of MIT.	Academic staff are to demonstrate current subject knowledge and ongoing intellectual research and engagement in primary and allied disciplines.
2. Enhance a culture of scholarship in the theory and practice of learning and teaching in higher education.	Ensure that MIT's academic staff are active in scholarship that informs their teaching, utilising contemporary practises in learning and assessment principles.
3. Foster research in MIT's academic disciplines and in the scholarship of learning and teaching.	To underpin the importance of current and continuous development in new research theory and practise, by participating in staff forums with a focus on research collaboration, mentoring and information sharing workshops.

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Purpose and Goals

The Scholarship and Research Plan is set to provide direction for staff in their teaching, research and scholarship; to ensure open and insightful sharing of knowledge. Quality research ensures the ability to learn from others, and other contexts of practise whether this is from colleagues, the business community or students. Therefore it is critical that students and teaching staff should both be engaged in this inquiry, culminating in new discoveries. MIT will encourage teaching and research to be integral parts of the pursuit of knowledge and understanding in order to maintain relevance and to inspire.

Our Purpose

The purpose of the Scholarship and Research Plan is to provide the Institute with a blueprint to achieve continuous improvement in its performance in scholarship and research.

The Scholarship and Research Plan reflects the Institute's Strategic Plan (currently prescribed for the time period 2018 – 2022) and associated Goals and Priorities.

Research and scholarship are a core element within the MIT philosophy. The drive to assist students to explore new territory and pursue new insights with research is the ultimate learning experience, involving discovery and encouraging synthesis of new knowledge. All staff are encouraged to contribute to, and benefit from MIT's growing research focus, which is intended to build a broad collaboration through connections that advancement of scholarly pursuits can present to the learning experiences of our students.

Key focus will be given to developing:

1. Programs that create opportunities for academic staff to research and teach using new and relevant innovations.

2. Professional development programs providing training in key scholarship and research skills.

3. Academic mentoring opportunities to develop research and scholarship expertise.

Goals

Over the next two years, the Research and Scholarship Plan (2021-2022) will drive significant enhancements and performance improvements by focusing on our three strategic goals.

> MIT ensures a student focussed education, that provides innovative and engaging student learning experiences for our students.

Goal 1: Enhance a culture of scholarship in academic disciplines

Academic staff demonstrating current subject knowledge and ongoing intellectual research and engagement in primary and allied disciplines. Inclusion of theoretical knowledge that underpins our teaching and publishing in general and academic research domains, is a component of building deeper scholarship knowledge. Exploration of new literature and research to inform interaction with peers and students around scholarship knowledge in the pursuit of new understanding, will be encouraged.

STRATEGY	ACTION
To expand development of research areas through ongoing internal and external collaborations.	1.1 Prioritise review of Policies and Procedures on scholarship and research to ensure the incorporation of activities and evidence requirements are relevant and updated.
	1.2 Maintain evidence of academic staff portfolios to ensure updated professional development activities are annotated.
	1.3 MIT will provide appropriate workshops and seminars for academic staff development and mentoring on an annual basis ensuring high staff participation.
	1.4 Align staff with research interests and strengths into research themes.
	1.5 Support staff in developing their research networks with external researchers, centres and projects to enhance the profile of MIT's research achievements.

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Goal 2: Enhance a culture of scholarship and research in the theory and practice of learning and teaching in Higher Education.

Ensure that MIT's academic staff are active in scholarship that informs their teaching utilising contemporary practises in learning and assessment principles. The requirement to embed continuous improvement in the knowledge and application of theory into teaching, requires staff to actively maintain their dedication to assimilating new knowledge and theories in related fields. Active engagement with other educators will be encouraged.

STRATEGY	ACTION
To support and enhance MIT staff in maintaining currency in their professional field or discipline.	2.1 MIT will actively support a Grants Scheme for research on demonstration of new innovations in learning and teaching, and record details of results through relevant committees, annotated in the Annual Report.
	2.2 MIT will provide an annual funding opportunity for academic staff to present innovative scholarly proposals focussed on learning and teaching research developments that can advance scholarship or research practice within the Institute.
	2.3 Funded scholarly proposals for learning and teaching research, will include new innovations and implementations for blended and online delivery that leverage activities to advance knowledge and knowledge practices.
	2.4 Academic staff participation in the Graduate Certificate in Higher Education enrolment and/or completion of this program will be encouraged in order to maintain capability by building discipline standing through engagement with research and scholarship activities.
	2.5 Ensuring formal Ethics Approvals are managed according to the National Ethics Regulations as required.

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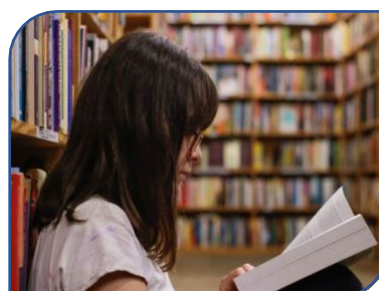Current Version: 07 May 2021
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Goal 3: Foster research in MIT's academic disciplines and in the scholarship of learning and teaching.

To underpin the importance of current support for research culture and activity that is disseminated through to student learning; continuous development in new research theory and practice, staff forums and research collaborations will be encouraged. Recognition of the importance of all staff maintaining academic scholarship as being critical to ensuring the most up-to-date knowledge is discussed and shared through our teaching material, whilst maintaining our research and scholarship standards to the sector requirements, are also critical to our Capstone Project supervision capability.

STRATEGY	ACTION
Support and encourage staff to remain informed on new T&L literature in relevant disciplines.	3.1 Encouragement for staff to present research findings at referred academic national and international conferences and through publication in reputable journals.
	3.2 MIT will host an Annual Research day encouraging collaboration and presentation of research findings to colleagues.
	3.3 MIT will encourage academic staff who do not hold a research higher degree to expand and build their knowledge in this manner, especially by completing a higher degree by research.
	3.4 Staff are expected to update their profiles annually with all research-based conference presentations, publications, journal articles, books or book chapters.

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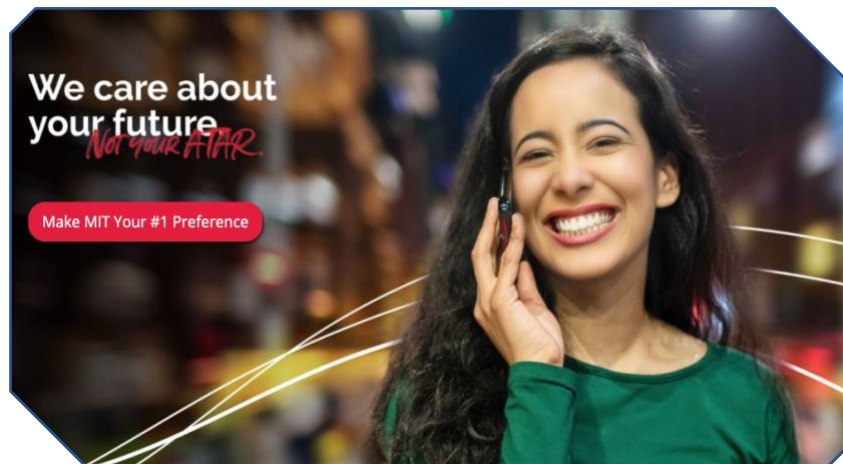
Monitoring and Evaluation

Evaluation of the impact and outcomes of the initiatives will be important in supporting the regular review of the Teaching and Learning Strategic Plan. This evaluation will take place through:

- Monitoring outcome measures and key performance indicators.
- Continuing student progression, completion, retention and student satisfaction surveys for different locations.
- Analysing and disseminating data on the monitoring of initiatives and reviewing their effectiveness in achieving engagement targets.

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