



School of Business

Summer Scholarship Research Program 2020

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Project 13: Can professional identity be adapted for interprofessional care? A systematic review of interventions

Supervisor(s): Ann Dadich - a.dadich@westernsydney.edu.au
Principal Supervisor

Stephanie Best - Stephanie.best@mq.edu.au
Second Supervisor

Project description

Interprofessional healthcare, whereby 'different professional groups work together to positively impact healthcare'¹, represents international best practice^{2,3}. This follows the associated benefits, including improved: organisational processes; teamwork; job satisfaction; medication dosages; as well as patient safety and wellbeing⁴⁻⁷. Despite evidence of what works to promote it, like 'a shared purpose; critical reflection; innovation; and leadership'⁸⁻¹⁰, interprofessional healthcare does not always occur, or is rigorously evaluated^{1,11}. This might be partly because much of the research to date has a myopic focus, examining healthcare teams, the services they represent, and/or education – be it for university students or practicing clinicians. To the applicants' knowledge, research is yet to expand this focus by considering, for instance, how professional identities, which can be inflexible, might be adapted and mobilised for interprofessional healthcare. This study addresses this void. Specifically, it will involve systematically reviewing academic publications to determine whether and how professional identity can be purposefully reshaped, if not changed via such interventions to ultimately promote interprofessional healthcare. Furthermore, and perhaps more importantly, this project aligns with:

- The Western Sydney University Research Theme – Health & Wellbeing, which encompasses healthcare system resilience; this is because 'Effective teams not only protect patients from risks and improve outcomes – they also create a more positive, engaging, and resilient workplace'¹²
- The Western Sydney University [Research and Innovation Plan \(2018 – 2020\)](#); specifically, and as per the School of Business research plan, this project:
 - Will culminate with evidence that serves to 'Externalise the School's research focus... and activity as a means of supporting higher quality and impactful research'
 - Was conceived following a 'targeted linkage' between the School of Business and scholars from two esteemed institutions; namely:
 - Macquarie University
 - Swansea University
 - Represents 'leading edge research to create new knowledge, foster social and economic outcomes and contribute to important local, national and international issues'
 - 'tackle[s] contemporary real-world problems using an interdisciplinary approach'
- The supervisory team represents a 'Research collaboration between the University and external parties to foster an enduring connection between research, policy and practice'

Project Aims

The overarching aim of this study is to promote interprofessional care. This will be achieved by addressing the following objectives:

1. Develop and pilot-test search strategies to systematically scour relevant academic databases for publications pertaining to the study focus
2. Identify publications that meet inclusion criteria
3. Extract and analyse pertinent content from the identified publications to determine:
 - a. The interventions (sensu lato) that were tested to reshape professional identity
 - b. The associated effects
 - c. Research questions that warrant (further) attention
 - d. The associated implications for policymakers, managers, practitioners (sensu lato), and recipients of health services – be they patients or carers
4. Report on the findings for the purpose of a manuscript for a refereed academic journal

Project Methods

- The supervisory team, including the student, will:
 - Develop, pilot-test, and deploy search strategies tailored for relevant academic databases
 - Determine the inclusion criteria
 - Develop an extraction tool to aid the analysis of pertinent content from the identified publications
- The student will:
 - Cull the identified publications
 - Extract pertinent content from the identified publications
 - Contribute to a manuscript for a refereed academic journal

Opportunity for Skill Development

Supported by the supervisory team, the student is expected to develop the following skills through the course of this project:

- Superior analytical skills to conduct a systematic review
- Improved writing skills to report on research findings for an academic audience

Students are required to have the following skills/meet the following pre-requisite(s) to apply

This project is suitable for a student who:

1. Is in their final-year of an undergraduate degree
 - Is studying, has studied, or has an interest in the discipline(s) of: management, allied healthcare, nursing, medicine, health and/or social policy, social science, psychology, sociology, the humanities, and/or health science
 - Has excellent communication skills and confidence in their basic writing skills

Project 14: How do clinicians' professional bodies use social media to promote interprofessional care? An international study

Supervisor(s): Ann Dadich - a.dadich@westernsydney.edu.au
Principal Supervisor

Stephanie Best - Stephanie.best@mq.edu.au
Second Supervisor

Project description

Interprofessional healthcare, whereby 'different professional groups work together to positively impact healthcare'², represents international best practice^{3,4}. This follows the associated benefits, including improved: organisational processes; teamwork; job satisfaction; medication dosages; as well as patient safety and wellbeing⁵⁻⁸. Despite evidence of what works to promote it, like 'a shared purpose; critical reflection; innovation; and leadership'⁹⁻¹¹, interprofessional healthcare does not always occur, or is rigorously evaluated^{2,12}. This might be partly because much of the research to date has a myopic focus, examining healthcare teams, the services they represent, and/or education – be it for university students or practicing clinicians. To the applicants' knowledge, research is yet to expand this focus by considering, for instance, the role of clinicians' professional bodies – the organisations that represent, advocate for, and promote the professional development of particular healthcare professions. This study addresses this void by examining how clinicians' professional bodies promote interprofessional care. Specifically, this international study – spanning, Australia, Canada, France, New Zealand, the United Kingdom, and the United States – will consider how professional bodies that represent the five disciplines that have a key role in community-based healthcare – namely, general practice, nursing, pharmacy, physiotherapy, and social work – use social media to encourage members to 'work together to positively impact healthcare'².

Furthermore, and perhaps more importantly, this project aligns with:

- The Western Sydney University Research Theme – Health & Wellbeing, which encompasses healthcare system resilience; this is because 'Effective teams not only protect patients from risks and improve outcomes – they also create a more positive, engaging, and resilient workplace'¹²
- The Western Sydney University [Research and Innovation Plan \(2018 – 2020\)](#); specifically, and as per the School of Business research plan, this project:
 - Will culminate with evidence that serves to 'Externalise the School's research focus and activity as a means of supporting higher quality and impactful research'
 - Was conceived following a 'targeted linkage' between the School of Business and scholars from two esteemed institutions; namely:
 - Macquarie University
 - Massey University
 - Swansea University
 - The KEDGE Business School
 - The University of Auckland
 - The University of Texas

- Represents 'leading edge research to create new knowledge foster social and economic outcomes and contribute to important local, national and international issues'
- 'tackle[s] contemporary real-world problems using an interdisciplinary approach'
- The supervisory team represents a 'Research collaboration between the University and external parties to foster an enduring connection between research, policy and practice'

Project Aims

The overarching aim of this study is to promote interprofessional care. This will be achieved by addressing the following objectives:

1. Identify professional bodies, across six nations – namely, Australia, Canada, France, New Zealand, the United Kingdom, and the United States – that represent the five disciplines that have a key role in community-based healthcare – namely, general practice, nursing, pharmacy, physiotherapy, and social work – and hold an official Twitter account
2. Extract: tweets from the official Twitter accounts of the aforesaid professional bodies; and mentions of the official Twitter accounts of the aforesaid professional bodies
3. Analyse the data to examine how the aforesaid professional bodies: use social media to promote interprofessional care; and are mentioned by others
4. Report on the findings for the purpose of a manuscript for a refereed academic journal

Project Methods

- The supervisory team, including the student, will:
 - Identify the relevant professional bodies
 - Extract:
 - Tweets from the official Twitter accounts of the aforesaid professional bodies
 - Mentions of the official Twitter accounts of the aforesaid professional bodies
 - Analyse the data to determine how the aforesaid professional bodies:
 - Use social media to promote interprofessional care, with particular reference to:
 - International comparisons
 - Disciplinary comparisons
 - Are mentioned by others, with particular reference to:
 - The official Twitter accounts of other professional bodies
 - The official Twitter accounts of government departments
 - Individuals (that is, not official, organisational Twitter accounts)
 - International comparisons
 - Disciplinary comparisons
 - Identify key lessons that can enable professional bodies to promote interprofessional care
 - Contribute to a manuscript for a refereed academic journal
- The student will:
 - Develop a review of relevant literature
 - Clean and analyse the tweets
 - Contribute to a manuscript for a refereed academic journal

Opportunity for Skill Development

Supported by the supervisory team, the student is expected to develop the following skills through the course of this project:

- Superior analytical skills to conduct a systematic review
- Improved writing skills to report on research findings for an academic audience

Students are required to have the following skills/meet the following pre-requisite(s) to apply

This project is suitable for a student who:

- Is in their final-year of an undergraduate degree
- Is studying, has studied, or has an interest in the discipline(s) of: management, allied healthcare, nursing, medicine, health and/or social policy, social science, psychology, sociology, the humanities, and/or health science
- Has excellent communication skills and confidence in their basic writing skills

Project 15: Reconciliatory Action and Australian Professional Sport Organisations

Supervisor(s): Michelle O'Shea - m.oshea@westernsydney.edu.au
Principal Supervisor

Project description

The project examines the social significance of professional sport organisations through the development and implementation of a Reconciliation Action Plan (RAP).

Reconciliation Australia (RA) is the leading, independent organisation with responsibilities for promoting and facilitating reconciliation. The building of respectful and trusting relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples underpins their establishment in 2001. As part of its contemporary mandate, RA facilitates and administers the Reconciliation Action Plan program. The RAP program initiated in 2006 provides a framework for organisations to support the national reconciliation movement. RAPs are formulated based on three pillars, expressed by RA as 'Relationships, Respect and Opportunities'.

More specifically, the project is concerned with understanding how these reconciliatory actions plans (increasingly enacted by professional sport organisations) can encourage and enable the social inclusion of Indigenous Australian women. For the purpose of this research social inclusion is defined as the process of improving the terms on which individuals and groups take part in society—improving the ability, opportunity, and dignity of those disadvantaged because of their identity.

Project Aims

1. To systematically record and collate RAP's across Australian professional sport organisations
2. To analyse the content of the RAP's through a Social Inclusion framework in order to;
 - a. Report the activities, programs and policies aimed at/addressing Indigenous Australian women and to
 - b. Explore inclusionary outcomes of Indigenous Australian women

Project Methods

Through a qualitative content analysis of Australian professional sport organisations RAP plans/documents available in the public domain and drawing on a social inclusion framework the Summer Scholar will record and analyse how, through the activities associated with the RAP, inclusion was encouraged and enabled for Indigenous women.

By adopting a qualitative content analysis methodology in this context we build on its successful usage in 2017, when it was deployed in considering the 58 submissions presented to the 2012/3 House of Representatives Standing Committee on Aboriginal and Torres Strait Islander Affairs Inquiry. By evaluating these submissions, scholars critically considered how sport providers (sport organisations, community agencies, academics and industry experts and practitioners) enabled and facilitated participation of Indigenous women in sporting contexts. Accordingly, the content of each RAP document will be read and analysed using the following criteria:

- The document specifically mentioned Indigenous women, girls and/or females
- Specific women's, females' and/or girls' programs/activities were mentioned; and/or
- Events, carnivals and competitions involving females were outlined.

Opportunity for Skill Development

Supported by the supervisory, the student is expected to develop the following skills through the course of this project:

- Superior analytical skills to conduct a systematic review
- Improved writing skills to report on research findings for an academic audience – previous students supervised by this supervisor have submitted their research findings to high-quality journals
- Develop a better understanding of:
 - a. Reconciliation Action Planning and Practice in Australian professional sport
 - b. The intersections within and between societal norms, policy and practice in the sporting context
 - c. Issues relevant to equity, diversity and inclusivity in/through professional sport more broadly

Students are required to have the following skills/meet the following pre-requisite(s) to apply

This project is suitable for a student who:

- Is in their final-year of an undergraduate degree
- Is studying, has studied, or has an interest in the discipline(s) of: (sports) management, marketing, health and/or social policy, social science, psychology, sociology, and/or the humanities.
- Has excellent communication skills and confidence in their basic writing skills

Project 16: Supporting students' transitioning journey to the new normal in education

Supervisor(s): Nicole Stegemann - n.stegemann@westernsydney.edu.au
Principal Supervisor

Dorothea Bowyer - d.bowyer@westernsydney.edu.au
Second Supervisor

Project description

The overall aim of this research project is to investigate students' perspective of ad hoc pedagogical changes to learning format due to COVID-19. Students at UG and PG levels have been exposed to a range of requirements from being capable to solve simple technology issues, having a good level of self-efficacy, to being able to think critically and reflect without a formal guided learning process on students' learning requirements and outcomes due to the ad-hoc change to a fully operated online teaching format caused by the current global pandemic. This study also aims to assess the level of student engagement in their learning during this time and whether engagement levels have changed due to the change of modality.

This project aligns with the Western Sydney University Research and Innovation Plan (2018 - 2020). Specifically, and as per the School of Business research plan:

- This project will culminate with evidence that serves to 'Externalise the School's research focus... and activity as a means of supporting higher quality and impactful research'
- The project focus 'tackle[s] contemporary real-world problems using an interdisciplinary approach'

Project Aims

1. To assess students' level of satisfaction with classroom and online learning, drawing comparisons between the two.
2. To assess students' perceptions and coping mechanism with the ad-hoc change of face-to-face to online learning.
3. To determine students' perception of engagement with peers and academics within an online learning environment.
4. To identify students' levels of motivation in learning through technology and online classes.
5. To identify the impact of COVID-19 and ad-hoc change of learning format on students' welfare.

The student will assist the supervising academics with two research phases:

Phase 1

Desktop research and produce an annotated bibliography and literature review that addresses the following topics;

- challenges and barriers of online learning
- motivation of online vs. in class learning
- COVID-19 impact of students learning environment, learning outcomes and welfare

Phase 2

Engage in field research:

- Conduct interviews and/or focus groups with UG and PG students who have experienced this ad-hoc change to online learning in 2020
- Transcribe the interviews and provide a preliminary analysis of common themes

The student will be encouraged to become a co-author of this study during 2021.

Project Methods

The student will largely be engaged in:

- Advanced online search and navigation methods to locate relevant secondary literature relating to the topic of COVID-19 impact on student online learning;
- The compilation and writing of an annotated bibliography of research findings, as well as the synthesis of these findings in order to produce an accompanying literature review; and,
- The conduct of 2-3 focus groups and interviews with students to collect perspectives and student lived-experiences to the ad-hoc change of online learning.

The student will be directly and independently engaged with this research. Both supervisors will support the student in initially searching for and accessing materials through the library's online databases. These online databases are all accessible to WSU students through WSU's library server. The student will become part of the team and assist in co-authoring a journal article. Direct training and supervision will also be provided to the student in regards to being involved in field research and how to conduct interviews and focus groups.

The student's time will be spent in the following way:

Weeks 1-3: Compile an annotated bibliography

Weeks 4-5: Write a literature review based on the annotated bibliography with a particular emphasis on the ad-hoc change for students to online learning. Training on how to conduct focus group discussion and conduct interviews.

Weeks 6-8: Engage in primary data collection. Facilitate focus group discussion and conduct interviews.

Opportunity for Skill Development

The student will develop the following skills for future employment:

- Advanced scholarly information literacy;
- An ability to source relevant scholarly online and library databases;
- An ability to read and understand relevant secondary literature and synthesize that information to inform scholarly opinion;
- Advanced critical and analytical skills;
- Training and first-hand experience and engagement in primary data collection
- Communication (verbal and written), project and time management skills

Students are required to have the following skills/meet the following pre-requisite(s) to apply

This project is suitable for a student who:

- Is in their second or final-year of an undergraduate degree
- Is enrolled in the School of Business
- Is passionate about research and would like to become part of a dynamic research team
- Has good communication skills and wants to expand their business research writing skills

Project 17: Policy and Practice: charting parental leave in Women's Sport in an Australian and International Context

Supervisor(s): Michelle O'Shea - m.oshea@westernsydney.edu.au
Principal Supervisor

Sarah Duffy - sarah.duffy@westernsydney.edu.au
Second Supervisor

Dorothea Bowyer - d.bowyer@westernsydney.edu.au
Third Supervisor

Project description

Please give a general description of the Project including background, and how this fits within a larger project (if applicable).

Scholars have described how Australian women's sport has experienced a revolution (Taylor 2020). Over the course of the past decade and in specific reference to the Australian context female cricketers and footballers have achieved professional status. Indeed, the success of these and other professional women's leagues and teams is evidenced through increased commercial and public interest. In Australia, a record-setting crowd of more than 86,000 fans watched the Australian women's cricket team win the T20 Women's World Cup earlier this year. Recent research evaluating fans emotional connection with sporting national teams saw women's teams surpass their male counterparts in popularity. The women's cricket team, followed by the Mathilda's, Australia's women's rugby sevens team and netball's Diamonds (Henriques-Gomes 2020) dominated the minds and hearts of Australian sport fans.

While the popularity of women's professional sport leagues and teams continues to expand the remuneration and allied benefits female athletes receive remains' contentious. Despite collective bargaining agreements such as that negotiated by the Matilda's (it was only last year through forceful collective bargaining that the Mathilda's achieved pay equity with the men's team) tensions and gaps remain. One area of contention and concern (Darroch et al 2019) and the focus of this research relates to exploring parental leave and return to work and allied collective bargaining arrangements in women's professional sport. In doing so, the project is concerned with exploring current critical scholarship in this space together with mining, understanding and benchmarking the content of policies and practices across the Australian and international women's professional sport context. Furthermore, this project aligns with the Western Sydney University Research and Innovation Plan (2018 - 2020). Specifically, and as per the School of Business research plan:

- This project will culminate with evidence that serves to 'Externalise the School's research focus... and activity as a means of supporting higher quality and impactful research'
- The project represents 'leading edge research to create new knowledge, foster social and economic outcomes and contribute to important local, national and international issues'
- The project focus 'tackle[s] contemporary real-world problems using an interdisciplinary approach'

Project Aims

The overarching aim of this study is to explore the development and implantation of maternity/parental leave policies and practices in professional sport. To achieve this end, the student will assist the supervising scholars with two research phases:

Phase 1

1. Developing and piloting-test search strategies to systematically review academic literature relevant to maternity leave policies and professional women's sport leagues and teams
2. Identify publications that meet inclusion criteria
3. Extract and analyse pertinent content from the identified publications
4. Report on the findings for the purpose of a manuscript for a refereed academic journal

Phase 2

1. A thematic analysis of current maternity arrangements/provisions in the Australian women's professional sport context
2. In connection, and arising from this analysis international contexts and comparisons are sought. Accordingly, looking to the international context we will similarly explore what policies and provisions are in place for professional athletes who have or wish to have children. An international focus will see an emphasis on bargaining processes and policy provisions in the North American and UK contexts. With increasingly professionalism of women's sport Asia also provides a context for useful comparisons and benchmarks.
3. This combined data will allow for benchmarking within and across the Australian and international women's professional sport context.
4. Further, the above mentioned combined data will allow us to compare and contrast the policies with professional men's sport.

Project Methods

Literature Review: systematically scour relevant academic databases for publications pertaining to women's professional sport and maternity/ parenting.

Secondary Data Analysis: the summer scholar will assist with locating and analysing the content of maternity and allied policies (professional sport organisations in Australia, UK, North America and Asia).

Opportunity for Skill Development

Supported by the supervisory team, the student is expected to develop the following skills through the course of this project:

- Superior analytical skills to conduct a systematic review
- Improved writing skills to report on research findings for an academic audience – previous students supervised by this supervisory team have submitted their research findings to high-quality journals
- Develop a better understanding of:
 - Maternity and parental leave provisions in professional sport (domestic and international)
 - The intersections within and between societal norms, policy and practice in the sporting context
 - Issues relevant to equity and diversity in professional sport more broadly

Students are required to have the following skills/meet the following pre-requisite(s) to apply

This project is suitable for a student who:

- Is in their final-year of an undergraduate degree
- Is studying, has studied, or has an interest in the discipline(s) of: (sports) management, marketing, health and/or social policy, social science, psychology, sociology, and/or the humanities.
- Has excellent communication skills and confidence in their basic writing skills