

Mission, Vision, and Core Values

UniSA MS Group at FI

Work-in-Progress: Overview

Ultimately we want to arrive at Mission and Vision Statements, as well as core values/ attributes for our MS group here at FII. What follow are some guideline slides describing some of the guiding questions we will use to arrive at these, and places to hold the ideas we come up with during brainstorming.

Following these slides will be three sections, titled "Mission Statement", "Vision Statement", and "Core Values", which will be where we store the final product. When we are done brainstorming and get closer to the final product we can reduce or even remove this slide and the following Work-in-Progress/ brainstorming sections.

Work-in-Progress: Hedgehog

We will use the three questions:

1. What Drives Us?
2. Unique Strengths?
3. Current Known Economic Potential

to find the intersection between these three that will inform our brainstorming.

Brainstorming: 1.

1.: What Drives Us? (What do we want to be the best in the world at? What we *cannot* be the best in the world at?)

- Being able to link/bridge different fields and disciplines
- We should be the best at addressing the challenges of our time for MS
- Being role models/leaders/pioneers in rigorous reporting and interpretation of experimental analyses/workflows/processes
- Influencing other groups to aspire to do the same
- Defining practical implementation
- A constant refinement/adaptation of these principles
- Providing platform and structure to ensure that any person coming into the lab/group will be taught to achieve a "world-class standard"

Brainstorming: 1.

- Exhibit a Willingness to learn
- Exhibit a Willingness to teach
- Implement time management and stage-gate principles
- Achieve Work/life balance
- Implement and adhere to 5S principles
- A culture that rewards the observation, reporting and addressing of challenges (e.g. recognising problems/errors/need for improvements etc.)
- A drive to take our current weaknesses and make them our strengths

Brainstorming: 2. Strengths

2: What are our Unique Strengths (and weaknesses)?:

Strengths:

- Enthusiasm
- Robustness and consistency (integrity)
- Adherence to the Australian Code for Responsible Conduct of Research
- Access to FII, and the FII accelerator grants
- MS Imaging Expertise
- MALDI Biotyper
- MALDI-TOF/TOF Expertise

Brainstorming: 2. Strengths

- Hardware access (open access to hardware through FII)
- New group – opportunity to create a culture that aligns with our values
- Modern approach – openness
- Complimentary strengths and weaknesses amongst people in the group.
- Muppet watch.

Brainstorming: 2. Weakness

2: What are our Unique Strengths (and weaknesses)?:

Weaknesses:

- Small group: FTE (limited in resources)
- Hardware access (limited number and stable configurations: 2x MALDI-TOF, 1x QqQ, shared 2x Qq-TOF)
- New group – time required for lab/process setup
- Enthusiasm: capacity limitations, time management
 - Learning to say no (knowing capacity)
 - Work/life balance

Brainstorming: 3.

3: Current Known Economic Potential?:

- Publications
 - Data in Briefs
- Industry Collaboration
 - CSL
 - Bionomics
 - Coopers
 - Ziltek
 - Other...
 - Future Collaborations

Brainstorming: 3.

3: Current Known Economic Potential?:

- Active pursuit of non-federal funding
 - Defence?
 - Agriculture?
 - Small business?

Mission Statement

Our Mission Statement:

fiiMS is a centre of expertise in Mass Spectrometry. We set the benchmark for global best practice in the preparation, analysis and reporting of results. We undertake both fundamental and applied research to achieve tangible outcomes which can be provided to industrial partners with the highest scientific standards of transparency and reproducibility.

Vision Statement

Our Vision Statement:

We aim to develop a culture that instills: - collaboration, communication and enthusiasm amongst all members and affiliates of fiiMS. - the concepts of free trade of information, sound experimental design and lab practice by standardising our approach to analysis and reporting of data and allowing it to evolve and improve over time.

This culture will guide our continuing development of our world-leading expertise in imaging MS.

Core Values

Our values should align with the University's (see following slides) as best as possible but cover all important aspects of our day-to-day operations:

- **Integrity:** We adhere to best practices including the [Australian Code for the Responsible Conduct of Research](#).
- **Principle:** □ We value, adhere to and teach the scientific method with particular emphasis on transparency, reproducibility and fundamental concept that ``the only test of the validity of an idea is experiment" (Richard Feynman).
- **Collaboration:** □ We believe that a collaborative approach is key to addressing the needs of industry as well as fundamental research. We aim to lead by example through defining, implementing and fostering successful collaborations.

Core Values

- **Innovation:** We will be leaders in Mass Spectrometry based techniques, driven by state-of-the art technology, good scientific practice, and solving current challenges in the field.
- **Openness:** □ We strive to culture an environment in which people feel comfortable and encouraged to give and receive constructive criticism.

UniSA Values and Attributes

What follow are several slides outlining the UniSA Core Values and Attributes, for reference. Ultimately when we are done defining our Core Values and Attributes and are satisfied with how they fit with those of the university, we can remove this slide forward, leaving a document just describing our values, or we could replace and/ or add a discussion of how our values/ attributes fit with those of the university here.

UniSA Core Values

UniSA defines values that every affiliated employee should aspire to achieve:

- **Scholarship:** UniSA promotes and sustains open intellectual enquiry characterised by high standards of ethics and integrity. academic rigour, excellence and relevance underpin our actions in research and its application, in teaching and learning and in engagement with our communities.
- **Engagement:** □ UniSA's teaching and research connect strongly with the issues of our local, national and international stakeholders — students, alumni, staff, partners, professions, government, industry, academic peers and community groups.

UniSA Core Values

- **Social Justice:** UniSA gives effect to reconciliation with indigenous Australians and builds social cohesion by achieving equitable educational access and outcomes across our diverse student community, through research that aims to improve the quality of life and by acting responsibly as a corporate citizen.
- **Sustainability:** □ UniSA contributes to environmentally, economically, socially and culturally sustainable development, and we work on reducing our own environmental impact.
- **Innovation:** □ UniSA anticipates change and acts quickly to seize opportunities and solve problems.
- **Openness:** □ UniSA is outward looking, welcoming diversity and the wide range of perspectives it brings, international in outlook, collaborative, creative, agile and enterprising.

UniSA Core Attributes

To exemplify the essence and culture of an enterprise workforce, we aspire that each of our staff will:

- Be trusted, authentic and self-aware
- Take the initiative and deliver results
- Provide solutions
- Communicate with impact
- Lead and work well with others.

See the [UniSA Website](#).