



# Dr. Lucie Shanahan Memorial Scholarship

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Honouring Leadership, Compassion, and  
Regional Health Excellence



# Dr. Lucie Shanahan Memorial Scholarship

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The Dr. Lucie Shanahan Memorial Scholarship has been established to honour the extraordinary legacy of Dr. Lucie Shanahan - an exceptional clinician, executive leader, educator, and advocate for regional and rural health.

Lucie's contribution to healthcare in regional Victoria and southern New South Wales is profound and lasting.

Her passion for equitable, patient-centred care, and her commitment to clinical excellence, innovation, and collaboration continue to inspire all those privileged to have worked alongside her.

This scholarship seeks to support allied health clinicians and leaders who share Lucie's values, particularly those committed to advancing regional health outcomes through service, innovation, study, or leadership in the Albury-Wodonga region.



## About Dr. Lucie Shanahan

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Dr. Lucie Shanahan was a respected and admired figure in local healthcare, known for her wisdom, grace, and steadfast commitment to the wellbeing of others. Born in Cohuna, Victoria, Lucie's deep connection to rural life informed her professional path and leadership philosophy.

Lucie began her career as the sole speech pathologist at Mt Alexander Hospital, where she quickly developed a reputation for compassion, intelligence, and determination. After relocating to Albury Wodonga, she became a founding staff member of Albury Wodonga Health in 2009, playing a key role in the cross-border organisation's formation and evolution.

Lucie's academic achievements include a Bachelor of Applied Science (Speech Pathology), a Postgraduate Diploma in Rural Health, and a Doctorate in Health Science. She was also a Graduate of the Australian Institute of Company Directors, reflecting her sophisticated understanding of health governance and strategy.

During her distinguished career at AWH, Lucie served in several senior roles:

- Co-Manager, Speech Pathology Department
- Inpatient Subacute Services Manager
- Operational Director, Subacute and Continuing Care
- Director of Mental Health
- Executive Director of Public Health, Mental Health and Wellbeing, Chief Allied Health Officer

Lucie also taught at Charles Sturt University's School of Community Health, contributing to the growth and education of the next generation of health professionals.

During the COVID-19 pandemic, Lucie's steady leadership, strategic clarity, and compassion guided AWH's response across public health, mental health, and workforce wellbeing.

She was a published researcher, a mentor to many, and a voice for innovation, curiosity, and collaboration in rural health policy and service delivery.

Lucie's legacy lives on in the systems she shaped, the colleagues she inspired, and the community she served with distinction.

A scenic view of a riverbank. A large, leafy tree stands on the left, its branches extending over a calm body of water. The water reflects the surrounding greenery and the clear blue sky. The foreground shows a sandy and rocky bank with some fallen branches.

# Scholarship Purpose

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The Dr. Lucie Shanahan Memorial Scholarship aims to:

- Honour Dr. Shanahan's lifetime contribution to rural and regional healthcare.
- Support the development of Allied Health Clinicians and Leaders at Albury Wodonga Health.
- Encourage innovation and excellence in rural & regional allied health
- Promote leadership potential, compassion, and professional integrity - values that Lucie embodied.

## Eligibility Criteria

Applicants must meet all of the following requirements:

- Be a full-time or part-time allied health staff member at AWH (minimum 0.6 FTE) with an ongoing contract and at least two years of continuous permanent employment with AWH.
- Demonstrate a strong commitment to regional health, with clear evidence of dedication to innovation and excellence in allied health practice.
- Ensure scholarship funding is directed toward professional development, education (e.g., postgraduate study, conference attendance, specialist training workshops, clinical placements), or research activities that have a clear potential to contribute to innovation and improved health outcomes in regional healthcare services.
- Hold Australian citizenship or permanent residency.

## Scholarship Value and Eligible Expenses

One scholarship of up to \$10,000 will be awarded annually.

The funds can be used for:

- Tuition, course, conference or workshop enrolment fees.
- Travel and accommodation related to study, or conferences, placements or site visits.
- Research expenses, including dedicated research time or supervision.
- Project materials or dissemination (e.g. publishing, presenting work).
- Peer learning or leadership development opportunities, including clinical or leadership placements.

## Selection Criteria

Applicants will be assessed on the following:

- **Values and Commitment:** Demonstrated commitment to equity in health access, patient-centred care, innovation, and excellence in regional health and/or allied health leadership.
- **Purpose and Impact:** A clear explanation of how the scholarship will support professional growth and deliver benefits to the team/service, improving outcomes for allied health and regional communities.
- **Feasibility and Planning:** A realistic plan for how the funds will be used, including timeline, budget, and any required approvals, partnerships, or supports.
- **Enduring Value:** Evidence of potential for sustained impact, such as knowledge sharing, improved workplace leadership or practices, service innovation, or publication.

## Selection Process

Applications will be assessed by a selection panel comprising:

- Chief Executive Officer
- Chief Operating Officer, Allied Health and Mental Health
- Chief of People & Culture
- Charles Sturt University Representative

## Recipient Requirements

Successful recipients will be required to:

- Provide a brief written report within six months of completion and present back to Allied Health at AWH.
- Present at the following year's Staff Awards event to share the impact of the scholarship.
- Acknowledge the scholarship in any published or presented work.
- Agree to remain employed at AWH for two years post-scholarship or repay a pro rata amount deducted from final pay.

## How to Apply

Applicants must:

- Complete the online application form
- Submit the following documents:
  - Budget and outline detailing how the funds will be used.
  - Optional: A letter of support from a supervisor, educator, or mentor.



## **For Further Information**

For questions or further details, please contact the Chief Operating Officer Allied Health and Mental Health.