

Scan of remuneration and recognition for external supervisors

QUESTIONS

1. Is it a norm to remunerate external supervisors of HDR students?
2. If so, what are the options? Sessional contracts? Payment to a budget line within a university to support operating costs for the project? Or....?
3. If not, what is the norm? Adjunct status? Some other recognition...?

University	Response	From
Massey University (NZ)	<ol style="list-style-type: none"> 1. No 2. N/A 3. External supervisors are engaged very much on the basis of being able to contribute to and engage in the research. The recognition varies across the University, depending on the academic unit, ranging from no formal recognition to adjunct professor 	Tracy Riley
Queensland University of Technology	<ol style="list-style-type: none"> 1. Not at QUT 2. - 3. Adjunct status most common 	Paul Burnett
Southern Cross University	No single answer. At SCU most Schools who have externals on in minority % supervision roles just have them on the books as unremunerated adjuncts. But if the external has a 50% or greater role they may either pay them or give them a discretionary research expense allocation (c\$2500 p.a. Per student)	Philip Hayward
University of Canberra	<ol style="list-style-type: none"> 1. Only if they are chairing the panel 2. We set them up as sessional contracts 3. We insist that all externals are registered supervisors and, usually are adjuncts. 	Deborah Blackman
Charles Sturt University	Very variable space and highly dependent on what role they are playing within the supervisory team. We have some external supervision arrangements with contracts, typically these would be where funding is exchanged, external facilities will be accessed, or where some supervision may occur off-campus by the external, rather than it being solely based on the inclusion of an external supervisor. Some occur with sessional payments although this makes me uncomfortable as we are also seeking continuity through a candidature and this arrangement is inconsistent in signalling that. Many appear to be ad hoc arrangements, negotiated through the Faculties. We try to at least ensure that we have accurate records centrally which includes their registration with us (basic details on quals , position and contact info). We encourage Faculties to initiate adjunct arrangements if the relationship is 'meaningful'.	Andrea Bishop
University of Western Australia	<ol style="list-style-type: none"> 1. No (though there may be some faculty/school arrangements I am unaware of). External supervisors carry a small fraction of the supervisory load borne by the supervisory team as a whole and typically provide very specific advice on aspects of the project. 2. N/a for us. I can't imagine a situation in which a sessional contract would be appropriate given that externals should only bear a fraction of the 	Alan Dench

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	<p>supervisory load, and the responsibility will be extended over a number of years, there ought not be enough work to warrant a sessional contract.</p> <p>3. No formal recognition at present. However, we are considering introducing a supervisor accreditation process and external supervisors might then be affiliates of a "College of Supervisors". Adjunct staff are not external supervisors by our definitions. They have an contract with the University, containing terms and conditions and subject to regular review</p>	
MCD University of Divinity	At MCD we do remunerate external supervisors. In the past, this has been on the basis of a percentage of the annual student fee. As of 2014, we are moving to a system of \$128/hr for 24 hours of supervision per HDR student being supervised.	Mark Lindsay
University of Newcastle	At the University of Newcastle we offer no remuneration to external supervisors of RHD students. Nor do we do not provide them access to our resources (e.g. library, online databases, etc) as a general rule. Some of our supervisors do have Conjoint status which provides them access to library and some IT services. However, a conjoint appointment is not tied directly to becoming an RHD supervisor. Rather, an expectation of some conjoint appointment is that they do supervise students.	Andrew Abbo
University of Canterbury (NZ)	<p>1. We do not have a central policy on this, it is left to individual departments/schools to negotiate with the external supervisors. That said it is not common and when it does occur the payment tends to be a token honorarium (koha), \$1000-\$3000 pa. An alternative that we quite like to promote is for departments to cover the cost of the external supervisor coming to UC to meet with student and other supervisors 1-2 a year (though of course this is only feasible financially if the external supervisor is in NZ or east coast Australia).</p> <p>2. As above we operate a number of options. It would be rare for somebody to have a financial contract to act as an external supervisor (they do sign a student-supervisor agreement/contract), though this might occur if a UC supervisor retired or was made redundant and they were kept on part-time to supervise their students to completion.</p> <p>3. Adjunct status would typically only be awarded if somebody was supervising a number of UC students or had an ongoing research association with UC. If just supervising one student as a "one-off" it is unlikely Adjunct status would be considered. external supervisors would typically be included as authors on any publications arising from the thesis work with which they have been directly involved.</p>	Lucy Johnston
Flinders University	<p>1. We handle remuneration at a School or Department level. Some Schools will allow a certain amount of expenditure on staff who do not hold full-time or part-time contract positions. Usually the people who are paid (either casually or on contract) have had an association with Flinders in some way (either a fixed-term contract, visiting scholar, etc.). If someone is going to be a Principal, they have to be appointed on contract at a certain fraction or be granted Full Academic Status. An Associate also has to fulfil those requirements. If the supervisor is designated 'external', they become Adjuncts and don't have to be on our Register of Research Higher Degree Supervisors. They do not have administrative oversight of the candidature, however, and cannot sign any forms. It is unlikely people in this position would be paid.</p>	Jeri Kroll

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	<p>2. Many of our supervisors who are no longer postgraduates or employed (completed postgraduates, visiting scholars, retired staff) are granted Full Academic Status, which means they can continue to supervise. They negotiate the terms with the Dean of the relevant School. Some might be happy with email and library access as well as access to apply for some research funds, a shared office space, etc. Others will want remuneration (a fractional contract of some kind). I have just had a query from someone with Full Academic Status who is finishing up with two postgrads but has at least one more who want to work with her. She is negotiating about a contract that will cover her time. She can be a Principal or Associate because she has Full Academic Status.</p> <p>3. -</p>	
<p style="text-align: center;">Australian National University</p>	<p>At ANU, it is not normal practice to compensate external supervisors. At the moment we live off goodwill and, not surprisingly, there are few external supervisors. We tend to have external advisors rather than supervisors with lesser responsibilities.</p> <p>An external supervisor could be a visiting fellow with travel costs or contract payments but this is more of a case that a visitor has been funded and then while at ANU they get interested in the work and agree to be an external advisor.</p>	<p style="text-align: center;">Helen Marsden</p>
<p style="text-align: center;">Curtin University</p>	<p>At Curtin we do not encourage the payment of external supervisors, and the habit is limited to a few schools in Humanities and Business. These schools must find the funds from their budgets and employ the supervisors as Sessionals.</p> <p>The general approach is to give the supervisor adjunct or associate status which gives them access to Curtin facilities such as on-line journals. External people can be Associate Supervisors only, with a maximum contribution of around 20% of the total supervision time of any one student.</p>	<p style="text-align: center;">Kate Wright</p>
<p style="text-align: center;">University Notre Dame Australia</p>	<ol style="list-style-type: none"> 1. At UNDA it has been a norm to remunerate external supervisors if the role is substantive. 2. The University is reviewing the options for external supervision hence the request for a scan. At present an outcome that provides flexibility in use of resources is considered desirable. 3. No real norm although adjunct status is a live option at UNDA. 	<p style="text-align: center;">Marc Fellman</p>