Day 1 — Session 1 — Introduction

11:03:03 From Andrew Lonie, University of Otago to Everyone:
        Kia ora, from Aotearoa New Zealand
11:03:50 From fiona.quintner@cdu.edu.au to Everyone:
        All the way up to Darwin too!
11:03:50 From Rose Lucas to Everyone:
        Greetings from unceded Wurundjeri country
11:03:53 From Jen Webb (UniCanberra) to Everyone:
        Hi all, from Ngunnawal country
11:04:32 From Susan Kinnear — CQUniversity to Everyone:
        Good morning from Darumbal land (Rockhampton). Lest we
forget.
11:04:38 From Dan Bendrups (La Trobe) to Everyone:
        Greetings from Jaara country, unceded.
11:05:52 From Kate Howell (UNDA) to Everyone:
        Hello everyone — from unceded Whadjuk boodja
11:06:12 From Anne—Marie Hede (VU Melbourne) to Fiona Zammit
ACGR(Direct Message):
        Great work Fiona. A another great intro!


Session 1 — Presentations
11:32:05 From Susan Kinnear — CQUniversity to Everyone:
        Hi Fiona — a question: what are some guiding principles
that universities might use to direct our international HDR
partnership activities, given all the global uncertainty/
unpredictability?
11:33:58 From Philip Thomas to Everyone:
        Was there an assumption that problem finders and problem
solvers are different individuals and if so, should we accept that?
11:42:59 From Rose Lucas VU to Everyone:
        Thanks Elanor. As well as problem finders and solvers, I'm
interested also in the role of 'problem reflectors' — ie theoretical
and analytical research that may not at least directly result in the
construction of the thing/tool etc but but which brings important
contextual thinking.  An important triumvirate of finding, solving
and reflecting in terms of innovative thinking!
11:45:27 From Denise Cuthbert to Everyone:
        Loving your social theory Elanor! Keep it up!
11:47:51 From Elanor Huntington to Everyone:
        Thanks Denise!
11:47:56 From Philip Thomas to Everyone:
        Thanks Elanor — hard to disagree that identification of the
problem is critical
11:49:04 From Denise Cuthbert to Everyone:
        I am part way through a bold HDR curriculum redevelopment
project and persuading STEMM folk to give up space in their taught
components for social and critical theory is a big challenge.
11:49:41 From Georgie Kelly — Swinburne to Everyone:
        That sounds like a great project Denise
11:50:15 From Imelda Whelehan UWA to Everyone:
        Nice to see you Elanor — good luck with new role!
11:50:33 From Philip Thomas to Everyone:

Understand your challenge Denise — would be good to discuss at another time
11:50:37 From Denise Cuthbert to Everyone:
Great session, Peter and Elanor!
11:51:41 From Fiona Zammit ACGR to Everyone:
Thank you Peter and Elanor
11:52:08 From Philip Thomas to Everyone:
Thanks Peter and Elanor
12:02:36 From Sharon Saunders (Griffith) to Everyone:
I know that there is a big focus on improving research culture in Europe including action planning at an institutional level . Can you talk about some specific initiatives for HDRs which have been successful?
12:02:37 From Simon Moss CDU to Everyone:
Although DORA is so encouraging, how has Europe managed the possible complications of this decreased reliance on research metrics—such as the expense of demonstrating and evaluating quality as well as the possible effects of subjective biases on evaluations.
12:08:34 From Justin Zobel (unimelb) to Everyone:
We (unimelb) signed DORA in 2019 and are working through implementation. Meaningful performance evaluation is key, but the benefits to culture seem clear — it has been widely welcomed.
12:08:38 From Rachel Spronken-Smith (Otago) to Everyone:
Most NZ unis already have a hybrid viva format (due to our isolation and costs), with having either examiners online or students who have returned; what COVID has raised is a higher level of duty of care, given all our experiences with zoom fatigue, and the anxiety associated with the pandemic.
12:10:25 From Neil Dodgson (Wellington, NZ) to Everyone:
Taking vivas online has worked very well for us. All the local people (student, supervisors, internal examiner) gather in a meeting room with the external examiner on video-conference. This provides appropriate support for the student and a good experience as they have that three way conversation with the two examiners.
12:11:01 From Rachel Spronken-Smith (Otago) to Everyone:
At Otago we (Graduate Research School) have an annual Postgraduate Research Culture Award to help encourage departments to think about their culture.  There are two awards — for small and large departments.
12:11:02 From Sharon Saunders (Griffith) to Everyone:
Thanks Barbara.
12:11:18 From Sandy Orgeig (UniSA) to Everyone:
At UniSA we also have a hybrid oral defence — student, chair & supervisors f2f with examiners online
12:12:12 From Fiona Zammit ACGR to Everyone:
'How do we ensure that our universities, government and industry/end-users recognise the value and invest in doctoral education post-COVID.'
12:28:59 From Susan Kinnear — CQUniversity to Everyone:
Group 5 comments:  communicating the value is important (digestible; simple packaging).  Train our graduates to be good voices/ambassadors. Get industry people to come to our events can be hard. COVID has changed people's perceptions of research (not necessarily for the better). More nuanced understanding of different

kinds of research — all are valuable. Bridge the divide — how do we
do this? Role of internships (STEM and HASS). Find relatable people
to act as role models for the current generation (e.g. Dr Karl).
Review the fitness of purpose of PhDs — what are we training them
for?
12:32:04 From Fiona Zammit ACGR to Everyone:
        — a small breakout group will run during the break to
discuss how tuition fee waivers/scholarships appear on budgets, i.e.
are they a cost, an opportunity cost or something that we
acknowledge but not record on balance sheets. Georgina Kelly will
facilitate this discussion — please let us know via this chat if you
would like to join this quick breakout group
12:38:09 From Dan Bendrups (La Trobe) to Everyone:
        Group 6: in addition to the comments already made by
others, we discussed the need to help educate/orient industry
partners, for candidates to be able to articulate their transferable
skills, mechanisms like graduate attributes as a communication tol
12:38:22 From Dan Bendrups (La Trobe) to Everyone:
        *tool*...
12:40:32 From Andrew Lonie, University of Otago to Everyone:
        Great session everyone, thank you. One perception from
outside academia might be, that all the expertise / skills in demand
can be achieved without doing a PhD. So, might be useful to think
about what the *unique* selling points of a PhD...


Session 2


12:46:24 From Fiona Quintner CDU she/her to Everyone:
        I guess because the PhD thesis is examined then the
research skills are really tested. There is that quality assurance
aspect as opposed to someone who learns on the job — are their
skills the same quality? it is similar to an undergraduate student
learning the theory and having a really broad. comprehensive and up
to date knowledge that may surpass someone who learns on the job.
12:50:59 From Neil Dodgson (Wellington, NZ) to Everyone:
        Andrew: a PhD is training in how to do research. You learn
research by doing it, not by attending classes in how to do it.
13:04:46 From Andrew Lonie, University of Otago to Everyone:
        Thanks, Fiona and Neil — yes nothing like having that first
hand experience of doing something, and the independent assessment
of your ability at doing that! I guess the challenge is to explain
that only (or perhaps usually only) a University environment can
provide that, in terms of research training.
13:05:36 From Georgie Kelly — Swinburne to Everyone:
        Thanks to everyone for a great discussion of tuition fee
scholarships/fee waivers. The most common approach by far is to have
booth the revenue (fee) and expense (fee scholarship) appear in the
budget. In a number of unis the revenue appears in the school/
faculty budget and the expense centrally.
13:08:46 From Georgie Kelly — Swinburne to Everyone:
        The other common approach was to limit tuition fee
scholarships in some way: e.g. only where a stipend was available,
competitive process for applicants, limited number available, in

line with a set of university criteria (excellence, strategic value, linked with internship) or limiting the number available/supervisor.

13:18:40 From Fiona Zammit ACGR to Everyone:
        The final drafts of these Good Practice Guidelines can be viewed here https://www.acgr.edu.au/draft-good-pract…raduate-research/
13:23:29 From Georgie Kelly - Swinburne to Everyone:
        Swinburne has a very small number of fee paying HDR students <50 from 1500 students

13:35:07 From Dan Bendrups (La Trobe) to Everyone:
        Question re. spouses as co/supervisors: given how tricky this is, what rationale(s) exist in favor of allowing spouses to co-supervise a candidate together in the first place?
13:36:56 From Wendy Wright - Federation University to Everyone:
        What sort of "other roles", Michelle?
13:37:13 From Louise Sharpe (she/her) to Everyone:
        It is part of our supervision policy at USYD that spouses cannot both be nominated supervisors for a student as well.
13:37:31 From Sarah Stow (RMIT) to Everyone:
        Thanks, Michelle. I like the idea of this being an HR policy.
13:38:42 From Alastair McEwan (UQ) to Everyone:
        The answer to Dan's question is trust and the 'honour' principle - but this is no longer a convincing or accepted way of managing processes
13:42:12 From Chris Abbiss (ECU) to Everyone:
        I'm interested if (and where) others keep record such CoIs? We have a centralised CoI registration for all staff (within University Governance not GRS). However, staff don't consider some of the issues raised here when completing this declaration.
13:46:27 From Rose Lucas to Everyone:
        Yes those Respectful Relationships  videos are very useful at the candidate level.
13:46:28 From Corinne Cortese to Everyone:
        that would be great, thanks
13:46:52 From Wendy Wright - Federation University to Everyone:
        I've already found the draft guidelines useful in opening up discussions - thank you!
13:46:58 From Christine Bruce JCU to Everyone:
        I think it's useful even for experienced  deans to know if there are people willing to be approached on tricky ones!
13:47:24 From Susan Kinnear - CQUniversity to Everyone:
        Thanks all!
13:49:17 From Fiona Zammit ACGR to Everyone:
        Claire's audit can be viewed here https://www.acgr.edu.au/key-initiatives/wellbeing-and-mental-health/mental-health-and-wellbeing-materials-programs-and-services/
13:54:55 From Sarah Stow (RMIT) to Everyone:
        One of the things we've been able to negotiate this year is for ISOS, our offshore health/risk provider, is provider mental health support (including counselling) for our offshore candidates.
13:55:48 From Fiona Zammit ACGR to Everyone:

Great to know for any other university that uses the same provider
13:55:57 From Georgie Kelly — Swinburne to Everyone:
	That's fantastic Sarah. It's always a concern when for offshore candidates
13:56:30 From Sarah Stow (RMIT) to Everyone:
	We've also started monthly catch ups for that cohort that are well attended and seem to be really great in keeping people engaged, connected and supported
13:58:00 From Sandy Orgeig (UniSA) to Everyone:
	Oh wow congratulations to Claire. Sorry about the yucky weather in Adelaide :-)
13:58:02 From Sharon Saunders (Griffith) to Everyone:
	Griffith also offers the Offshore Student Support Program to our HDR candidates.
13:58:38 From Amanda Davis to Everyone:
	We have also been able to successfully negotiate a program with Workplace Options
14:00:17 From Liz Boase to Everyone:
	Currently negotiating HDR candidates into oour EAP
14:01:01 From Ann Evans, ANU to Everyone:
	We are looking to open up EAP to all  candidates. Not there yet.
14:01:42 From Fiona Quintner CDU she/her to Everyone:
	What is the reason behind wanting HDRs to have access to student counselling as well as staff counselling?
14:02:34 From Susan Kinnear — CQUniversity to Everyone:
	Several of our Grad School admin staff have been trained in Mental Health First Aid, as they can be 'front line' in hearing from distressed candidates.
14:03:54 From Alastair McEwan (UQ) to Everyone:
	I imagine that it is because student services provision for HDRs is inadequate but by providing access to EAP we are tacitly accepting a view that HDRs are staff and that could be very damaging indeed
14:04:05 From Ann Evans, ANU to Everyone:
	The EAP gives access to a range of providers with different specialities.  Student counselling is a set service that is very overwhelmed at particular times of the year. Never resourced well enough to cope with demand.
14:05:54 From Liz Boase University of Divinity to Everyone:
	We set up some online Shut up and Write sessinons which has built a network of peer support
14:08:31 From Georgie Kelly — Swinburne to Everyone:
	Our HDR candidates have been very active, set up a buddy program, a seminar series on careers and are growing their online community through Yammer, Discord and Facebook.
14:16:24 From Fiona Zammit ACGR to Everyone:
	Would be. Interested to know how many Grad Schools/offices have access to SSAF $ to support HDR wellbeing  activities
14:17:21 From Sharon Saunders (Griffith) to Everyone:
	Will be lobbying hard Fiona!
14:17:54 From Jeremiah Peiffer — Murdoch University to Everyone:
	At Murdoch, it is an easy argument for the GRS to access

SSAF funding. At the moment, we use SSAF for several things we do, but not yet in the wellbeing space.
14:18:07 From Charlotte Ferrier to Everyone:
        Our experience has been that SSAF use won't be approved for anything that's exclusively for HDRs. Interested to hear about this use!
14:18:17 From Georgie Kelly – Swinburne to Everyone:
        I don't know what SSAF is so don't think I can access it. I am working very closely with the student experience team though and they are tailoring activities, workshops and academic support for HDRs
14:18:31 From Fiona Zammit ACGR to Everyone:
        Student Services and Amenities Fee
14:18:38 From Errol Phuah to Everyone:
        ^Georgie i'll give u a lowdown sometime!
14:18:48 From Sarah Stow (RMIT) to Everyone:
        We don't get to use the SSAF for HDR only activities.
14:19:05 From Errol Phuah to Everyone:
        i'll talk about SSAF related stuff in a bit..
14:19:14 From Susan Kinnear – CQUniversity to Everyone:
        @CQU I have applied for SSAF for the past 5 years, but it was to support HDR careers training... was successful for the first 3, ended up paying half each last year, and this year have funded it ourselves after the application was declined.  it's a difficult 'sell' because our HDRs tend to not fill in the SSAF survey about what students want :(
14:19:21 From Georgie Kelly – Swinburne to Everyone:
        Ah, then no, not directly. But the student services team are very happy to collaborate for HDR
14:20:17 From Wendy Wright – Federation University to Everyone:
        Great!
14:20:30 From Jeremiah Peiffer – Murdoch University to Everyone:
        https://www.talkcampus.io/
14:20:43 From Georgie Kelly – Swinburne to Everyone:
        Thank you
14:21:07 From Tan Yigitcanlar (QUT) to Everyone:
        QUT has an app: QUT Wellbeing
14:22:25 From Charlotte Ferrier to Everyone:
        This year we have started to work with batyr on campus to deliver peer–peer mental health and wellbeing workshops – led by current HDRs and delivered over Zoom to make it as accessible and low key as possible.
14:22:38 From Catherine Murphy (MQ) to Everyone:
        MQ has a Wellbeing App also – it has feeling check ins, videos, habits, journals
14:23:55 From Daniela Kaleva to Everyone:
        Hi, at Deakin we launched the Effective Researchers Series in 2020 that embeds coping strategies and information about available support across the university.
14:24:27 From Rachel Spronken–Smith (Otago) to Everyone:
        Otago has a Graduate Wellbeing Coach – she provides workshops such as the ones Helen talked about, as well as one–to–one consultancies (face to face or by zoom) to help with research productivity and wellbeing.  A coach is a really great gentle way to

get students into accessing support

Session 3

15:36:45 From Sarah Stow (RMIT) to Everyone:
        What is the timing for the clarification regardng changes
to the RTP? This has been yet another bruising year for universities
(particularly those of us in Vic and NSW) and it would be kind to
offer these sooner rather than later.
15:37:02 From Tan Yigitcanlar (QUT) to Everyone:
        While HDR completions with APR Internships have higher
weight, are the funding amount in the RTP pool is increasing to
accomodate for the extra weighting?
15:37:17 From Wendy Wright — Federation University to Everyone:
        Very keen to know what makes up an "eligible" internship
15:38:50 From Amanda Davis (UniMelb) to Everyone:
        I would also like clarification on what an eligible
internship is — virtual, onshore, offshore, embedded with
industry...
15:41:20 From Stephan Riek (USC) to Everyone:
        What's the rationale to exclude Masters by Research
students, for which in some industry sectors like engineering see
them as more accessible.
15:41:20 From Imelda Whelehan UWA to Everyone:
        Is there a tension between placing value on meaningful
industry/university engagement and desiring 'early collaboration' on
the part of the HDR student? I'm struggling to understand why
'early' is better
15:41:22 From Sandy Orgeig (UniSA) to Everyone:
        And also providing value to the industry partner
15:42:16 From Susan Kinnear — CQUniversity to Everyone:
        The slides mentioned that an expected benefit of the
Internship scheme was that industry challenges would shape the
research doctorate.  I'm unsure how this could be the case, given
that the candidate and their project has already been assessed and
admitted into the university, and appropriate supervision has been
allocated. Significant changes to projects after admission can be
damaging for the candidate and for timely completions.  It would
seem that industry input into project design would be better placed
in the pre-admission phase; and the benefit of placements might
instead be about the (very valuable) practice of applying well-
developed research skills to industry.  (And this would occur after
confirmation, when those skills have been refined)
15:42:21 From Fiona Quintner CDU she/her to Everyone:
        could internships that are embedded in the students
research project and projects that are outside the stduents project
both be eligible?
15:42:23 From Stephan Riek (USC) to Everyone:
        Getting better cooperation between university research and
end-users (industry) has two sides of the equation. What is the
government doing to incentivise industry partners to engage with
university research and research training?
15:42:40 From Imelda Whelehan UWA to Everyone:
        We need Elanor to explain the distinction between problem

solvers and problem finders!
15:43:21 From Alastair McEwan (UQ) to Everyone:
        What Dan is describing requires a much more developed
approach to knowledge exchange
15:44:42 From Belinda Bern to Everyone:
        Maybe we can hear more about how flexible the internship
might be — undertaken over a period of time so can enable more
experience first…?
15:45:03 From Jen Webb (UniCanberra) to Everyone:
        Good comments, Errol!
15:45:11 From Susan Kinnear — CQUniversity to Everyone:
        thoroughly agree, Errol
15:45:21 From Simon Moss CDU to Everyone:
        I would be concerned that research projects that are
inspired by an early internship will be quite limited in scope—and
therefore, ultimately, not as useful to the nation
15:45:36 From Kate Howell (UNDA) to Everyone:
        Great comments, Errol
15:45:36 From Liz Tynan to Everyone:
        Fully support Errol's comments
15:45:50 From Jen Webb (UniCanberra) to Everyone:
        @Simon, I think the majority of us would agree that it
shouldn't come too soon in the PhD candidature
15:46:02 From Wendy Wright — Federation University to Everyone:
        If the candidate could connect early with the industry
partner but carry out their internship later, could that be a
compromise?
15:46:17 From Jeremiah Peiffer — Murdoch University to Everyone:
        Errol's comments should be a statement posted on the door
of every GRS. Well said!
15:46:21 From Charlotte Ferrier (UniSA) to Everyone:
        Would be interested to know what opportunity industry have
had to comment on the timing of internships?
15:47:00 From Liz Tynan to Everyone:
        The "early" timeframe looks ideological rather than
practical.
15:47:03 From Sandra Savocchia to Everyone:
        Managing industry expectations early on in the PhD could be
quite problematic for students 9and supervisors)
15:47:22 From Christine Bruce JCU to Everyone:
        Internships are only one avenue for achieving the goal of
achieving relevance and don't capture the scope of possible
engagements
15:47:32 From Stephan Riek (USC) to Everyone:
        What is the policy intent??!
15:47:47 From Susan Kinnear — CQUniversity to Everyone:
        Could you share the policy philosophy so that the ACGR
members could help with identifying some flexible and creative ways
to still meet the intent, but in a practicable way?
15:47:56 From Sarah Stow (RMIT) to Everyone:
        Agree! @Stephan, what is the policy intent? I think the
feedback has been clear that the intent is muddled
15:48:14 From Jen Webb (UniCanberra) to Everyone:
        Agreed — and good question, Susan

15:49:08 From Jen Webb (UniCanberra) to Everyone:
        There might be an assumption that very few PhDs will
complete an internship so early in their progress.
15:49:12 From Louise Sharpe (she/her) to Everyone:
        It is important to ensure that industry is well defined and
broadly so, and includes industries where there is already an
established relationship between the industry and the university.
15:49:18 From Stephan Riek (USC) to Everyone:
        if we all do it to the same relative extent it will make no
difference in the allocation to each insitution
15:50:02 From Fiona Quintner CDU she/her to Everyone:
        Some universities and more ready than others so they may
get a bigger slice relative to those who are not
15:50:14 From Simon Moss CDU to Everyone:
        I agree with Tan too—PhD candidates, administrators, and
supervisors need to complete significantly more work but ultimately
with the same financial return
15:51:32 From helen's iPhone to Everyone:
        Or in fact possibly less than you get now if you don't do
it
15:51:56 From Christine Bruce JCU to Everyone:
        What is really important is the wide range of our students
already working on important "industry" and social problems engaged
with business and community
15:52:24 From Alastair McEwan (UQ) to Everyone:
        Agree with Chris — we need flexibility — like the Knowledge
Transfer Partnerships in UK
15:52:44 From Fiona Quintner CDU she/her to Everyone:
        Also institutions that are naturally more industry
focussed/have research stengths that are industry-friendly may be at
an advantage.
15:53:11 From Liz Boase University of Divinity to Everyone:
        Smaller Universities with more humanities non-stem focus
are at risk
15:53:22 From Jen Webb (UniCanberra) to Everyone:
        The old APA-I would work in this respect, I'd say
15:53:26 From Philip Thomas to Everyone:
        Thanks Chris
15:54:55 From Susan Kinnear — CQUniversity to Everyone:
        Yes — please let us help make the policy rollout a success.
There is so much expertise available within our membership of what
works in this space.
15:55:05 From Imelda Whelehan UWA to Everyone:
        thanks Dan
15:56:51 From Fiona Zammit ACGR to Everyone:
        Thanks everyone for your comments — with your permission I
will edit and share the comments/questions that you made with DESE
15:56:59 From Charlotte Ferrier (UniSA) to Everyone:
        Thanks Errol — i think your views are really important!
15:57:01 From Penny Martens (UNSW) to Everyone:
        yes, well done Errol! The candidate voice is important
15:59:00 From Doreen Krumbiegel UofAdelaide to Everyone:
        Can someone transcribe Errol's comments and send to DESE? I
think it's really important to share the students' view too

16:01:27 From Alastair McEwan (UQ) to Everyone:
        I don't think that SSAF can be funded from tuition
16:01:27 From Christine Bruce JCU to Everyone:
        Love to learn more about the Swinburne model for peer to
peer support , Errol is also mentioning it
16:03:17 From Belinda Bern to Everyone:
        Interesting point Errol but we use these to fund tailored
HDR careers services. Not sure if same needs for coursework?
16:05:37 From Fiona Zammit ACGR to Everyone:
        Thank you Errol
16:05:47 From Susan Kinnear – CQUniversity to Everyone:
        Same here, Belinda. There's no question that coursework and
HDR candidates both contribute to the pool of funds. The problem
seems to be that the services that are funded by the SSAF  heavily
favour coursework students needs, rather than HDR-relevant options
(e.g. sports teams and events; rather than HDR mental health and
career advice).  I've tried to make an argument that our HDR
candidates represent xx% of the total student body, so we should get
xx% of the funding... but no luck :(
16:27:18 From Denise Cuthbert to Everyone:
        Congratulatons to all new members!
16:27:28 From Imelda Whelehan UWA to Everyone:
        congratulations!
16:27:35 From Susan Kinnear – CQUniversity to Everyone:
        Thanks and congrats Wendy, Clive and Justin
16:28:13 From Wendy Wright – Federation University to Everyone:
        Thanks all. Looking forward to being involved on the Exec.
16:28:51 From Peter Terry (USQ) to Everyone:
        Quite right Anne-Marie. Al has done a wonderful job!
16:29:05 From Ann Evans, ANU to Everyone:
        Thank you Al
16:29:17 From Imelda Whelehan UWA to Everyone:
        good work Al! we
16:29:21 From Imelda Whelehan UWA to Everyone:
        'll miss you
16:29:23 From Denise Cuthbert to Everyone:
        Well said Anne-Maree!
16:29:25 From Simon Moss CDU to Everyone:
        Well said Anne-Marie—it's been great working with you Al
16:29:27 From Susan Kinnear – CQUniversity to Everyone:
        We appreciate all your work Al
16:29:29 From Jen Webb (UniCanberra) to Everyone:
        Thank you to all the current, outgoing and incoming exec
for all you do, and particular thanks to Al for his unstinting
brilliance
16:30:00 From Esa Jaatinen –QUT to Everyone:
        thansl all