



# Growing Effective Research Supervision Cultures

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## ▶ Understanding the context

*What makes your culture of supervision?*



| Elements of the cultural web... | ...for graduate research supervision   |
|---------------------------------|--|
| Stories                         | What do people say about supervision: <ul style="list-style-type: none"> <li>• Candidates</li> <li>• Supervisors</li> <li>• HDR Coordinators</li> </ul>              |
| Control Systems                 | What control systems do you have? Workload allocation models WAM, supervision metrics/indicators, scholarship allocations, load controls, student experience surveys |
| Power Structures                | Who signs off on arrangements? Is there a hierarchy in supervision teams? Policies   |
| Org Structure                   | Roles and responsibilities, principle, co- , associate, external. HOD, HDR Coordinator, Dean of GR   |
| Symbols                         | Are there visual cues for supervision? What role might “awards” play? Which column is it in for the WAM - is teaching or research time?                              |
| Rituals and Routines            | Ways of working, where does supervision occur, local practices   |

# Registration and maintaining supervision rights



**Eligibility:** Qualifications, experience and current research activity

**Registration:** Eligible and complete compulsory Integrity, Respect at Deakin, Intro to Supervision

**Maintain:** Participate in supervision development at least once every three years

Central team keeps records and system provides a health report on the register. People are reminded when their registration may be close to expiring.

Leading and supporting HDR research in mid-candid-

## Completing Respect at Deakin - HDR

All HDR students and supervisors have a right to a safe, positive and professional working relationship. The module briefly examines key factors that may impact on the working relationship. The Respect at Deakin - HDR online module forms part of Deakin's commitment to building and maintaining a respectful, safe and inclusive learning and work environment for all students completing their Higher Degree by Research and their supervisors.

Access the *Respect at Deakin - HDR* online module via the [staff learning portal](#).

Leading Ethical and Responsible Research



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# Responding to challenges and changed circumstances

New programs – eg Pathway Masters programs, new Cotutelle partners

New guidelines - Primary prevention of sexual harm in the university sector

New strategies – Growth in recruitment needs to be met with increased supervision capacity

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# Fast Track supervision program

1. Complete all compulsory online modules including:
  - Research integrity training,
  - Introduction to Graduate Research Supervision (Epigeum),
  - Respect at Deakin
2. Attend at least two of a specified list of HDR candidate workshops

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## Fast Track supervision program cont.

3. Significant involvement (ie about 5-10 hours) with a candidate across at least 4 activities of candidature with at least one in each of the following stages:

**Early stage activities** – writing a proposal, completion of candidature engagement form, defining the research questions

**Mid-stage activities** – analysis of data, preparing for a conference, writing a publication

**Late stage activities** – ie towards preparation of the thesis, choosing examiners, responding to examiner comments

4. A statement about each of the activities and what you learned from the experience.



Who is involved in supervisor development?

What is recognized?

