

## ACGR HOBART - SESSION 4

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A sliding Spectrum - Academic  
Freedom to Framework

# PRESENTERS

## ON MUWININA COUNTRY, AT NIPALUNA (HOBART):

- Rosie Nash and Dan Bendrups *Will chair the session*
- Dan Bendrups (LTU) *Will provide a contextual overview*
- Edwina Grose (USyd)
- Rosie Nash (UTas) *Will provide institutional perspectives*
- Dani Milos (Flinders)
- Helen Ross (Auckland)
- Discussion to follow...

# STATE OF PLAY

(@ APRIL 2025)

- Researcher Development Frameworks (RDFs) are a live element in strategic thinking across the sector
- According to recent DISR R&D Discussion Paper:  
*“The PhD model has not changed at scale to reflect the needs of graduates and the broader economy” (p.23)*
- AQF still highlights that our job is to **develop researchers**

# STATE OF PLAY

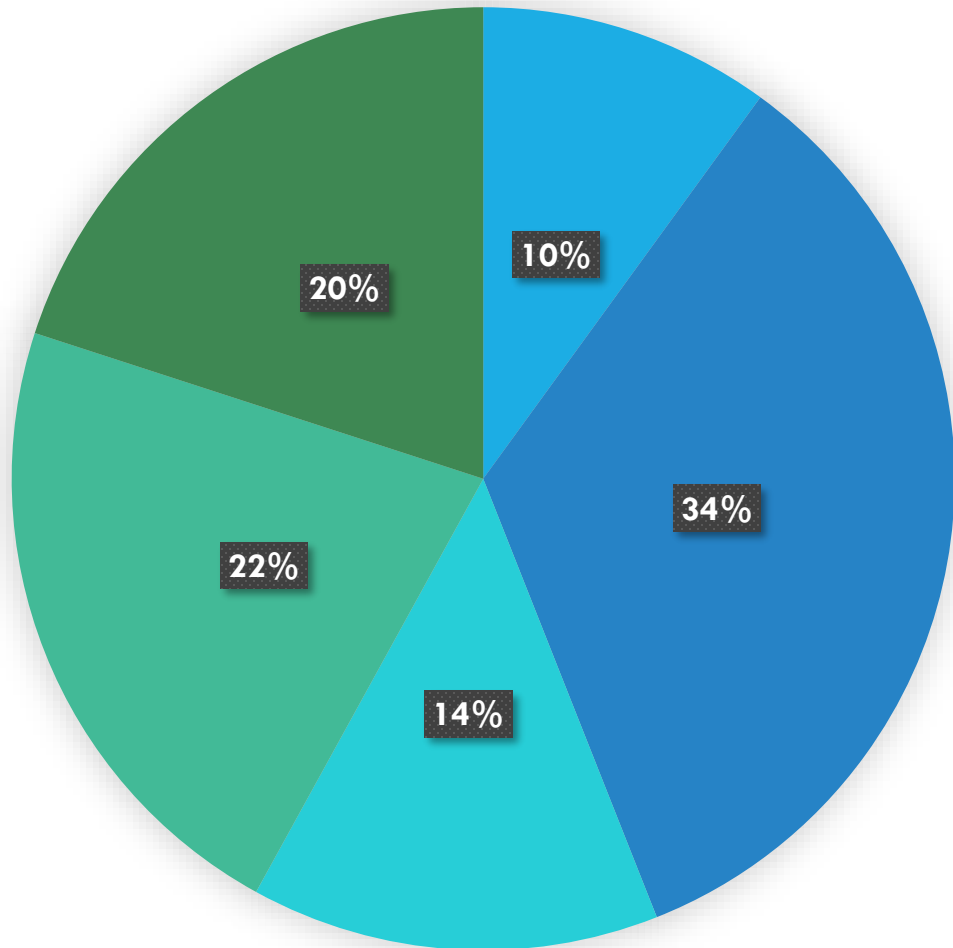
(@ APRIL 2025)

ACGR vibes (from 2024 meeting discussion in Adelaide):

- Frameworks potentially enable Indigenous knowledge, Industry/Community Partnerships,
- Clarify graduate outcomes (useful in all manner of discussions)
- Positive attitudes to co-design, partnership models
- Scepticism around frameworks as window dressing or box-ticking
- Concerns around feasibility, consistency, etc.

# SCAN OF 50 A/NZ UNIVERSITY CONTEXTS

(@ APRIL 2025)



- RDF and specialist team (n.5)
- RDF only, no specialist team (n.17)
- Specialist team, no public framework (n.7)
- General development program (n.11)
- Unclear/inaccessible (n.10)

- **22 with** and **28 without** an articulated framework
- Of those with a framework, **6 (27%)** are modeled on - or link directly to - VITAE



**Candidature**

- Establish yourself as an HDR

**Research**

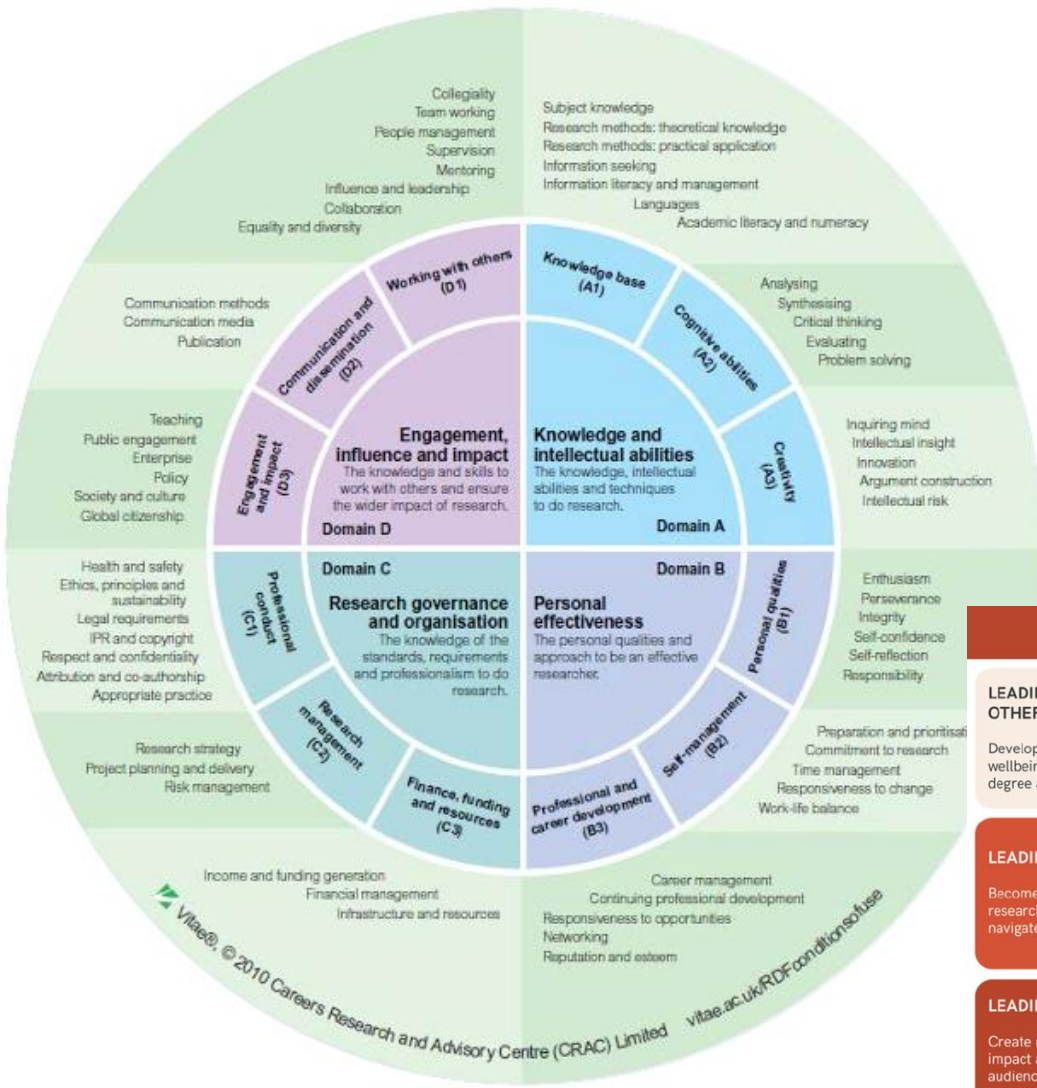
- Becoming a researcher

**Transferable skills**

- Communication and

**Career**

- Career planning
- Identifying career paths
- Realising career potential



**HDR CAPABILITY FRAMEWORK**

**LEADING YOURSELF WITH OTHERS**  
Develop leadership, collaboration, and wellbeing as you navigate your research degree and beyond.

- Stay Well and Resilient
- Be Inclusive and Culturally Competent
- Collaborate and Connect
- Show Leadership

**LEADING YOUR RESEARCH**  
Become a confident and capable researcher, equipped with the tools to navigate your research degree journey.

- Master Research Methods and Practices
- Academic Writing with Impact
- Manage your Project, Candidature and Supervision
- Think Creatively and Critically
- Stay Ethical and Safe
- Work in and across Disciplines
- Boost your Data and Digital Literacy

**LEADING WITH IMPACT**  
Create research that makes a real-world impact and authentically connect with audiences of diverse backgrounds, capabilities and interests.

- Authentic Research Communication
- Be a Global Citizen
- Build Industry Connections
- Teach and Inspire
- Innovate and Translate Research
- Seek Research Funding Opportunities

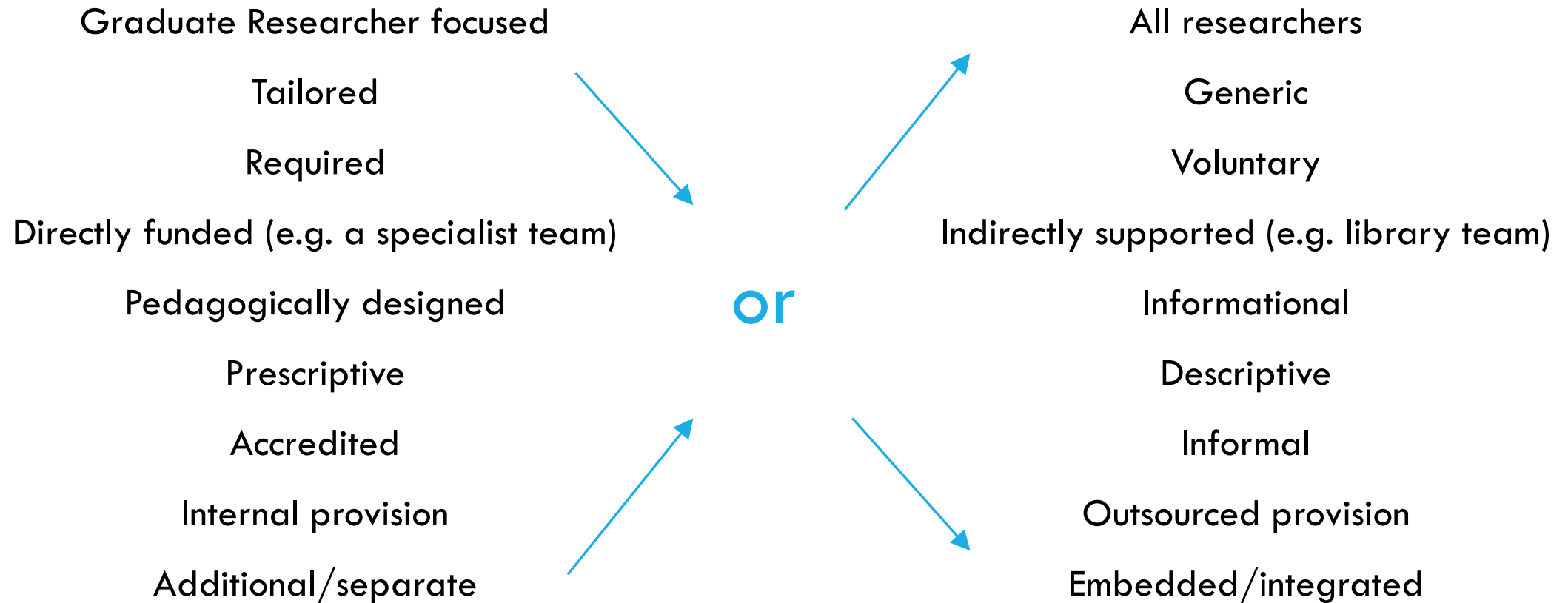
**LEADING YOUR CAREER**  
Grow your career through continuous research and professional development and proactive career planning

- Continuous Skill Development
- Plan your Career
- Craft your Professional Identity

**Te Kōwhiri  
Research  
Framework**



# POINTS OF DIFFERENCE: PROGRAM DESIGN AND DELIVERY



## POINTS OF DIFFERENCE: TERMINOLOGY

Abilities

Attributes

Learning outcomes

Talent enhancement

Capabilities

Skills



## POINTS FOR DISCUSSION:

How are some specific new/old RDFs working?

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Have they helped address institutional goals?

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What do people like/dislike about their own approach?

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Anything else we need to say about frameworks?

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*And (this is for everyone)...*

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**What might a joined-up (trans/)national approach achieve and look like?**