



UNIVERSITY
OF TASMANIA

**2003 PERFORMANCE AGAINST
RESEARCH, RESEARCH TRAINING
MANAGEMENT PLAN 2003-2005**

Goal 1

To be one of the 'top ten' research universities in Australia producing scholarship of national and international standard

Maintenance Strategies	
<p>1. Appoint academic staff with demonstrated research capability in strategic areas of research focus</p>	<p>In 2003 85% of academic staff were research active.</p> <p>Significant work is still needed on developing career paths, taking into account differing contributions to teaching and research over time. An EDGE project for 2004 will address this.</p>
<p>2. Maintain a system of external reviews for University institutes/centres</p>	<p>CODES reviewed by the ARC in 2003. TAFI and TIAR have received extensive review of achievements from University and State Government. TAFI will be reviewed in 2004.</p>
<p>3. Systematically target external sources of funding in order to increase total external research income and develop skills in research grant development amongst academic staff by the use of internal assistance and mentoring and external advisors appropriate to a particular area, with a view to improving the success rates in grant applications</p>	<p>External income for 2003 was \$33M, up by \$1.04M on 2002. Significant increase in funding in National Competitive Grants (\$3M) and CRC (\$0.45M) was offset by a decrease in Other Public Sector funding (\$1.22M) and Industry and Other funding (\$1.18M). Funding for some Institutes decreased substantially – CODES (\$0.45M), Menzies (\$0.9M), TAFI (\$0.43M), while TIAR increased funding (\$0.64M), as did IASOS (\$0.39M). We need to ensure that external income is increased substantially if we are to reach EDGE targets.</p>

New initiatives																											
<p>4. Establish systematic benchmarking of research performance (publications, patents, RHD students, external income per FTE for:</p> <ul style="list-style-type: none"> (i) The whole University against all other Australian universities and selected universities in the UK, USA and New Zealand (ii) All Schools against selected Australian comparators and, where appropriate, international benchmarks, and (iii) All five University research institutes against leading centres nationally and internationally doing similar research 	<p>The RDO provided assistance for benchmarking for School Reviews. Knowledge gained from the 2003 data collection will assist a streamlining of the process for 2004.</p> <p>University benchmarking undertaken indicates that UTas sits in ‘top ten’ (FTE) on most KPI’s – except industry funding.</p> <p>table 2 National benchmarking of research performance (on a FTE basis)</p> <table border="1"> <thead> <tr> <th></th> <th style="text-align: right;">Position</th> </tr> </thead> <tbody> <tr> <td>ARC Income (2003)</td> <td style="text-align: right;">8</td> </tr> <tr> <td>Research Block Funding Income (2003)</td> <td style="text-align: right;">7</td> </tr> <tr> <td>- Australian Postgraduate Awards</td> <td style="text-align: right;">7</td> </tr> <tr> <td>- Institutional Grants Scheme</td> <td style="text-align: right;">8</td> </tr> <tr> <td>- Research Training Scheme</td> <td style="text-align: right;">4</td> </tr> <tr> <td>- Research Infrastructure Block Grant</td> <td style="text-align: right;">8</td> </tr> <tr> <td>Total Research Income (2002)</td> <td style="text-align: right;">8</td> </tr> <tr> <td>NHMRC Income (2003)</td> <td style="text-align: right;">12</td> </tr> <tr> <td>Other Public Sector Funding (2002)</td> <td style="text-align: right;">2</td> </tr> <tr> <td>Industry and Other Funding (2002)</td> <td style="text-align: right;">22</td> </tr> <tr> <td>Australian Competitive Grants (2002)</td> <td style="text-align: right;">6</td> </tr> <tr> <td>Percentage of students as Research Postgraduates** (2002)</td> <td style="text-align: right;">9</td> </tr> </tbody> </table> <p>Benchmarking of Institutes included in Appendix 1. The task of benchmarking nationally is not simple and it takes substantial time.</p>		Position	ARC Income (2003)	8	Research Block Funding Income (2003)	7	- Australian Postgraduate Awards	7	- Institutional Grants Scheme	8	- Research Training Scheme	4	- Research Infrastructure Block Grant	8	Total Research Income (2002)	8	NHMRC Income (2003)	12	Other Public Sector Funding (2002)	2	Industry and Other Funding (2002)	22	Australian Competitive Grants (2002)	6	Percentage of students as Research Postgraduates** (2002)	9
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<p>5. Investigate using benchmarking of performance in a revised University budget model</p>	<p>The notion of benchmarking data being used in budget allocation is dealt with under 1.6.</p>																										
<p>6. Investigate the encouragement of quality research outcomes including publications by linking funding to quality measures as well as quantity indicators</p>	<p>Research College Board, Planning and Resources and Senate have received a paper on a Quality Index. Suggestions on how such an index might be used will be discussed by Research College Board in June 2004.</p>																										

<p>7. Establish international research collaboration in areas of strategic priority through allocation of funding</p>	<p>Discussions are proceeding on international linkages with University of Vermont, Scripps Institute of Oceanography, Woods Hole and various institutions in Brest in Brittany. An MOU has been signed between the Malaysian Agricultural Research and Development Institute and TIAR.</p>
<p>8. Expand the number of significant, large scale national research partnerships</p>	<p>The University established a major joint \$5M cash and 'in kind' initiative with CSIRO Marine Research in the area of Quantitative Marine Science; Professor Richard Coleman was appointed as Chair of Marine Sciences.</p> <p>The alliance with Food Science Australia was cemented in the launch of the National Centre of Excellence in Food Safety, headquartered in TIAR, worth \$1.5M annually.</p>
<p>9. Systematically develop links with major industry groups to enhance research funding from industry</p>	<p>Industry funding decreased in 2003. A significant new approach to improving Industry funding was approved by Council in 2004 on the basis of reviews conducted in 2003.</p>
<p>10. Review overall University strategy for research</p>	<p>Professor Vicki Sara, former Chair of the Australian Research Council, reviewed the University's overall research strategy in August 2004. Senior management will consider the recommendations of the Sara report.</p>

QUALITY ASSURANCE MECHANISMS FOR GOAL 1

1. Annual report to Research College Board, Academic Senate and University Council on research performance and benchmarking
2. Report to Planning & Resources Committee on recruitment of staff in relation to the University Strategic Plan and Research, Research Training Management Plan
3. External reviews of University research institutes/centres
4. Annual evaluation by Research College Board of University research performance
5. Independent external assessment of University research performance by national and international panel

Goal 2

To develop research of national and international significance in areas of strength, with a critical mass of researchers and significant international standing, particularly in University theme areas

Maintenance Strategies											
<p>1. Maintain research performance funding to faculties to support research in Theme Areas and other areas</p>	<p>In 2003 budget \$16.1M was allocated to Schools/Institutes through Faculties on the basis of the University research indices.</p>										
<p>2. Maintain the five internationally significant University Research Institutes/Centres linked to the Theme Areas</p> <ul style="list-style-type: none"> • Centre for Ore Deposit Research (CODES), • Institute for Antarctic and Southern Ocean Studies (IASOS), • Menzies Centre for Population Health Research, • Tasmanian Aquaculture and Fisheries Institute (TAFI), and • Tasmanian Institute of Agricultural Research (TIAR) 	<p>External funding for the five University Institutes in 2003 was:</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td>CODES</td> <td>\$2.1M</td> </tr> <tr> <td>IASOS</td> <td>\$0.6M</td> </tr> <tr> <td>Menzies</td> <td>\$2.1M</td> </tr> <tr> <td>TAFI</td> <td>\$6M</td> </tr> <tr> <td>TIAR</td> <td>\$5.75M</td> </tr> </table>	CODES	\$2.1M	IASOS	\$0.6M	Menzies	\$2.1M	TAFI	\$6M	TIAR	\$5.75M
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<p>3. Continue to measure research performance in Theme Areas</p> <p style="padding-left: 40px;">Antarctic and Southern Ocean National and State Development Natural Environment and Wilderness Population and Community Studies</p>	<p>The contribution of the Theme Areas to overall research performance was high. Discussion on revision to Theme Areas will lead to changes in late 2004.</p>										

<p>4. Maintain current partnerships with state government in agriculture (TIAR), aquaculture and fisheries (TAFI), law reform (Law Reform Institute), law enforcement (TILES), housing (Housing Research Unit), health (Partners in Health) and education (with Dept of Education), and explore new initiatives in the areas of environment, cultural heritage and tourism</p>	<p>The JVA with State Government for TIAR was renewed with a 10 year, plus 10-year term. An extensive review process was undertaken for TAFI and it is anticipated a similar renewal will be signed in 2004. Housing Research benefited from the Partnership with Housing Tasmania and the Australian Housing and Urban Research Institute. A strategy for co-investment with DHHS and private research funding agencies in new health research capability was built into the budget for 2004. Director appointed for the Tasmanian Institute of Law Enforcement Studies (TILES) and first external research grants achieved through National Drug Law Enforcement Research Program (NDLERP). Cultural Heritage will form part of a research centre from late 2004. Natural Resource Management strategy identified using TAFI and TIAR as managing agents.</p>
<p>5. Maintain critical mass in Antarctic and Southern Ocean research via significant external funding and/or partnerships with other key stakeholders</p>	<p>Antarctic, Climate and Ecosystems CRC started in July 2003. Two joint appointments at level D in Antarctic research made with CSIRO Marine. Chair in Marine Science co-funded 80% UTas: 20% CSIRO. Major partnership signed with CSIRO Marine in 2003 in relation to Quantitative Marine Science. Co-funding of postgraduate scholarships with Australian Antarctic Division continuing: discussions underway to enhance level of cooperation.</p>
<p>6. The University maintain its commitments as partner in the following CRCs:</p> <ul style="list-style-type: none"> • Antarctic & Southern Ocean, • Aquafin, • Sustainable Production Forestry, • Smart Internet Technology, and • Sustainable Tourism <p>Identify strategic opportunities for partnerships in CRCs where they bring significant financial and/or other benefits as collaborators with the CRC for:</p> <ul style="list-style-type: none"> • Gene Discovery 	<p>University received \$5.5M from five CRCs in 2003.</p>

<p>7. Maintain partnership with Australian Maritime College (AMC) in relation to National Hydrodynamic Centre research</p>	<p>Linkages maintained with AMC with respect to Hydrodynamic Centre. Ongoing nature of relationship to be determined.</p>
<p>New initiatives</p>	
<p>8. Seek to establish 1–2 further institutes/centres also linked to the Theme Areas</p>	<p>National Centre of Excellence in Food Safety established in 2003. The Tasinformatics Centre of Excellence initiative was approved by the Intelligent Island Board in late 2003.</p>
<p>9. 1. Develop significant critical mass of researchers in the following areas of existing national and international significance:</p> <ul style="list-style-type: none"> • Food Safety and Quality • Separation Science • Learning Communities 	<p>The Food Safety Centre was established in 2003.</p> <p>ACROSS received substantial ARC funding in 2003 (\$0.5M) A bid for ARC Centre of Excellence funding will be submitted in 2004.</p> <p>There was little progress on the Transforming Learning Communities initiative in 2003; the Faculty of Education has now converted this into a Transforming Education agenda and will have such an initiative in place by the end of 2004.</p>

<ul style="list-style-type: none"> • Visual Arts <p>2. Work towards developing the following emerging areas of potential strength:</p> <ul style="list-style-type: none"> • Clinical research • Neuroscience • Bioinformatics • Commerce • Marine Sciences (including Geosciences) • Eucalypt Genome • Islands – Place and Space <p>3. Retain the flexibility to develop new and emerging research areas that support the University Plan</p>	<p>The Visual Arts are regarded nationally as a leader in research training and research.</p> <p>The potential for an expanded unit for the Menzies Centre was developed during 2003. Clinical research and activities in relation to a new Menzies will be assessed during 2004.</p> <p>The Tasinformatics proposal was accepted by the Intelligent Island Board for funding to start in 2004. There should be at least \$3-4M p.a., and, hopefully, more tracking through the University.</p> <p>Three new professional appointments in the Faculty of Commerce should significantly enhance the development of a new major research activity in the Faculty.</p> <p>Discussions on Marine Science led to a proposal in 2004 for a Centre for Marine Science/Studies.</p> <p>A proposal seeking funding from ARC to establish a Eucalypt Genome Centre in 2003 was unsuccessful though it made the final group. This has been picked up in ongoing discussions with CSIRO Forestry and with other national and international collaborators.</p> <p>The New Theme Area, Community, Place and Change, will be a potential vehicle for research activities around notions of place and space.</p> <p>New, emerging areas to be supported through IRGS funding and, potentially, strategic initiatives.</p>
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<p>10. Develop a strategy for CODES as a world leader in exploration geosciences beyond the term of its current ARC funding in 2005</p>	<p>Strategy in place for CODES to secure renewed ARC Centre of Excellence status and funding.</p>
<p>11. The University to have aligned a proportion of its research with the long-term National Research Priorities established over the period 2003-4</p>	<p>Analysis of UTas funding for research that linked to the National Research Priority Areas showed that:</p> <p>28% was in An Environmentally Sustainable Australia ;</p> <p>19% in Promoting and Maintaining Good Health;</p> <p>15% in Frontier Technologies; and</p> <p>2% in Safeguarding Australia.</p>
<p>12. Identify the space, equipment and other limitations to the continued expansion of existing research centres or establishment of new centres</p>	<p>Space and other limitations to growth are being identified in 2004 as part of the long-term planning for growth and the EDGE agenda.</p>

QUALITY ASSURANCE MECHANISMS FOR GOAL 2

1. Annual evaluation of research performance versus budget distribution
2. Report to Research College Board, Academic Senate and Council on theme area research and performance
3. Annual assessment of the University – state government partnership via the Partnership Management Group
4. Report to Research College Board on performance of University institutes/centres and other research centres
5. Evaluation of partnership in the Hydrodynamics Centre via the University – AMC Joint Standing Committee
6. Reviews of partnership with Food Science Australia and Australian Antarctic Division via annual review of Memorandums of Understanding

Goal 3

To review the specialised research theme areas regularly and maintain and support a robust research profile in areas of research strength that enables the University to contribute to national development, and increases the state's wealth and social and environmental well-being

Maintenance Strategies	
<p>1. Maintain an Institutional Research Grants Scheme (IRGS) that allocates funds on a competitive peer-reviewed basis</p>	<p>Some \$683K allocated for IRGS grants in 2003 with \$182K going to ECR.</p>
<p>2. Continue to develop early career researchers through:</p> <ul style="list-style-type: none"> • Targeted use of IRGS grants, • Faculty research support including assistance with grant proposal writing, • Mentoring programs, • Assistance in applications for external funding, and • Co-supervision of RHD students with experienced and successful supervisors • 	<p>Analysis of IRGS grants showed that successful outcomes (i.e. publication, receipt of external research grant) is dependent on good mentoring. Further work on mentoring required in 2004.</p> <p>Structural changes suggested in reviews in 2003 should assist researchers in securing funding.</p>
<p>3. Increase external research funding support by assistance programs targeted to specific faculties or schools.</p>	<p>Program of grant assistance with NHMRC grants trialled in 2003/4. Further assistance offered via Office of PVCRC.</p>
<p>4. Continue to seek to increase research funding in Health Sciences by:</p> <ul style="list-style-type: none"> • the development of the Menzies Institute as a population health based institute • the growth of the Centre for Clinical Research • the expansion of other areas identified in the Faculty plan, and also through initiatives in rural health research 	<p>Menzies suffered a significant decline in external income in 2003 to \$1.92M down from \$2.9M in 2002 and \$3.7M in 2001.</p>

<p>5. Support major research infrastructure like the Central Science Laboratory, Animal House, Social Science Research Laboratory, the Library and High Performance Computing via the Research budget</p>	<p>University committed \$1.34M to CSL \$2.75K to Animal House and \$60K to Social Science Research Laboratory (SSRL) in 2003.</p> <p>A review suggested the closure of the SSRL in 2004.</p> <p>UTas is part of TPAC and APAC; it receives significant time on the national Supercomputer in Canberra via the merit allocation system. UTas part of new APAC system. Plans developed for ARC funded LIEF bid in 2004 for the HPC worth over \$1M.</p>
<p>New initiatives</p>	
<p>6. Introduce modifications to the current Theme Areas following the discussions held during 2002</p>	<p>Theme Area modification discussions advanced in 2003 and a new set of Themes supported, in principle, by Senate in 2004.</p>
<p>7. Increase the number of externally funded research projects and the commercialisation and marketing of research output and enhance income from commercialisation of University innovation through University Pre-Seed funding</p>	<p>Commercialisation Unit received \$175K in external funding in 2003. External review has suggested new structure for commercialisation endorsed by Council in May 2004.</p>
<p>8. Commercialise innovation either through 'spin-off' companies or license arrangements via the Commercialisation University Business Enterprise and distribute returns to staff, in line with the University Intellectual Property policy</p>	<p>Funding for projects has been sought from Pre-Seed funds (none received to-date) and from industry and other groups.</p>
<p>9. Enhance industry funding and links via participation in R&D START and COMET programs with the assistance of AusIndustry</p>	<p>The RDO and the CU have worked hard to lay the foundations for UTas to secure R&D START, COMET and AusIndustry grants. The results should begin to be seen in 2004.</p>
<p>10. Develop and distribute University research capability statements in key areas of business related research</p>	<p>Research capability statements were not revised in 2003. Such material will be part of the new Service Company role.</p>

<p>11. Increase the number of consultancies that generate profit for the University and reward academic staff</p>	<p>Consultancies have remained essentially static. Enhancing consultancy activities will form a part of the new Service Company role.</p>
<p>12. Support for researchers from the Research and Development Office (including on line information via the Researchers' Guide) in relation to grants, consultancies and ethics (continue to support Animal Ethics Committee and state-wide Human Research Ethics Committee)</p>	<p>Researchers Guide was substantially updated in 2003 and material available on the web.</p> <p>Researchers were surveyed in 2003 and feedback will be used as part of ongoing development in 2004. An external review of the RDO suggested that it was unable to provide the level of assistance the research community require because of the lack of appropriately qualified staff.</p> <p>Internal audit of RDO carried out by KPMG and changes instituted to embrace small number of suggested improvements.</p>
<p>13. Integrate research planning with University Research, Research Training Management Plan, and Faculty Plans with the University Strategic Plan</p>	<p>With the change to University Plan the RRTMP 2003-2005 will be revised substantially, in consultation with key stakeholders, in 2004 to take on board new directions of the EDGE Agenda.</p>
<p>14. Refine quality assurance processes to clarify responsibilities and to ensure continuous improvement based on analysis of appropriate data</p>	<p>RDO has developed an extensive manual of processes and procedures and enhanced the RMDB to provide information on ethics and IP.</p>
<p>15. Introduce a policy on accountability in research, especially in relation to industry sponsored research</p>	<p>A document on Research Accountability was accepted by Senate during 2003. It is being implemented in 2004.</p>

QUALITY ASSURANCE MEASURES FOR GOAL 3

1. Use of internal review panels for allocation of IRGS funding
2. Development of a report for the Research College Board on the impact of IRGS funding on future success of staff and subsequent analysis of the scheme
3. Survey of ECR staff in 2004 for discussion by Research College Board
4. Report on improvement of funding in Health Sciences
5. Evaluation of research infrastructure and facilities via CSL Advisory Committee and Research College Board
6. Quarterly reports on Commercialisation to University Finance Committee, and University Council and annual return to DEST on Commercialisation leading to review of practice

Goal 4

To enhance further the University's reputation as a significant research training provider for Australian and international students

Maintenance Strategies	
<p>1. Maintain and increase demand for RHD training from quality students from Tasmania, interstate and overseas</p>	<p>Demand for RHD places overall is reasonably high with over 230 applications for scholarships to start in 2003. Demand in some areas of science is below what we would hope. RHD load was 680.8 in 2003, 604 EFTSU in domestic candidates and 76.8 EFTSU in international students.</p>
<p>2. Promote opportunities for research training within the state, maintain a supportive environment and develop the University's capacity to provide highly skilled and experienced research supervision for all candidates</p>	<p>JASON received over 700 enquires in 2003; newspaper advertising cost \$70-80K. The Dean of Graduate Studies by Research removed any commitments to a Faculty and is 0.8FT as Dean.</p>
<p>3. Encourage RHD load by the incorporation of a load component into the internal RTS formula</p>	<p>The internal RTS allocation was maintained at 35% of load.</p>
<p>4. Maintain the rounds of centrally funded University research scholarships at a rate equivalent to Australian Postgraduate Award (APA) in order to attract quality students and meet RTS targets</p>	<p>The University invested \$2.7M in 217 RHD scholarships in 2003. The ambitious EDGE Agenda targets will require increased investment in coming years.</p>
<p>5. Allocate research scholarships, RTS places, and fee and fee-waiver places on the basis of academic merit, institutional supervisory and infrastructure capacity, strategic priority and return on investment</p>	<p>Scholarship allocation Committee allocated 217 TPRS scholarships with 35 being co-funded; these areas continue to attract a weighting. Statistics on its completions/withdrawals were sent to each School. The Annual Review process provides feedback on the adequacy of infrastructure and this is discussed during the visit to the Dean to Schools.</p>
<p>6. Increase quality of supervision through registration of supervisors</p>	<p>Registration continues; workshops and other training are made available to supervisors.</p>

<p>7. Continue to encourage co-supervision arrangements</p>	<p>Terminology on 'co-supervision' to be revised. More than 95% of students have more than one supervisor.</p>
<p>8. Maintain and improve school-based and University induction programs for all RHD students</p>	<p>Reviews from students indicate induction process is satisfactory in most Schools but may need to be looked at in others – especially where there are small numbers of commencing RHD candidates in any one year.</p>
<p>9. Generic skills workshops to be expanded further and streamlined to suit candidates' needs at particular stages of candidature Explore potential for creating a Certificate of Graduate Research Skills</p>	<p>There were 750 attendances at generic skills workshops in 2003 and each workshop is evaluated.</p>
<p>10. Maintain 'case management' approach for all RHD students who are given an unsatisfactory rating in the Annual Review of Progress</p>	<p>A 'case management' approach has been adopted for all RHD candidates who receive an unsatisfactory rating in the Annual Report process. The number of withdrawals in 2003 was 63, down from 75 in 2002.</p>
<p>11. Revise 'six stages of candidature' booklet to embrace the needs of part-time students</p>	<p>The revised booklet 'Six Stages of Candidature' was completed and distributed in 2003. It contains new material especially relevant to part-time candidates.</p>
<p>12. Encourage RHD completions via the University budget model</p>	<p>The income from RTS (\$14.8M in 2003) was distributed on the basis of RHD completions. There were 152 RHD completions in 2003.</p>
<p>New initiatives</p>	
<p>13. Increase the number of potential internal RHD students by increasing Honours enrolments by 50 EFTSU by direct marketing to students with potential to progress to research degrees</p>	<p>The Honours enrolment in 2003 was 428.75 EFTSU; this is below the number we need to feed into RHD. Efforts will be made in 2004 to increase Honours enrolments.</p>

<p>14. Increase the number of Research Higher Degree students who contribute to the national research effort</p>	<p>The RHD load in 2003 was 680.8, in line with original target for 2005. The EDGE Agenda will require a substantial increase in load to 2010.</p>
<p>15. Increase the number of research scholarships to capitalise on high demand for research training</p>	<p>Total number of University research scholarships in 2003 was 217.</p>
<p>16. Modify the current separate application and enrolment procedures to develop one process</p>	<p>The development of a more integrated scholarship application and enrolment process was deferred until 2004.</p>
<p>17. Explore the adequacy and accessibility of the information available to potential RHD students</p>	<p>The project to evaluate the adequacy of information for incoming RHD candidates was deferred until 2004.</p>
<p>18. Identify the maximum potential RHD student load, taking into account limiting factors such as:</p> <ul style="list-style-type: none"> • supervisory capacity, and • infrastructure, including space 	<p>Schools provided information on the limits to RHD load. Space issues are now part of the EDGE Capital Management Plan discussions.</p>
<p>19. Use some central scholarship funds to partner with faculties, schools/institutes and/or external agencies in funding scholarships in areas of mutual strategic importance</p>	<p>Some 35 scholarships were co-funded in 2003. It is proposed in the draft RRTMP 2005-2007 that up to 33% of the central scholarship funding be employed in co-funding.</p>
<p>20. Introduce Equity Scholarships for RHD students</p>	<p>An ATSI scholarship was awarded in 2003 to a PhD candidate in Biochemistry. An Equity Scholarship co-funded by Zonta International has been taken up in 2004.</p>
<p>21. Introduce short-term (3–4 month) full time scholarships co-funded by schools/faculties and the University Postgraduate Scholarship fund at an APA equivalent rate to accelerate the capacity of part-time RHD students to complete</p>	<p>Short-term full-time scholarships co-funded by Schools/Institutes to be instituted in 2004.</p>

<p>22. Selected material from Supervisor Workshops be made available on the web</p>	<p>Web material collected for supervisor training.</p>
<p>23. Introduce a set of agreed minimum standards of infrastructure support for RHD students taking into account the differing needs of students, including those enrolled in cross campus schools</p>	<p>A set of minimum standards for RHD Candidates introduced in 2003. The Dean monitors via Annual Reports.</p>
<p>24. Develop an individual 'study contract' proposal to identify the generic skills that might appropriately be built into the study period for each RHD student</p>	<p>The notion of building specific sets of skills into RHD candidature will be developed by late 2004.</p>
<p>25. University to register and provide training and support for RHD supervisors who are not its employees</p>	<p>A program of training for non-University supervisors is under development.</p>
<p>26. Ensure that appropriate mechanisms are in place to provide assistance to enable RHD students to present their work at a national or international research conference during candidature</p>	<p>Support for attendance at conferences by RHD candidates has been identified as an issue by some students. The Dean is working with Schools.</p>
<p>27. Improve Annual Review process to provide more useful feedback to students and move to 2-cycles for the Annual Review of Progress</p>	<p>Annual Review process has been modified to provide more systematic information.</p>
<p>28. Streamline the examination process using regular electronic communication with examiners</p>	<p>Average time for examination is 90 days.</p>
<p>29. Improve management of International RHD students by clarifying the roles of International Services, Research Higher Degrees Unit and Dean of Graduate Studies by Research</p>	<p>Administrative changes will be made to the manner in which International RHD candidates are assisted with candidature issues.</p>

<p>30. Develop models for better meeting the needs of part-time RHD students</p>	<p>A new appendix has been included in the RHD handbook ‘6 Stages to Completion of a RHD’ entitled ‘Suggestions and strategies for part-time RHD candidates to effectively manage their candidature’</p>
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<p>QUALITY ASSURANCE MECHANISMS FOR GOAL 4</p> <ol style="list-style-type: none"> 1. Annual analysis of applications for RHD scholarships and provision of scholarships by Board of Graduate Studies by Research 2. Develop 2-yearly analysis of Return-on-Investment (ROI) in research scholarships and, if necessary, modify allocation process for Research College Board and Board of Graduate Studies by Research 3. Analysis of acquittal of RTS funding 4. Visits of Dean of Graduate Studies to schools/institutes and detailed Annual Report on Postgraduate Research student matters to Academic Senate 5. Evaluation of Generic Skills Workshops and modification in the light of feedback 6. Annual Review of student progress 7. Case management of students who demonstrate unsatisfactory progress 8. Registration process and on-going professional development for all RHD supervisors 9. External examination process for all research theses 10. PREQ information on completing candidates
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