Graduate School Year in Review 2019
4,664 candidates across all HDR programs.

91% of all HDR candidates are completing a PhD.

96 countries of origin for HDR candidates.

835 HDR completions in 2019.

Cover image
Cody Frear
PhD candidate, Faculty of Medicine
2019 UQ 3MT Winner and Asia-Pacific 3MT Representative
Winner of 2019 Universitas21 3MT Competition
Supporting the success of UQ’s graduate researchers is at the core of what we do. This is made possible through our partnerships with the enrolling schools, institutes and faculties across UQ. I would like to thank you all for your support this year as we navigated a period of adjustment.

2019 was another year of high achievement for UQ’s graduate researchers. At the time of writing 835 PhD/MPhil degrees had been conferred.

Record numbers of candidates signed up for activities within the Career Development Framework and uptake of Placement opportunities continues to grow. The oral examination began to be firmly embedded within our system with more than 60 undertaken this year. We have some way to go to roll-out the process for all candidates over the next couple of years but the experience so far gives me confidence that we’ll succeed.

All of these changes position our HDR Program to meet the expectations that were outlined in the ACOLA Review of Research Training (2016). I hope that you’ll enjoy reading about the success of UQ’s graduate researchers and on behalf of the Graduate School, I’d like to thank the HDR candidates, advisors, professional staff and our partners who make the HDR program at UQ so special.

Moving in to 2020 we are looking forward to further developing our partnerships with Faculties, Schools and Institutes to work on the recommendations of the Review of the Delivery of HDR Programs, and create a consistently high quality HDR experience for our candidates.

Our priorities for the next year will be to implement a consistent UQ HDR milestone approach, improve upon the my.UQ online system for candidates and advisors, and a roll out of the Essentials for HDR Supervision and Advisor development. I look forward to partnering with you on these initiatives.

Professor Alastair McEwan
Pro-Vice-Chancellor (Research Training)
Dean, Graduate School
HDR Supervision Awards
(From left to right) Associate Professor Katie Makar, Professor Andrew Whittaker, Associate Professor Irina Vetter

**HDR Supervision**

**Excellence in HDR Supervision Awards**

UQ is committed to recognising excellence in the supervising, mentoring, and training of HDR candidates.

In 2019, four Awards for Excellence in HDR Supervision and one Emerging Advisor Award were given to the following academic staff:

- **Associate Professor Katie Makar**
  School of Education
- **Associate Professor Alexander Scheuermann**
  School of Civil Engineering
- **Associate Professor Irina Vetter**
  IMB / School of Pharmacy
- **Professor Andrew Whittaker**
  AIBN / School of Chemistry and Molecular Bioscience
- **Associate Professor Michael Piper**
  QBI / School of Biomedical Sciences

The Awards for Excellence in Higher Degree by Research Supervision were created in 2000 following a proposal by the UQ Union and the success of the Awards for Excellence in Teaching. In addition to the remunerated awards, the Selection Committee can award commendations and recognise excellence in advising for emerging academic staff. The Awards are presented annually during Research Week.

**Advisor Development**

The Graduate School continued to provide assistance and support to academics with the implementation of Oral exams by providing Chair of Examiners training sessions across UQ. 2019 has also seen the development of an online guide, *Essentials of HDR Supervision*, through consultation with key stakeholders. This guide provides a consistent and invaluable resource in understanding and promoting excellence in HDR Supervision. Along with Chair of Examiners Training, the guide highlights other development training as well as expectations of the roles and responsibilities involved in supporting HDR Candidates. In 2020, the following sessions, both compulsory and elective, will be available to new and existing advisors:

- Compulsory HDR Advisor Induction
- Masterclass for HDR Advisors
- Research Integrity in HDR Training
- Chair of Examiners Training
- Supporting the Welfare of HDR Candidates during Candidature
- Advising in intercultural Contexts
- Postgraduate Coordinator Forum
- Institutional approaches to quality HDR delivery
- Supervising Aboriginal and Torres Strait Islander HDR candidates

Watch a short video featuring each of the 2019 winners.
Indigenous Engagement

The Graduate School works in close partnership with the Office of the Pro-Vice Chancellor (Indigenous Engagement) to recruit and retain Indigenous graduate researchers to The University of Queensland.

Since the establishment of the Aboriginal and Torres Strait Islander Research Scholarship scheme, the number of Indigenous HDR candidates at UQ is now 37—an increase from 13 in 2016.

The Graduate School has also worked in partnership with the Aboriginal and Torres Strait Islander unit to support current HDR candidates during their studies by providing a development and cohort support program. This program included:

- Fortnightly critical reading group for Indigenous HDRs
- AIATSIS conference stall and networking
- A session on writing and pitching for The Conversation
- A workshop on using social media to boost academic success
- Weekend Retreat on writing, publishing and career development for Indigenous HDRs and academic staff

Advisor Development

As part of the Advisor development program, the Graduate School helped coordinate the annual session on Supervising Aboriginal and Torres Strait Islander HDR candidates. Led by Pro-Vice Chancellor (IE) Prof Bronwyn Fredericks, it provided a forum for advisors to explore critical success factors in supervising Aboriginal and Torres Strait Islander HDR candidates, ways of ensuring culturally appropriate supervision and the possibilities of Indigenous research methodologies. 19 HDR supervisors attended this session.
Scholarships and partnerships

A range of scholarships are available to assist HDR candidates to offset the cost of study. Funded by government, industry, philanthropy or not-for-profit, scholarships are awarded following a competitive process. The Graduate School has also entered into a number of agreements to further collaborate with key partners globally.

Research Training Program and Scholarship rounds

The Graduate School awards scholarships to domestic and international candidates - either an Australian Government Research Training Program (RTP) Scholarship or a UQ funded scholarship. These provide a living allowance and a tuition fee offset. For international applicants, an allowance for single overseas candidate health cover is also included. In 2019, 640 scholarships were awarded to HDR candidates. 500 of these were awarded in round (340 for domestic and 160 for international) with a further 146 awarded as earmarked scholarships (Category 1 & Responsive mode).

Partnerships

Research training is a key aspect of many international partnerships and agreements and can provide higher degree by research candidates with a global experience, as well as facilitate a deeper research relationship with key partners for UQ. 2019 saw further growth in the Joint PhD partnerships of the UQ-IITD Academy of Research and the University of Exeter, and the collaborative supervision programs with the Southern University of Technology, China and the Technical University of Munich.

2019 also saw the finalisation of new collaborative supervision agreements with Universidade Federal de Vicosa and Universidade Estadual Paulista; and a new Joint PhD agreement with the Group of Eight institutions. The Graduate School is now working with partners to decide on how to facilitate the activity under these agreements.

A number of new PhD industry partnerships were also activated in 2019 with Newcrest, Ecotourism Australia, and CSIRO Responsible Innovation recruiting new candidates.

Philanthropic scholarships

Each year, philanthropic scholarships provide support for UQ’s HDR candidates. In 2019, 12 new philanthropic scholarships were established and 19 philanthropic scholarships were awarded to assist candidates with travel, research costs, tuition and living expenses to name a few.
The Global Change Scholars Program (GCSP) aims to cultivate future research leaders and change agents with deep understanding of global trends and the capacity to develop collaborative solutions towards positive change. Launched in 2017, GCSP welcomed its third cohort in 2019, filled with talented PhD candidates across various UQ faculties and institutes.

The program focuses on three key areas:
- Leadership and engagement
- Understanding of Global Change and Global Trends
- Communication skills for research and beyond

Participants emerge with an appreciation for collaboration and an introduction to transdisciplinary research.

Participants are offered numerous experiences throughout the year, with the trip to Lady Elliot Island on the Great Barrier Reef as a main highlight. Experiences enable participants to engage with thought leaders from academia and industry through an interactive seminar series, participation in the UQ Startup Academy, and also an opportunity to broaden their capability through professional internships.

It was an enriching year, with special guests and speakers such as Professors Frank Jotzo and Bob Costanza, from ANU; Emeritus Professor Ian Lowe, Dr Denise Hardesty from CSIRO, CEO of Tritium David Finn, and ABC Radio National’s Science Show host Robyn Williams, just to name a few.

Further, this year saw the launch of the ‘Create Positive Change - 30 Ideas in 30 Minutes’ event which featured inspirational ideas from the GCSP Scholars of one minute each. Plans are in motion to expand the reach of this event in 2020 in partnership with the University of British Columbia.

The 2019 GCSP cohort organised an inspirational on-campus screening of the documentary feature film Chasing Coral followed by a dynamic Q&A discussion with Professor Ove Hoegh-Guldberg.

Through transdisciplinary collaboration two GCSP groups, together with program coordinator Anna Phelan, submitted academic papers to the Journal of Management Studies and Solutions Journal.

Visit the Global Change Scholars website to learn more

View notable awards from 2019
Placements

Placements allow HDR candidates to learn to translate their skills into an industry setting, and develop a deeper understanding of their capabilities.

2019 has been a big year for HDR placements with a considerable increase in candidates seeking out this opportunity as part of their program. This has been especially significant as the Graduate School strives to ensure HDR Candidates continue to recognise the importance of engaging with industry and develop broad skills and abilities which can equip them for a variety of future opportunities.

Career opportunities

This year, the Graduate School has facilitated more than 76 HDR placement opportunities, including 5 under the Graduate School’s new partnership with APR-Intern. Placements have been undertaken within Government, industry and not-for-profit sectors and through these partnerships the Graduate School has continued to see growth in the number of organisations engaging in the program.

Career Development Scholarship Extension

As the uptake on placements and engagement with the Career Development Framework (CDF) has increased, so has the uptake of the Career Development Scholarship Extension (CDSE). This initiative provides successful applicants with up to an additional 6 month stipend scholarship extension where they have demonstrated transferable and professional skills throughout their program and continued to work on their career development. In 2019, approximately 40 candidates have successfully met the criteria for this scholarship extension.

Information sessions

Monthly information sessions were held to inform candidates about placements and the Career Development Scholarship Extension. In total, more than 250 candidates attended these sessions in 2019.

Visit the Career Development Framework website to learn more

2019 Placements by Academic Organisational Unit

![Graph showing 2019 Placements by Academic Organisational Unit](image-url)
Career Development Framework

The CDF addresses candidates’ research, transferable and professional skills, equipping them for a broad range of work and to make a positive contribution to Australia’s future.

As the landscape of researcher education in Australia continues to change, it is critical to evolve the Career Development Framework to meet new demands. As a result, this year focused on deepening the research skills of the HDR candidates.

New workshops have been introduced to contribute to their overall professional and personal development. In addition, recognising the changing learning needs of candidates—such as work-life integration and a preference to engage with us off-campus—have spurred a variety of new online programs to augment suitable face-to-face titles with online delivery.

Research Skills Development

Since late 2018, the Graduate School has been reviewing the Research & Analysis category of the Career Development Framework. Senior academics and candidates were consulted across all faculties to understand training needs and identify training gaps. In 2019, there were two outcomes:

- A survey engaging the HDR cohort. This survey sought to re-classify the category to accommodate the expanding number of research skills courses.
- A roll out of skills-intensive courses from Queensland Facility for Advanced Bioinformatics (QFAB), Institute for Social Science Research (ISSR) and the Library.

HDR support and mentoring

Candidate-led social support avenues for HDR candidates at the University have been increased this year with the launch of the HDR Connections circle within the UQ Mates program. This allows candidates to engage with each others across disciplinary and campus boundaries for discussion and organisation of social activities. Aiding in connection and reducing isolation.

The University continues to support HDR candidates’ participation in the IMNIS (Industry Mentoring Network in STEM) MedTech-Pharma and Energy-Minerals programs with 20 candidates receiving specific industry mentoring this year. More general career development support has been provided through UQ's HDR Career Development Mentoring Program. The pilot of this 12 week program was concluded in 2019 with a refreshed program, focused on engaging HDR candidates with professionals from diverse industries when considering their career development, to be launched in early 2020.
This year saw the 3MT competition continue to grow. African nations Uganda and Zambia joined the 3MT family, along with the first West Indies country, Saint Kitts and Nevis.

UQ’s own competition was strongly contested in 2019, its twelfth year, with a 25% increase in student participation. The winner was Cody Frear from the Faculty of Medicine for his presentation titled Negative Pressure Wound Therapy in Paediatric Burns: No-No or Noo-Noo. Cody also won first place in the Universitas21’s 3MT competition.

“Thanks in large part to 3MT, I now take a more audience-centred approach about how I present my work, prioritising simplicity and employing narrative as well as humour to keep listeners engaged.”

The Asia-Pacific 3MT competition was again a success in 2019. A total of 56 universities were represented, with participants from countries across the Asia-Pacific region. Eight semi-finals were held and ten finalists were selected. The Judging panels for the semi-finals and finals consisted of 3MT sponsors, academic and industry representatives and UQ was thrilled to host Professor Paul Bertsch, Queensland Chief Scientist on the final panel. The eventual winner was Jessica Bohorquez from The University of Adelaide for her presentation titled Guardians of the Pipelines.

The Asia-Pacific 3MT Competition is proudly supported by Springer Nature and UniBank and the Graduate School values their ongoing support.

3MT contestant Rhys Pirie, from the Faculty of Engineering, Architecture and Information Technology, won “Young Innovator of the Year” at the 2019 Falling Walls Conference in Berlin.
Jessica Bohorquez from The University of Adelaide wins 2019 Asia-Pacific 3MT!
Wonder of Science, hosted by the Graduate School, recruits and trains HDR candidates as Young Science Ambassadors to work with students, teachers and communities across Queensland. This year, over 100 HDR candidates participated in the program helping Wonder of Science to reach over 21,000 Queenslanders. Interestingly, 76% of the ambassadors are female which is helping to increase the visibility of women in STEM.

As well as promoting a STEM culture in schools, Wonder of Science contributes to the professional and personal development of the HDR candidates, with some opting to remain in the program for multiple years. Some even continue in the program following completion of their PhD! Amy Chan, co-winner of this year’s Women in Technology Young Achiever Award & 2018 Queensland Women in STEM - People’s Choice awardee told us, “I’ve developed a much deeper understanding of science thanks to my involvement with Wonder of Science... even though PhD candidates frequently give talks and write scientific papers, Wonder of Science taught me the skills to communicate to a general audience in an approachable and engaging manner. It built my confidence to enter competitions like the Queensland Women in STEM Awards. Now, I have the confidence to effectively communicate my science to people from all walks of life!”

Applications for the Young Science Ambassador program are now open.
Candidate partnerships

The Graduate School partners with HDR candidates in a range of initiatives which support the goals of the Student Strategy 2016-2020.

Candidate-led events

The Graduate School has continued to support candidate activities and events organised and managed by candidates, for candidates. 10 candidate led conferences and events were provided with up to $2000 to assist with costs such as catering, speakers fees and venue costs. This year, the Graduate School’s Careers Advisor also acted as a guest speaker at a number of candidate led conferences, further highlighting awareness of candidates in actively engaging with career development during their candidature.

Candidate representatives forums

This year, three Candidate Representative Forums were held to seek input on key initiatives and developments, such as the milestone process and Essentials for HDR Supervision, as well as hear from candidates regarding important matters and relay and respond to feedback from the Postgraduate Research Experience Survey. These sessions continue to feed into and affect positive change to ultimately enhance the delivery and support of the HDR programs.

Confirmation celebration events

To acknowledge the commitment of pursuing an HDR program and to celebrate the achievement of this critical milestone, three confirmation celebration events were in 2019. These sessions provided newly confirmed candidates with the social opportunity to network with other candidates at the same stage of their candidature and ask Graduate School staff questions, but also provide them with useful information around support available through the next stage of their program.

Shut up and write sessions

In 2019, the Graduate School continued its partnership to support 4 Shut-Up and Write sessions, 2 more offerings than the previous year. These sessions continue to be candidate lead and provide HDR Candidates with intensives workshops to assist them to improve their writing efficiency and outputs. Feedback from attendees continues to be positive and Graduate School intends to continue to support this initiative into 2020.

3MT livestream event

As with last year, the Graduate School again organised a candidate 3MT livestream event, held at the Red Room on St Lucia Campus, to run alongside the final at Customs House. This year saw more than 400 candidates attend to support their fellow HDR Candidates in the final. This year had seen the largest number of candidates participate in the 3MT heats and was a great way for all HDR Candidates to recognise their own involvement in the competition but also celebrate the journey the 8 candidates competing had taken to make it into the final. The atmosphere was fun for all those who attended with lots of prizes and games.

UQ Association of Postgraduate Students (APS)

The Graduate School continued to support APS initiatives in 2019. This included 2 movie nights, one of which was held at the TRI campus and specifically by HDR candidates, and their end of year Ball and Awards Night. The Graduate School will continue to provide support to APS in 2020 in the offering of events that engage and benefit HDR Candidates and the community.
Candidate Feedback

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<thead>
<tr>
<th>What they’ve said</th>
<th>What we are doing</th>
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<tbody>
<tr>
<td>You would like a more consistent induction experience.</td>
<td>• We are reviewing the induction and orientation processes to make this clearer and more consistent to meet the needs of new HDR Candidates. This will also form the basis of the first stage of your candidature and setting expectations with your advisors and will be rolled out with the other outcomes from the milestone review in 2020.</td>
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<td>You would like more clarity on the procedures for your final assessment (oral examination and thesis submission) and a simpler process to access the Career Development Second Extension (CDSE).</td>
<td>• We have improved our thesis preparation, and thesis examination pages, and will continue to seek feedback on these in 2020.</td>
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<td>• We have implemented a milestone working party with candidate and school representatives to look at changes to the UQ milestone process and bring consistency.</td>
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<td>• The process for application and approval of the CDSE will be reviewed in 2020, with input from HDR candidates and staff.</td>
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<td>You would like closer connection with your research community in your research area to stimulate your work, including greater access to good seminar programs in your research area.</td>
<td>• We have communicated this expectation with schools and institutes.</td>
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<td></td>
<td>• We have will also promote mechanisms such as writing groups, mentoring and buddy systems and other ways to connect with other.</td>
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<td>That you are not always aware of opportunities to become involved in the wider research community, beyond your department.</td>
<td>• We have developed the HDR Connections option within UQ Mates but are also further developing Mentoring opportunities which will be available in 2020.</td>
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<td>You would like the institution to value and respond to your feedback.</td>
<td>• In 2019 our Dean ran a number of listening sessions for HDR candidates at each campus in response to the PRES.</td>
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<td>• We have established two candidates as partners projects to work on thesis examinations and developing the research streams in the career development framework.</td>
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<td>• We continue to meet bi-monthly with candidate leaders to gauge their thoughts on upcoming changes at UQ.</td>
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<td>• We have candidate representatives on our milestone working party.</td>
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<td>• In 2020 we will continue to create opportunities for HDR candidates to be involved in process improvement. An example is the Milestone working group which includes HDR representatives.</td>
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<td>More development opportunities and offerings, in particular in research skills.</td>
<td>• We are considering timing and modes of offering of CDF workshops in increase and package into more accessible sessions</td>
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<td>• A number of new offerings focusing on research skills and development were added in 2019 and will be built upon in 2020</td>
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<td>Clearer expectations and accountability of HDR advisors.</td>
<td>• The Essentials Manual for HDR Supervision has been released and will be coupled with face-to-face training sessions</td>
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<td>• The HDR Charter was updated in November to improve clarity of HDR candidate/advisor expectations</td>
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<td>Clearer and more equitable funding/resourcing for all HDR candidates.</td>
<td>• Expectations clarified in the updated HDR Charter</td>
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<td>• The Graduate School will work with Faculties and Institutes to ensure funding and support is clear and adequate</td>
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<td>Increased transparency of the criteria used to award HDR scholarships and more feedback available to applicants.</td>
<td>• HDR Scholarship assessment matrix will be reviewed and made available to applicants</td>
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<td>• A process to provide feedback to applicants will be explored.</td>
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graduate-school.uq.edu.au

Career Development Framework
cdf.graduate-school.uq.edu.au

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