



Aboriginal and Torres Strait Islander Research Strategy Committee

Terms of Reference¹

The University of Wollongong's inaugural [Reconciliation Action Plan 2019–2021](#) (RAP) aims to establish UOW as an organisation where Aboriginal and Torres Strait Islander knowledge, cultures and values are respected and are reflected in our teachings and the attributes of all our graduates.

To support activities that continuously develop and enhance the growth and development of Indigenous-led research as recommended in the RAP, a UOW Aboriginal and Torres Strait Islander Research Strategy (the Strategy) will be developed. The Strategy will aim to:

- Ensure appropriate support and development opportunities are provided to Indigenous researchers;
- Attract and retain Indigenous researchers at the University;
- Broaden the scope of research conducted by Indigenous researchers;
- Raise the profile of Indigenous researchers at the University of Wollongong; and
- Build our Indigenous research strength.

A University Research Committee (URC) Committee (the Committee) has been established to facilitate the Strategy and associated action items allocated to the Deputy Vice-Chancellor (Research and Innovation) portfolio under the RAP. The proposed Program of Work for the activities of the Committee is provided at *Attachment 1*.

The RAP will be integrated into the refreshed University's Planning and Reporting Framework and will inform University-wide strategies, performance indicators, plans and operations. Consequently, the establishment of the Aboriginal and Torres Strait Islander Research Strategy Committee is of strategic significance to the University.

RESPONSIBILITIES

In order to align the activities of the University with the commitment to support and grow Indigenous research student and staff capacity at UOW, the Committee shall:

- Advocate for a whole of institution approach to grow the critical mass of Aboriginal and Torres Strait Islander HDR students and researchers at UOW;
- Create networking opportunities across the university sector more broadly to support and advance Indigenous HDR completions at UOW;
- Encourage and assist Faculties to identify potential research students during their undergraduate years and provide support, mentoring and relevant research opportunities;
- Develop pathways and support structures for Indigenous students to undertake research training, doctoral degrees and postdoctoral fellowships, in order to progress to teaching and research academic roles at UOW;
- Develop a more systematic approach to attracting and supporting potential Indigenous HDR students across all disciplines;
- Review and refine research-related scholarship and support programs for Indigenous students;
- Develop mechanisms for funding top-ups, introduce shared funding models between the Graduate Research School and Faculties and provide funding for research training degrees such as Honours and Masters of Research;
- Explore relationships with industry, government, Aboriginal corporations and the community; and

¹ This version updated October 2021.

- Develop effective and appropriate guidelines for research related to Aboriginal and Torres Strait Islander peoples.

COMMITTEE MEMBERSHIP

The UOW Aboriginal and Torres Strait Islander Research Strategy Committee shall comprise:

- Deputy Vice-Chancellor (Research and Innovation) (*Co-Chair*);
- Professor of Indigenous Health (*Co-Chair*);
- Dean of Graduate Research;
- Indigenous Research Representatives;
- Associate Deans (Research) of each Faculty;
- Associate Deans (Equity, Diversity and Inclusion) of each Faculty;
- Deans of Researcher Development and Integrity;
- Dean of Research Knowledge Exchange and Translation;
- Executive Director (Indigenous Strategy), Woolyungah Indigenous Centre;
- Director, Research Services Office;
- Director, Graduate Research School;
- Senior Manager, Brand & Marketing Promotions, Strategic Marketing & Communications; and
- Manager, Projects – Indigenous Advancement.

Representation on the Committee is to reflect UOW's commitment to equality, diversity and inclusion.

The Committee may co-opt additional invited participants where particular external expertise or insight is required. This can include representatives of external stakeholders.

All members shall be appointed to the Committee for a term of two (2) years. The Indigenous Research Representatives shall be appointed by the Deputy Vice-Chancellor (Research and Innovation), in consultation with the Professor of Indigenous Health.

The Committee will present progress reports on its activities to the URC for endorsement.

MEETING FREQUENCY

The Committee will meet at least four (4) times per year.

Program of Work

Extracted from the [UOW Reconciliation Action Plan 2019–2021](#).

CURRICULUM AND RESEARCH – ACTION 2: <i>Develop an Aboriginal and Torres Strait Islander Research Strategy designed to attract and retain Indigenous researchers; support the development and broaden the scope of research conducted by Indigenous researchers; and raise the profile of Indigenous researchers.</i>		
DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish a working party to design a UOW Aboriginal and Torres Strait Islander Research Strategy. The group should comprise: <ul style="list-style-type: none"> - Chaired by Deputy Vice-Chancellor (Research & Innovation) - Deputy Chair, Pro Vice-Chancellor (Inclusion & Outreach) - Senior Indigenous Research Representatives - Research and Innovation (RaID) - Faculty Representatives 	April 2020	Deputy Vice-Chancellor (Research & Innovation) Pro Vice-Chancellor (Inclusion & Outreach)
Implement the UOW Aboriginal and Torres Strait Islander Research Strategy and test key initiatives: <ul style="list-style-type: none"> - Develop a ‘Grow Your Own’ approach to attract, retain and complete high potential Aboriginal and Torres Strait Islander researchers. - Review study support structures to ensure they are adequate and culturally appropriate. - Establish a UOW Indigenous HDR student network to encourage peer support and mentoring. - Develop Faculty based plans that will grow Indigenous research and researchers within the UOW community. - Ensure systematic early identification of, and contact with, Aboriginal and Torres Strait Islander undergraduate students showing potential as HDR students by each Faculty. - Improve Indigenous HDR student completion rates, working toward completion rates of mainstream HDR students. - Hold two targeted Aboriginal and Torres Strait Islander HDR workshops per year with Faculties partnering to deliver the workshops and encourage interdisciplinary collaboration. - Develop grant-writing skills for Aboriginal and Torres Strait Islander researchers. 	July 2021 August 2020 August 2019 December 2020 December 2020 July 2021 December 2020 July 2021 July 2021	Deputy Vice-Chancellor (Research & Innovation) Faculty Executive Deans Director, Woolyungah Indigenous Centre RAID representatives
Refine research-related scholarship and support programs (see pp. 18-19) <ul style="list-style-type: none"> - Develop a mechanism for funding top-ups. - Design a shared funding model with agreed protocols of collaboration between Graduate Research School and Faculties to support competitive stipends for Aboriginal and Torres Strait Islander researchers. 	July 2021 – ongoing	Deputy Vice-Chancellor (Research & Innovation) Faculty Executive Deans

<ul style="list-style-type: none"> - Explore funding for research training degrees, honours, Masters, PhD Integrated or pathways degrees/ - Establish a post-doctoral Aboriginal Research Fellowship annually. 		
Ensure effective and appropriate guidelines on research related to Aboriginal and Torres Strait Islander peoples or cultures through research ethics committee.	December 2019	Director, Research Services Office
Convene a biennial Aboriginal and Torres Strait Islander Research Conference to expand research and education networks within UOW and the wider university community nationally, and internationally.	July 2021	Pro Vice-Chancellor (Inclusion & Outreach) Deputy Vice-Chancellor (Research & Innovation) Deputy Vice-Chancellor (Academic)
Build Indigenous research strength at UOW by appointing at least two new Aboriginal and Torres Strait Islander researchers per faculty from 2019-2021. <ul style="list-style-type: none"> - Explore relationships with industry and government and Aboriginal corporations towards externally funded positions. 	July 2020, July 2021	Faculty Executive Deans Chief Administrative Officer Pro Vice-Chancellor (Inclusion & Outreach)
Increase investment in community-driven research identified as priority areas in partnership with community. <ul style="list-style-type: none"> - Deliver high quality research that meets the needs and aspirations of Aboriginal and Torres Strait Islander communities with a focus on local communities. - Increase Aboriginal and Torres Strait Islander research projects through the Global Challenges Program. 	July 2020 – <i>ongoing</i>	Faculty Executive Deans Chief Administrative Officer Pro Vice-Chancellor (Inclusion & Outreach)
Design and develop an annual report on the implementation of the UOW Aboriginal and Torres Strait Islander Research Strategy.	July 2021	Director, Research Services Office Pro Vice-Chancellor (Inclusion & Outreach) Faculty Executive Deans Director, Strategic Marketing and Communications
Develop an Indigenous Research Group subcommittee of the Aboriginal Advisory Committee. <ul style="list-style-type: none"> - Build a network of Aboriginal and Torres Strait Islander UOW employees engaged in research and researchers focused on Indigenous topics. 	August 2019	Pro Vice-Chancellor (Inclusion & Outreach)

Develop and deliver a communications strategy that will: <ul style="list-style-type: none"> - Increase visibility of Aboriginal and Torres Strait Islander researchers. - Increase visibility of Aboriginal and Torres Strait Islander research. 	November 2019	Director, Research Services Office Director, Strategic Marketing and Communications
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CULTURAL AWARENESS AND RECOGNITION – ACTION 8: *Promote respect for Aboriginal and Torres Strait Islander cultures, knowledge and values; and encourage all UOW staff, students and community to engage with and celebrate Aboriginal and Torres Strait Islander cultures.*

Implement Indigenous Cultural and Intellectual Policy update to UOW Intellectual Policy. Review and improve Indigenous Cultural and Intellectual Policy to ensure its relevance to evolving needs.	July 2019 – ongoing	Deputy Vice-Chancellor (Research & Innovation) Chief Administrative Officer
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COMMUNITY – ACTION 11: *Implement updated UOW Aboriginal Employment Strategy to deliver centralised support and partner with Faculties and Divisions to develop own plans and pathways programs for Indigenous staff; increase Indigenous academic staff numbers; promote Indigenous staff retention; and deliver professional development for Indigenous staff.*

iAccelerate – Develop strategies that will support and grow Aboriginal and Torres Strait Islander businesses and entrepreneurs. <ul style="list-style-type: none"> - Scope and design a program for Indigenous Entrepreneurs. - Create a nationally, and even internationally, relevant entrepreneurship program to promote engagement with the support of Indigenous peoples. - Explore the role of an Indigenous Entrepreneur in Residence. - Investigate the development of Indigenous Digital Protocols and copyright. 	August 2020	CEO, iAccelerate
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