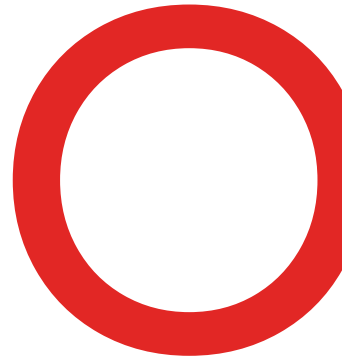




Research Strategy

Faculty of
Business and Law



UNIVERSITY
OF WOLLONGONG
AUSTRALIA



ARTWORK BY
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Acknowledgement of Country

We acknowledge that Country for Aboriginal peoples is an interconnected set of ancient and sophisticated relationships.

The University of Wollongong spreads across many interrelated Aboriginal Countries that are bound by this sacred landscape, and intimate relationship with that landscape since creation.

From Sydney to the Southern Highlands, to the South Coast.

From fresh water to bitter water to salt.

From city to urban to rural.

The University of Wollongong acknowledges the Custodianship of the Aboriginal peoples of this place and space that has kept alive the relationships between all living things.

The University acknowledges the devastating impact of colonisation on our campuses' footprint and commit ourselves to truth-telling, healing and education.

Foreword

Executive Dean

Our research is core to our identity as an academic, and often foundational to our self-perceptions. With our research, we seek to understand and reveal the essential nature of the complexities of life that surround us. We aim to contribute to the sum total of human knowledge, ideally making a positive difference to our communities or resulting in a better utilisation of the resources of our planet. In other words, the research we do is no small matter. It will hopefully lead, incrementally, to our vitality and success, as well as for that of the other inhabitants with whom we share this planet.



Professor Colin Picker

Associate Dean (Research)

Research underpins everything we do. Our research addresses some of the most important and exciting challenges in the world by developing evidence-based and other insights. The strengths of our research will transform our research culture in the coming years to advance business, law and ocean policy-related knowledge.



Professor Shahriar Akter



Preamble

The purpose of this document is to establish a research strategy for the Faculty of Business and Law (BAL) for the period 2024-2029. This strategic plan will enable us to achieve research outcomes against our existing and proposed goals. It will allow us to refocus our priorities and reshape an environment that enables staff members to carry out impactful research.

Vision

Our research vision is to create a positive change in the world through the power of innovative thinking.

Mission

The Faculty of Business and Law aims to be a world-class research community that contributes to a sustainable future through academically rigorous, socially significant and meaningfully relevant research.

UOW Values



INTELLECTUAL OPENNESS

We are driven and determined, yet collegial and ethical in all that we do. We are always looking to serve our communities and share our knowledge and expertise with them for mutual betterment.



MUTUAL RESPECT AND DIVERSITY

We aspire to set the standard for inclusiveness, diversity and equity. We welcome – and benefit from – the diversity of our communities within Australia and internationally. We will continue to champion Aboriginal and Torres Strait Islander Reconciliation.



EXCELLENCE AND DEDICATION

We work tirelessly to excel in our research and education, and to address complex, real-world problems in partnership with our communities.



RECOGNITION AND PERFORMANCE

We celebrate the hard work and dedication of our staff and recognise and reward their achievements. We expect all our staff to meet the challenges of our changing world by seizing opportunities that deliver continuous improvement.



EMPOWERMENT AND ACADEMIC FREEDOM

We celebrate the freedom to have different opinions and different ideas. We encourage the asking of difficult questions and the discovery of innovative solutions.



Goals

The Faculty’s research goals and objectives align with and support UOW Research Goals.



GOAL 1

Maximise the potential of every researcher (including Higher Degree Research candidates) by fostering a positive research culture.



GOAL 2

Connect our disciplinary research excellence to transdisciplinary and translational research endeavours that deliver impactful outcomes.



GOAL 3

Foster increasing focus on thematic research strengths for greater investment built on identified, interconnected teams and networks aligned with the United Nations Sustainable Development Goals.

UOW Pillars



GLOBAL OUTLOOK

We will continue to focus on the research-teaching nexus that harnesses the collective ideas, innovations and strengths of our global network.



TRUST BUILT THROUGH PARTNERSHIPS

The strength of our partnerships and willingness to engage with our communities will continue to see us prosper as a trusted global University.



CHANGE THAT MATTERS

We will work collaboratively to embrace and drive change to create a sustainable future.

Research Objective 1:

Develop a vibrant research culture to attract, support and retain scholars

ACTIONS:

- 1.1** Respect creativity and self-direction to produce outstanding research;
- 1.2** Where possible, provide adequate time for research through flexible teaching opportunities;
- 1.3** Identify specific research activities according to the workload model and monitor compliance;
- 1.4** Seek to support each researcher with funding, research collaboration and supervision of HDR students;
- 1.5** Mentor HDR candidates and early/mid-career researchers (EMCR) by providing opportunities for tailored support for research training, journal paper writing, collaboration and seed funding where possible;
- 1.6** Create an opportunity for study leave after satisfactory performance over three and a half years;
- 1.7** Recruit and retain high-impact scholars at all levels;
- 1.8** Implement a strategic hiring process to fill research and teaching gaps based on research priorities (or themes);
- 1.9** Establish research collaborations with our international campuses and partner universities; and
- 1.10** Encourage regular research events (e.g., seminars, workshops, symposiums, national and international conferences) on research priority areas.

RESEARCH OBJECTIVES AND ACTIONS¹

¹ Research objectives are not exhaustive or prescriptive; not all research falls into every single objective, and not every KPI is relevant to all research or every researcher.



Research Objective 2:

Achieve excellence in research outputs and ensure impact

ACTIONS:

- 2.1** Publish in leading peer-reviewed journals (e.g., Q1/ABDC/CALD) and books/chapters with prestigious publishers that have the highest standards, are widely read and well recognised in influencing thought leadership;
- 2.2** Demonstrate practical impact through meaningful outcomes underpinned by continual engagement with external stakeholders in the profession, industry, community organisations, judiciary and government;
- 2.3** Demonstrate social impact in areas aligned with the United Nations Sustainable Development Goals/global challenges;
- 2.4** Disseminate impact case studies through government, industry and community consultations, public engagements and media outlets;
- 2.5** Encourage research/teaching nexus through research-driven case studies that can be linked to teaching modules and positively impact the student experience;
- 2.6** Where possible, link individual research with research centres, research priority areas, iAccelerate, large projects and networks to foster impact activities; and
- 2.7** Commit to supporting external facing research events and public engagement activities to achieve societal impact.

KEY PERFORMANCE INDICATORS - OBJECTIVES 1 & 2

- Article count (5-year period) in top-tier journals, monographs and edited volumes (e.g., Top 1% - Web of Science/Scopus/Q1, other legitimate rankings) and other relevant outlets.
- Number of instances of impact case studies with or without associated traditional research outputs.
- Prestige monographs or other significant and recognised works (including non-traditional outputs) that contribute to the development of the field.
- Editorial board membership of top-tier academic journals.
- Instances of impactful dissemination of knowledge through, for example, authoritative opinion pieces, expert commentary, expert editorial pieces.
- ERA ranking of disciplines at or above world standard and other global rankings of excellence and impact.
- Participation in researcher development activities (e.g., high-impact conferences, training programs, workshops, professional development activities to enhance skills).

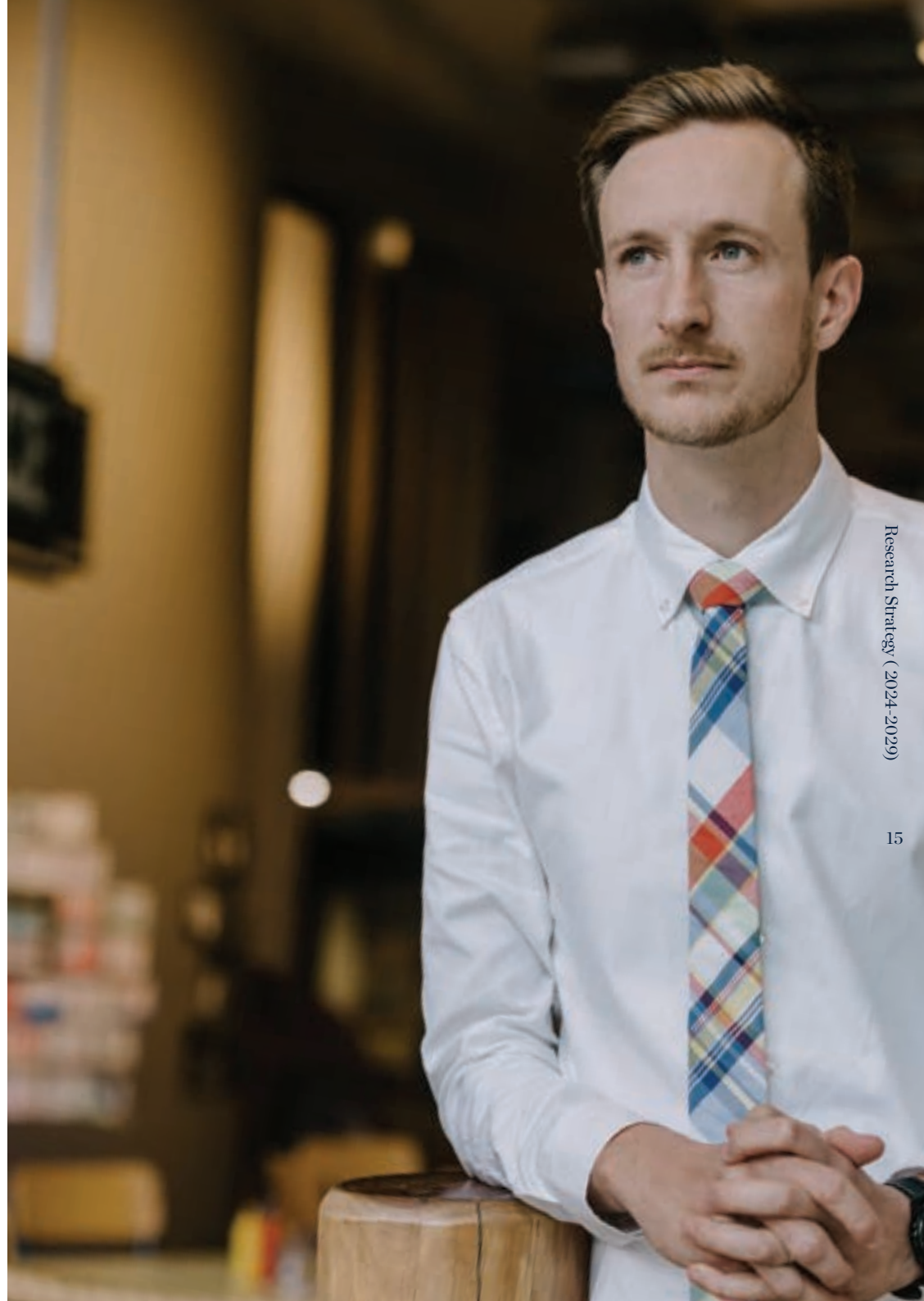


Research Objective 3:

Broaden and deepen external funding for research activities

ACTIONS:

- 3.1** Diversify external grant opportunities by exploring various forms of commercial research opportunities (e.g., government, philanthropic and industry-funded projects, industry- and/or internship-focussed PhDs, consultancy or other non-traditional research activity);
- 3.2** Provide support, mentoring, training and guidance for applications for commercial research schemes;
- 3.3** Foster interdisciplinary collaboration and support BAL as the lead unit for external research bids;
- 3.4** Capitalise on research priorities (or themes) to mobilise research groups with seed funding for external funding opportunities;
- 3.5** Encourage each academic staff to submit external grant proposals on average every two years;
- 3.6** Encourage collaborative research with UOW international campuses as well as international collaborators to avail of international funding opportunities;
- 3.7** Consider teaching buy-out in alignment with UOW/Faculty policy and through the approval of HoS and ED;
- 3.8** Engage with international networks/collaborators/partner universities/international campuses to pursue global funding opportunities; and
- 3.9** Seek to provide professional research support services and external review of applications via the Research Services Office for major external research schemes (e.g., Australian Research Council).



Research Objective 4:

Position our research entities as research hubs for transdisciplinary knowledge exchange and research translation

ACTIONS FOR ENTITIES

(in conjunction with the Research Entities Framework Policy):

- 4.1 Demonstrate a unique value proposition, strategic purpose and direction in a global research context in alignment with the UOW Research Entities Framework Policy;
- 4.1 Demonstrate clear alignment with UOW and the faculty's values, vision and research priority areas, integrate with appropriate School(s) and facilitate cross-entity connections and collaborative activities;
- 4.2 Provide significant structured support in addition to central funding for individuals (and any constituent programs or themes) to enhance research outcomes and impacts, researcher training, and academic career development;
- 4.3 Aim for a high level of sustainability and a degree of financial self-sufficiency appropriate to an Entity's scale and research field;
- 4.4 Ensure international research collaboration by our research entities with high-quality research institutes and set clear strategies on how to strengthen these partnerships in future in consultation with ADI and ADR;
- 4.5 Improve transparency and accountability by establishing a standard reporting and review cycle and process aligned with the Research Entities Framework Policy; and
- 4.6 Support membership, collaboration and engagement across disciplines and UOW organisational structures for transdisciplinary scholarship, knowledge exchange, translation and policy engagement.

KEY PERFORMANCE INDICATORS - OBJECTIVES 3 & 4

- Research performance by FOR codes at or above world standard.
- HERDC income (Cats 1-4).
- Global rankings (Top 1 %).
- The percentage of interdisciplinary collaboration reflected in publications and external funding.
- Participation in non-traditional research activities (e.g., submissions on legislations, Royal Commission Report, inquiries, international treaties and negotiations) and conferences.



Research Objective 5:

Create a thriving HDR cohort and vibrant program

ACTIONS

(in conjunction with the UOW and BAL HDR strategies and UOW Research Development Framework):

- 5.1 Ensure an intellectually challenging and personally fulfilling learning experience, embracing diversity, equity, and inclusion;
- 5.2 Identify HDR candidates as an integral part of the research community and integrate them as junior colleagues throughout the faculty;
- 5.3 Engage novice supervisors in current research training programs, HDR-related policies, procedures, and best supervisory practices at UOW;
- 5.4 Ensure continuing professional development for all supervisors to ensure the attainment of best practice knowledge;
- 5.5 Attract an increasing number of high-achieving doctoral candidates by linking the research topic with research priorities (or themes);
- 5.6 Attract an increasing number of Aboriginal and Torres Strait Islander researchers to utilise the talent, expertise and knowledge of First Nations people across our research programs;
- 5.7 Provide a rigorous and relevant training program that ensures professional, analytical, time management, stress management, communication (i.e., storytelling), and multi-tasking skills;
- 5.8 Encourage thesis-by-compilation as a doctoral pathway where suitable;
- 5.9 Enhance collaboration with industry and external institutes for research training;
- 5.10 Diversify external sources of funding to recruit and support HDR candidates; and
- 5.11 Prepare HDRs for subsequent research careers in academia and industry.



Research Objective 6:

Recognise and promote outstanding research internally and externally

ACTIONS:

- 6.1 Cultivate research themes/ research priority areas to develop a meaningful and synergistic research identity for the faculty;
- 6.2 Identify and link high-achieving individuals and entities to develop core research strengths;
- 6.3 Recognise excellence in research performance through annual awards, research incentives and other mechanisms;
- 6.4 Promote Aboriginal and Torres Strait Islander-focused research to instil, advance and celebrate the contributions of First Nation people and culture;
- 6.5 Build a dynamic digital presence across platforms focusing on research priority areas to engage potential students, new staff, partners, policymakers and funders with respect to the strengths and expertise of each unit;
- 6.6 Develop a database of research interests/expertise to connect researchers through present or future research projects; and
- 6.7 Seek to provide dedicated professional support for writing impact cases, engaging with stakeholders and communicating research achievements regularly through social media, traditional media, web and research newsletters.

KEY PERFORMANCE INDICATORS - OBJECTIVES 5 & 6

- Percentage of articles in the Top 1% - Web of Science/ Scopus/Q1 and other relevant outlets.
- National and international research awards, journal best paper awards.
- HDR completions and awards.
- Engagement with external audiences through web and social media channels.



Research Objective 7:

Embrace responsible and ethical research practice

ACTIONS

(in conjunction with the UOW research ethics and integrity policies):

- 7.1** Promote rigour, honesty and fairness in the undertaking, reporting and in overall development of research;
- 7.2** Respect research participants (e.g., community, environment & animals) and recognise the rights of Aboriginal and Torres Strait Islander people;
- 7.3** Uphold and promote research integrity through transparent, ethical and responsible research conduct;
- 7.4** Comply with human research ethics guidelines, relevant legal frameworks and disciplinary standards;
- 7.5** Ensure compliance with UOW codes, policies and processes and the Australian Code for the Responsible Conduct of Research with regard to record-keeping and research data management;
- 7.6** Comply with UOW authorship guidelines, disclose conflicts of interest and manage them according to policies;
- 7.7** Actively build a safe, inclusive and equitable research environment; and
- 7.8** Ensure full compliance with equity, diversity and inclusion principles for the allocation of research resources.



Objective 8:

Promote the Internationalisation of research

ACTIONS

(in conjunction with the UOW and faculty internationalisation policies):

- 8.1 Calibrate strategic partnerships with international institutes in alignment with research priorities (or themes) for global opportunities, research grants and establishing research-teaching nexus;
- 8.2 Support strong connections with key external stakeholders to facilitate international knowledge transfer, which might not necessarily attract funding but are consistent with the goals of impact;
- 8.3 Engage HDR candidates and supervisors of our international campuses in research training programs through joint supervision, research workshops and seminars;
- 8.4 Encourage internal research grant applications (e.g., conference funding) with international collaborators from prestigious universities (e.g., Top 1% universities) to produce joint research outputs;
- 8.5 Arrange international conferences/seminars/workshops with international collaborators from targeted institutes to promote major research collaborations;
- 8.6 Develop a comprehensive database of our current international research collaborations and make strategic investments for broader relationships focusing on targeted sub-regions (e.g., Asia-Pacific, South America, Africa) and countries;
- 8.7 Regularly host international visiting scholars to foster relationships and research collaborations;
- 8.8 Ensure a full global search for high-impact scholars for academic recruitment where possible; and
- 8.9 Engage with international corporations, donors and a vast network of global alumni as effectively as possible for research collaboration and funding.

KEY PERFORMANCE INDICATORS - OBJECTIVES 7 & 8

- Metrics that track our research culture, behaviour and equity across research teams.
- Participation in national and international research conferences, workshops and seminars.
- Share of international research grants.
- Number of research outputs co-authored with an international collaborator.
- Research cited or used by the field overseas.
- Number of academics involved in international research projects.



BAL's Strategic Research Framework

This research strategy sits within UOW's five-year strategy framework.
 2030 & beyond is the vision that illustrates our long-term research aspirations.
 The 2024-2029 research strategy provides a solid foundation for the achievement of our goals to deliver on our broader vision.
 We will track our progress by monitoring and reporting on 8 key research objectives and relevant KPIs.

2030 & BEYOND RESEARCH VISION

Creating a positive change in the world through the power of innovative thinking



Faculty of Business and Law

At a Glance

We are a vibrant research community embedded in a world-class university, conducting academically rigorous, socially significant, and meaningfully relevant research. We produce the highest quality research with evidence-based and other insights to address the wicked challenges of the world.

Research Areas

Our research reflects the excellence of our research community, who are leaders in the respective research fields. Our research covers cutting-edge business and legal studies in the following areas:

- Accounting
- Economics
- Finance
- Management
- Marketing
- Supply Chain Management and Business Analytics
- Law in context
- International and Comparative Law
- Private Law
- Public Law
- Commercial Law
- Ocean studies
- Maritime security

Research Entities & Centres

The faculty provides robust research infrastructure and conducts meaningful and impactful engagement with external stakeholders in the areas of business, legal and ocean studies through our research entities and centres.

- Australian National Centre for Ocean Resources & Security (ANCORS)
- Centre for Contemporary Australasian Business and Economics Studies (CCABES)
- Centre for Cross-Cultural Management (CCCM)
- Centre for Human & Social Capital Research (CHSCR)
- Centre for Responsible Organisations and Practices (CROP)
- Centre for Supply Chain Research (CSCR)
- Legal Intersections Research Centre (LIRC)
- Transnational Law and Policy Centre (TLPC)

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