Minutes of meeting 05/2019 of the University Research Committee held on 4 November 2019 in the Council Room, Building 36.

Present:
Prof J Martin (Chair)
D/Prof D Adams
Prof M Batterham
Ms E Bellino
Ms C Carter
A/Prof H Chen
D/Prof N Dixon
A/Prof N Gill
Prof L Kervin
Mr O Khalifa
S/Prof R Lewis
Prof T Marchant
Ms S Martin
A/Prof D Mercer
S/Prof A Okely
A/Prof G Peleckis
Prof W Price
Prof M Randle

Minute Secretary:
Ms J Evans

PART 1 OFFICIAL BUSINESS

1.1 Welcome and Apologies
Apologies were received from Dr N Abdulaziz, Prof S Carter, S/Prof C Gibson, S/Prof P McGuirk, Mr K Krauter, Prof J Beck, S/Prof P Perez, D/Prof R Roberts, Prof K Clapham and D/Prof Z Guo.

Prof M Batterham representing S/Prof D Steel, Dr T Stutchbury representing S/Prof C Gibson, Mr G Tomka representing Mr K Krauter and A/Prof N Gill representing S/Prof P McGuirk.

Ms C Carter attended for discussion of agenda item 3.5.

1.2 Arrangement of the Agenda
1.2.1 Conflicts of Interest
There were no conflicts of interest declared.

1.2.1 Starring of Items
Agenda items 1.2, 1.5, 3.2, 3.3, 3.4, 3.5 and 3.6 were starred for the meeting.

Resolved (45/19)
That the University Research Committee adopt the draft resolutions for the un-starred items.
1.3 Minutes of the Previous Meeting

Resolved (46/19)

That the minutes of the previous meeting held on 7 August 2019, as attached to the agenda paper, be confirmed and signed as a true record.

1.4 Business Arising from the Minutes

The committee noted an addition to resolution 39/19 from the previous URC Meeting 04/2019, for agenda item 3.4 HDR Coursework Rules. The addition is regarding the item being forwarded to the University Education Committee prior to submission to Academic Senate for endorsement, then Council for approval. A committee member noted that the item may not need to go to Council, but may go directly to the Vice-Chancellor for approval following endorsement at Academic Senate. The Dean of Research noted that these are Coursework Rules, and changes to Rules still need to be approved by Council. There was some confusion as to whether they are rules or a policy. The Chair asked that the process be confirmed with Governance.

Resolved (47/19)

That the University Research Committee:

(i) note that Agenda Item 3.4 HDR Coursework Rules (resolution 39/19) from URC Meeting 04/2019 is required to go to the University Education Committee for noting, prior to Academic Senate for endorsement and Council for approval; and

(ii) request the URC Secretariat confirm the approval process through UOW Committees for Coursework Rules, as detailed in the agenda papers.

1.5 Chair’s Business

Recent Academic Appointments

The Chair noted recent academic promotions as follows:

- Senior Professor Jonathon Billsberry, Professor of Leadership and Management, Faculty of Business, commenced 29 June 2019
- Professor Joanne Spangaro, Professor of Social Work, Faculty of Social Sciences, commenced 15 July 2019
- Professor Helen Blanchard, Head, School of Chemistry and Molecular Bioscience, Faculty of Science, Medicine and Health, commenced 1 October 2019

UGPN Update

The Chair noted the following:

- UOW will host the 2020 UGPN Conference from 30 March to 1 April, approx. 100 delegates attending;
- To increase the focus on global issues, conference workshops and Research Collaboration Fund projects will align with the UN Sustainable Development Goals (SDGs);
- The SDGs chosen for the 2020 Conference encourage cross-disciplinary networking and research and each workshop will be co-chaired by researchers from different disciplines:

<table>
<thead>
<tr>
<th>Workshop</th>
<th>Sustainable Development Goal</th>
<th>Themes</th>
<th>Chairs</th>
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<tbody>
<tr>
<td>Sustainable</td>
<td>SDG 13: Take urgent action to combat climate change</td>
<td>Climate Change</td>
<td>Sharon Robinson</td>
</tr>
<tr>
<td>Planet</td>
<td>SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development</td>
<td>Blue Economy</td>
<td>Michelle Voyer</td>
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<tr>
<td>Future</td>
<td>SDG 7: Ensure access to affordable reliable and sustainable and modern energy for all</td>
<td>Future Energy</td>
<td>Zaiiping Guo</td>
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<td>Industries</td>
<td>SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation</td>
<td>Space research</td>
<td>Suzanna Guatelli</td>
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<td>Health &amp;</td>
<td>SDG 3: Ensure healthy living and well-being for all, at all ages</td>
<td>Ageing</td>
<td>Lynne Phillipson</td>
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<td>Wellbeing</td>
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<td>AMR</td>
<td>Antoine van Oijen</td>
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The UGPN is also seeking a fifth partner in Asia to expand its global reach. It is expected that an agreed Partner will be invited to join the UGPN and attend the 2020 UGPN Conference.

**SAGE/Athena Swan Implementation Committee (SASI) Update**

The Chair advised the formation of a new committee to be chaired by the Deputy Vice-Chancellor, Research & Innovation. The committee is responsible for:

- Monitoring progress of implementation of the Athena SWAN Action Plan;
- Identifying strategies to promote the values of Athena Swan across the University; and
- Identifying and recommending priorities and actions for Athena SWAN renewal to UOW Executive.

A key outcome of the committee is the appointment of Athena Swan Champions and the committee is currently discussing the best way to do this. Further initiatives include:

- Improving communication and education across UOW with regular updates from the DVC(R&I), updates to the SAGE website and staff emails sharing outcomes of SASI Committee Meetings;
- Announcements to coincide with International Women’s Day which may include supporting gender equity initiatives for UOW Conferences in 2020 with support of up to $5K per conference aimed to address gender equity; and
- Increasing women’s participation in ARC grant processes (discussed further at agenda item 3.5).

**Nature Symposium in Research Integrity**

The Chair attended the Nature Symposium on *Research Integrity, Fostering Good Practices* on 25 October in Melbourne. Speakers included Dr Alan Finkel, Chief Scientist and Professor Anne Kelso, NHMRC Chief Executive Officer. Items discussed at the Symposium included:

- Research Integrity - truthfulness, trust, rigour;
- Research misconduct- absence of integrity (fraud, fabrication, plagiarism);
- Fostering good practices (data/materials/code sharing, methods/statistics, ethics);
- Record-keeping, vetting experimental design, reduce bias, sharing incentives;
- How to improve the way research is conducted, reported and rewarded?
- Training and accreditation, reward & recognition, data sharing and accessibility.

**Graduate Research School Review**

The Chair advised that the GRS Review is underway with the Panel convening from 18 to 21 November. Recommendations are expected in late December for implementation in Q1-2 2020.

**Research and Innovation Strategy Planning Retreat**

Following on from the release of the UOW 2020-2025 Draft Strategic Plan, a Research Strategy Planning Retreat will be held in late January 2020.

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**PART 2 CONFIDENTIAL BUSINESS**

2.1 No confidential business.

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**PART 3 GENERAL BUSINESS**

3.1 Research and Innovation Report

Resolved (48/19)

*That the University Research Committee note the Research and Innovation Report for the November 2019 URC Meeting, as provided in the agenda papers.*
3.2 Higher Degree Research (HDR) Student Update
The Dean of Research advised that the next meeting of the Australian Council of Graduate Research (ACGR) will be held at the Innovation Campus on 14 and 15 November 2019. Committee Members interested in attending the event should email the Dean of Research Office.

The Dean of Research and the Associate Dean, Graduate Research recently attended the China Scholarship Council (CSC) Fair in China. Student CV's have been circulated to the faculties and the Dean of Research asked that the faculties respond to those they are interested in promptly. A visit to the UOW Hong Kong Campus followed with a high number of staff expressing interest in enrolling in a PhD at Wollongong via distance learning or part time study. CV's for these are also circulating and again, prompt responses are requested. This process is a strategic process, aimed at building research links with Hong Kong.

Resolved (49/19)
That the University Research Committee note the Higher Degree Research (HDR) Student Update, as presented by the Dean of Research, at the URC Meeting.

3.3 Global Challenges Program Update
The Program Director provided an update to the Committee on the Global Challenges Program (GCP). This update was also recently provided to VCAG (report attached to agenda papers).

Keystones: two new projects have been announced in the latest round of funding, 'Blue Futures' and 'Anti-Microbial Resistance'. Two previous keystone projects are up for annual review. The team are currently working towards identifying future Keystone Project and Leaders and would appreciate any thoughts and feedback on the best mechanism to ensure information flow from the various schools, research groups, and faculty research groups.

Olivier Ferrer Fund: the GCP and Advancement Teams are finalising a donation of $437,500 over 5 years under the ‘Building Resilient Communities’ Challenge, with GCP providing matching funds. The model that has been established has the potential to be translated to other philanthropic gifts in support of Global Challenges. A call for proposals from the Ferrer Fund is being finalised and will run alongside existing keystone and seed funding rounds each year.

Sustainable Development Goals: the GCP team is taking a leading role in UOW’s contribution to the UN Sustainable Development Goals, with UOW recently accepted into the Sustainable Development Solutions Network.

Discussion continues with three academics to visit UOW as McKinnon Walker Fellows, to coincide with 2020 Global Challenges Conference ‘Towards 2030: The Defining Decade.’

Resolved (50/19)
That the University Research Committee note the Global Challenges Program Update, as provided in the agenda papers and presented by the Program Director Global Challenges, at the URC Meeting.

3.4 Higher Degree Research (HDR) Supervision Registration and Development Program
The Associate Dean, Graduate Research presented an update to the committee about the HOR Supervision Registration and Development Program. The program is an initiative from the HDR Training and Development Committee that was convened early in 2019, in response to the sector’s push, both nationally and internationally, towards researcher development and reassessing the purpose of a doctoral education.

An extensive benchmarking exercise to identify sector standards was completed, where it was found that most universities have their own supervisor registration system with an ongoing professional development program. This is in line with the Australian Council for Graduate
Research recommendations of an ongoing program that provides quality research training for students. The program is not just for compliance purposes, with the goal being to create a culture of best supervisor practice to provide the best experience for support of HDR Students.

The Program will include:
- The introduction of a supervisor registration system;
- Supervisor training every 3 years;
- One day face-to-face ECR Induction Program that focusses on UOW policies and procedures and good supervisory practices;
- For existing/current supervisors to undertake a minimum of 3 training units on the Epigium Training Module, up to 3 hours in total every 3 years.

The Chair congratulated the team, although noting that the training units did not cover Research Integrity. It was also noted that a number of other industries have mandatory continuing professional development, with the suggestion that researchers may need to complete continuing development in order to become or remain being a research leader. The Chair expressed support for the program with the inclusion of a Research Integrity module in ongoing training.

Committee members asked for more information on the following:
- the benefits of the program versus the amount of time taken and whether for experienced supervisors the ongoing training requirement should be every 4 to 5 years compared to ECR’s every 3 years;
- clarification on the pathways to supervisor recognition, in particular international supervisory experience that would be counted towards ongoing professional development;
- the minimum training requirement being managed by the faculty and how this would work;
- questions around the completion of a training module regarding quality supervision and whether there should also be some input from students and others as evidence of this quality supervision;
- changing the culture may be harder for more experienced researchers with the possibility of providing incentives to encourage change;
- the use of existing mechanisms to promote a change of culture – for example co-supervision;
- feedback from HDR students about supervision being provided confidentially.

The HDR Supervisor Registration and Development Program will be communicated to the campus community for consultation and feedback. The revised program will then be provided at a future URC meeting, followed by Academic Senate.

Resolved (51/19)
That the University Research Committee:
(i) endorse the proposed Higher Degree Research (HDR) Supervision Registration and Development Program, with the inclusion of a Research Integrity component in the ongoing professional training; and
(ii) provide the Higher Degree Research (HDR) Supervision Registration and Development Program to the university wide community for consultation; and
(iii) provide the revised Higher Degree Research (HDR) Supervision Registration and Development Program to a future URC Meeting for final endorsement, followed by Academic Senate.

3.5 Increasing Women's Participation in ARC Grant Processes
The Director, Research Services Office and the Research Reporting and Analytics Manager, presented on women’s participation in ARC grant processes. This follows on from the recently released ARC Gender and the Research Workforce Report (ERA 2018) and announcement by the Minister of three proposals to improve women’s involvement in ARC-funded research:
- Target of 50% of applications per institution from women for DECRA scheme by 2023;
- Target for College of Experts and Selection Advisory Committees to be 50% women by 2023 and by 2025, respectively; and
- Releasing information on the ARC website about proportion by institution of women included in applications for ARC grants.

The presentation provided data revealing how UOW compares to national profiles relating to ERA, ARC grant submissions and success rates. From ERA data:
- UOW’s ratio of male and female academics closely aligns with the national profile, however we have a smaller proportion of staff at Level A.
- Slightly more females than males in HASS disciplines, but they are more likely to be ECRs;
- There are more females in STEMM disciplines than HASS disciplines;
- There are almost twice as many males in STEMM disciplines than females;
- UOW has a higher proportion of Level B females, consistent with the national profile;
- Biggest proportion of males at UOW are Level C, while Level E is largest group nationally;
- More than 40% of women in both HASS and STEMM disciplines are ECRs (Level A or B);
- Female-dominated FOR codes in ERA 2018 Rated 5 (Well above world standard) are Environmental Science & Management, Plant Biology and Nursing.

From ARC fellowships and grants data:
- There have been no UOW female Laureate applicants since 2014;
- UOW proportion of female FT applications is lower than national rate (-8.1%) and there have been no successful Future Fellowships awarded to UOW female academics since 2015;
- ARC DECRA applications are 48% female for 2020, up from 20% in 2016;
- DECRAs are being enticed to other institutions with continuous employment packages, with 6 DECRAs transferring out of UOW since 2016 and only 2 transferring in to UOW;
- Since 2016, 9 Future Fellows have transferred out of UOW with only 1 transferring in;
- UOW proportion of Discovery (2019) applications led by females is lower than national rate (-4.7%), overall success rate and proportion of females is much lower (-13.5%);
- UOW proportion of Linkage Project applications (2018) led by females is higher than national rate (+18.4%), but success rate and proportion of females is lower (-12%); and
- For the ARC College of Experts, females make up 43.8%, which is close to the ARC target of 50% by 2023 (overall, not by discipline). UOW has 4 COE members (3 female, 1 male).

The Director, RSO advised that the ARC has released a Discussion Paper (provided in agenda papers) seeking views on the three proposals. An email will be distributed following the meeting with feedback required to the RSO by 5 December. Individual responses may also be made to the ARC.

UOW will need to consider how these ARC proposals align with our gender equity initiatives:
- SAGE Athena SWAN Action Plan;
- UOW Strategic Plan 2020-2025 (faculty goals and targets);
- UOW workforce planning;
- UOW strategic recruitment priorities; and
- UOW Research Impact Strategy (training & development).

Discussion points for UOW to address these proposed ARC targets include:
- How do we recruit/retain talented research-active female academics?
- How do we encourage female academics to apply for research funding?
- How do Faculties actively pursue gender equity in applicants?
- How do we increase female-led applications in all schemes?
- How do we encourage diverse teams?

The Committee noted that the number of Future Fellows leaving is concerning and UOW should be thinking about retention as well as attraction strategies, and not only for female staff.
Discussion continued about the reasons for these departures from UOW, possibly due to budgetary restraints or strategic decisions. Further discussion continued about the following:
- Supporting women to become research leaders;
- Supporting teaching versus research difficulties;
- Supporting ECR’s to improve their track records; and
- Encouraging Research Leaders to include ECR’s on grant applications.

The RSO can provide a detailed analysis of these presentations to ADRs on request.

Resolved (52/19)
That the University Research Committee note the ARC Discussion Paper “Increasing the Diversity of Australia’s Research Workforce: A Pathway to Gender Equality in ARC Grant Funding Processes” as provided in the agenda papers; and forward any comments for inclusion in the UOW response to the RSO by 5 December 2019.

3.6 Draft UOW 2020-2025 Strategic Plan and Research & Innovation Strategy
The Chair presented an overview of the strategic priorities and goals for research and innovation in the draft 2020-2025 UOW Strategic Plan.

The primary goals for research and innovation are:
- Goal 2: Creating knowledge for a better world
- Goal 3: Making a difference for our communities

The Chair explained that RAID will be adopting a triple bottom line framework (Performance, People and Planet) to align our priorities and measure our progress against these strategic goals. A DVC-RI Retreat will be held early next year to develop the 2020-2025 Research and Innovation Strategy.

Resolved (53/19)
That the University Research Committee note the presentation on the 2020-2025 Research and Innovation Strategy as presented by the Deputy Vice-Chancellor (Research and Innovation), at the URC Meeting.

PART 4 BUSINESS FROM UOW COMMITTEES

4.1 Research Integrity Committee

Resolved (54/19)
That the University Research Committee note the minutes of the 1 August 2019 Meeting of the Research Integrity Committee.

4.2 Thesis Examination Committee

Resolved (55/19)
That the University Research Committee note the meeting summaries of the 3 July 2019, 7 August 2019 and 4 September 2019 Meetings of the Thesis Examination Committee.

4.3 Research IT and Systems Committee

Resolved (56/19)
That the University Research Committee note the minutes of the 27 August 2019 Meeting of the Research IT and Systems Committee.
4.4 Defence Working Group

Resolved (57/19)
That the University Research Committee note the Defence Working Group Update.

PART 5 FINAL BUSINESS

5.1 Other Business
No other Business

5.2 Next Meeting and 2020 Meeting Dates
The next meeting will be held on Wednesday 4 March 2020 in the Council Room. Building 36.

The meeting closed at 4.30pm

ACTION ITEMS

1.3 J Evans – file URC Minutes 7 August
1.4 (ii) J Evans - confirm the approval process through UOW Committees for the Coursework Rules
3.4 (i) H Chen - update to include a Research Integrity component in the ongoing professional training;
3.4 (ii) H Chen - provide to the university wide community for consultation; and
3.4 (iii) H Chen - provide the revised Program to the next URC Meeting
4.1 L Lynch – file RIC Minutes
4.2 S Flint – file TEC Summaries
4.3 M Oakman – file RITAS Minutes

Signed as a true record

Chairperson 03/03/2020