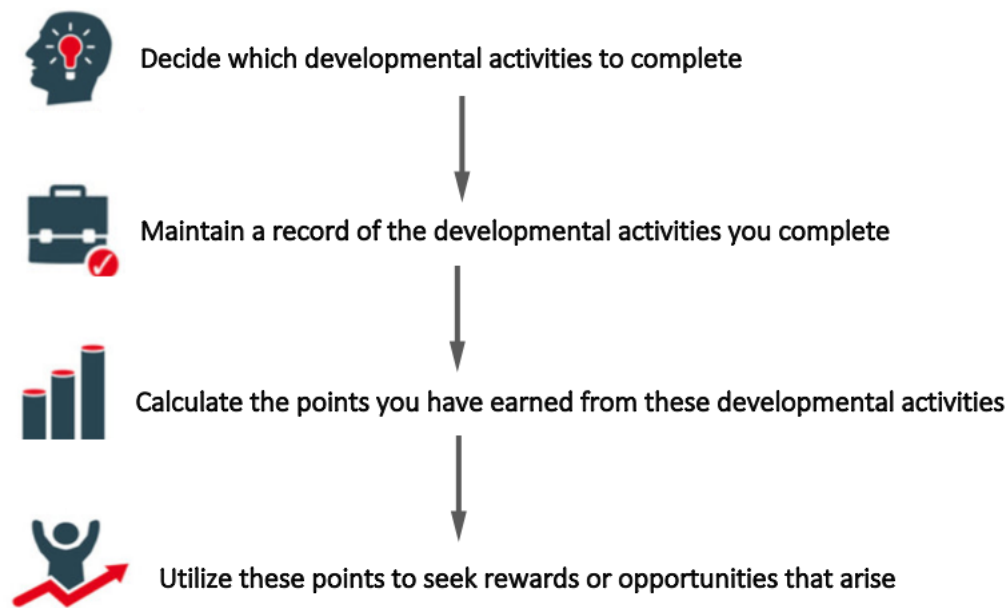




THE HDR FAIR GAME

OVERVIEW

The purpose of HDR is not only to develop research or academic skills, but to acquire the capability to apply research and to work effectively as a thought leader in a range of organisations. This document proposes an initiative that UOW have introduced to inspire, facilitate, and reward HDR candidates who develop their capabilities and assist their peers. The following diagram outlines this initiative.



To address some potential concerns around this initiative, note that

- although not always possible, whenever we can, we attempt to offer these rewards and opportunities to all candidates, regardless of whether they have earned points,
- when reaching decisions about scarce rewards and opportunities, we will not only consider points but other attributes as well—such as relevance, need, collaboration, and duration since commencement.



1: DECIDE WHICH DEVELOPMENTAL ACTIVITIES TO COMPLETE

To earn points, you can complete a range of developmental activities to enhance your research, emotional, social, cognitive, and career skills such as

- workshops that UOW organise,
- courses available on YouTube,
- mentoring a peer or managing a study group,
- presenting research on radio or at a conference.

To decide which activities to complete, please complete the following steps, perhaps in concert with your supervisor, every three or so months.



Task 1: From the following list, choose 3 to 5 spheres of knowledge and skills that, if you develop, could significantly benefit your future. To help you decide, you can also complete this [assessment exercise](#).

<p>Sphere 1: Advanced research expertise</p> <ul style="list-style-type: none">• Research questions• Literature reviews• Designs and approaches• Data collection• Data analysis• Research translation <p><small>Skill 3 in the researcher development framework</small></p>	<p>Sphere 3: Integrity & responsibility</p> <ul style="list-style-type: none">• Ethical research• Responsible conduct• Data management• Sustainability & diversity• Agreements & IP• Project management• Budget management• Supervision <p><small>Skills 7, 8, 9, 16, 17, 18 in the researcher development framework</small></p>
<p>Sphere 2: Personal qualities & adaptability</p> <ul style="list-style-type: none">• Creative problem solving• Critical thinking• Resilience• Motivation• Social skills• Conflict resolution• People management• Time management <p><small>Skill 4, 5, 6 in the researcher development framework</small></p>	<p>Sphere 4: Communication & career</p> <ul style="list-style-type: none">• Writing & communication• Digital literacy & IT• Interdisciplinary skills• Publications• Leadership• Commercialisation• Consulting & collaboration• Media and marketing <p><small>Skills 2, 10, 11, 12, 14, 14, 15 in the researcher development framework</small></p>



Task 2: Specify possible activities you plan to complete over the next 3 or so months. For example, you may decide to

- participate in workshops at UOW or read the materials in Moodle,
- watch courses available from Coursera, udemy.com, or YouTube,
- complete course on LinkedIn Learning,
- mentor other candidates on one or more topics,
- proofread the thesis of another candidate.



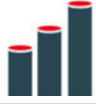
Task 3: Decide how many hours you would like to dedicate to these activities. A typical candidate will complete about 5 hours a month.



2: MAINTAIN A RECORD OF THE ACTIVITIES YOU COMPLETE

In a spreadsheet, document, or some other format, maintain a record of all the developmental activities you complete. You could, for example, copy, paste, and use the following example

	Enter your answers in this column
Date	5 June 2023
Most relevant sphere	Advanced research skills
Activity such as <ul style="list-style-type: none">• training or reading• assisting peers• presenting	Prepared a presentation on my research methods Discussed my research on local radio
Duration in hours including <ul style="list-style-type: none">• preparation• completion	<ul style="list-style-type: none">• 10 hours of reading and preparing• 1 hour of presentation
Evidence such as <ul style="list-style-type: none">• a summary of your learnings• a certificate of completion• an email—such as an invitation to present a seminar.	Below are the notes prepared before the presentation...
Points	11 for Advanced research skills



3: CALCULATE THE POINTS YOU EARN FROM THESE ACTIVITIES

When you record your developmental activities, you need to estimate the number of points each activity earns. In essence

- you receive 1 point for every 1 hour,
- however, no one activity—such as a presentation—should earn more than 10 points

As the following example shows, tally the number of points you have earned in the last 12 months in each sphere. If uncertain how many points you deserve, just guess.

	Number of points in the last 12 months
1: Advanced research expertise	15
2: Personal qualities and adaptability	18
3: Integrity and responsibility	12
4: Communication and career	25
5: Total	70



4: USE THESE POINTS TO SEEK REWARDS OR OPPORTUNITIES

To illustrate the potential benefits of these points, consider the following scenario.

UOW have discovered a free office with a pleasant view. Candidates can apply to be granted this office. If this person fulfills other criteria, whoever had received the most points during the year is granted the office.

Over time, UOW will introduce a range of other opportunities in which the points may be useful. The following table illustrates some possible examples.

Reward	Examples
Scarce opportunities	<ul style="list-style-type: none">• A leadership program that only 5 candidates can attend.• An international exchange program with another university, such as the Erasmus+ program.
Additional tuition	<ul style="list-style-type: none">• A program in which a candidate receives personalised feedback on their drafts.• More advice from NIASRA
Internships	<ul style="list-style-type: none">• A 3-month internship at a company.
References	<ul style="list-style-type: none">• The Dean of Graduate Research or other HDR administrators can write positive references if you have accrued many points.
Digital badges	<ul style="list-style-type: none">• A digital badge or micro-credential.
Awards	<ul style="list-style-type: none">• Leadership award or Deans scholarship
Lotteries	<ul style="list-style-type: none">• Points increase the number of tickets you receive in a lottery.
Sponsored products or services	<ul style="list-style-type: none">• Vouchers from organisations that want to sponsor a competition or promote their brand—from coffee vouchers to electronic devices.
Office space	<ul style="list-style-type: none">• A private office with a large window for 3 months
Community events	<ul style="list-style-type: none">• An UOW BBQ or event in which all candidates who have received more than 10 points can attend.

If your points attract a major reward, your evidence may be audited. But do not worry. The audit is merely designed to check you are attempting to record the points accurately.