MSPH Graduate Research Strategy and Policy: Current Status and Future Directions

November 2012

A/Prof. Tony LaMontagne
Rebecca Bond
Myra Hoad
<table>
<thead>
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<th>New (University) Nomenclature</th>
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<tr>
<td><strong>Higher Degree by Research (HDR) = Research Higher Degree (RHD)</strong></td>
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<td><strong>RHD Student = Graduate Researcher = Graduate Research Student = Research Student = HDR Student</strong></td>
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<td><strong>Research Training</strong></td>
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<td><strong>Graduate Research Coordinator = Chair, HDR Committee = Tony LaMontagne</strong></td>
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<td><strong>Graduate Research Officer = Myra Hoad</strong></td>
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• A/Prof Tony LaMontagne (Chair, McCaughey Centre)
• Ms Myra Hoad (Secretariat, APO)
• A/Prof Jane Hocking (CWHGS)
• A/Prof Julie Simpson (MEGA)
• Dr James McCaw (VIRGo)
• Prof Jane Pirkis (CHPPE)
• Dr Helen Jordan (CHPPE)
• A/Prof Shyamali Dharmage (MEGA)
• Dr Richard Chenhall (CHS)
MSPH Graduate Research

- MSPH has the 3rd highest Graduate Research Student load of any department within MDHS
  - 1: MSPS (Psychological Sciences), 136.9 EFSTL
  - 2: Department of Pediatrics, 94.6 EFSTL
  - 3: MSPH, 72.7 EFSTL
  - 4: Department of Biochemistry & Molecular Biology, 67.7 EFSTL
  - 5: WEHI, 67.3 EFST

**Commencing MSPH RHD students (heads) 2002 - 2011**

- 2002: 3
- 2003: 6
- 2004: 7
- 2005: 5
- 2006: 6
- 2007: 8
- 2008: 18
- 2009: 17
- 2010: 16
- 2011: 20
Total RHD Load (EFTSL) 2002 - 2011

Current (heads): 114 PhD, 3 MPhil
Uni view

- UoM Graduate Research student completions ~700/year, or 50-75% (varying by discipline)
- MSPH analysis soon to be updated (right)
- Aspirational Goal: 94% (King’s College London)
- Research active academic staff are expected to be involved in the supervision of no more than 7 EFTSL

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<td>39%</td>
<td>38%</td>
<td>64%</td>
<td>68%</td>
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Change…
at Uni, Faculty, and School levels

- Uni Research Commission
- MDHS articulation of Research Training arrangements with MRI Departments
- MDHS Research Training administration review
- Supervisor registration (MSGR) including externals (w/o reqt for training):
  - Academic Orientation: 1 day
  - New supervisor workshop: ½ day
  - Policy update every 5 years: 2 hours

- MSPH Strategic Plan 2011-2015
- MSPH Strategic Planning Day, March 2012
- RHD Student Space Allocation and Access Working Group, 2011
MSPH Research Training SWOT

**Strengths**
- UoM Brand
- MSPH stable load
- Well run MSPH with good research standing
- MSPH Partnerships, KE, influence, relationships & funders
- MSPH Active seminar series
- MSPH Organised
- MSPH Interdisciplinary approach/mix

**Weaknesses**
- MDHS-wide lack of coordination
- MSPH/MDHS poor/inconsistent recruitment processes & marketing
- MDHS poor monitoring of progress
- MSPH HDR enrolments low in some larger centres
- MSPH inequitable student support/resources
- Unreliable data for MSPH
- Not a comprehensive MSPH
- MSPH alumni relations under-developed

**Opportunities**
- MSPH to rethink strategy in light of changes (i.e.: Grand Challenges, national prevention agenda)
- MSPH to rethink support & resourcing arrangements/allocations in light of external changes
- UoM push for international students
- MSPH to improve recruitment & selection (time & quality)
- MSPH to improve website

**Threats**
- Increased competition for students
- MSPH supervision capacity (e.g.: short-term contracts)
- MSPH challenging financial environment
- Pressure on space & costs
- MSPH ageing workforce?
- MSPH: Supervision as a burden
- Program approach? (e.g.: Interdisciplinary in regards to capacity & resourcing)
Areas for Improvement?

- Recruitment & Selection
- Progression
- Completion
Over the last several months, the School has developed strategy for improving the graduate research experience. Several recommendations have been made:

- That MSPH introduces the role of Graduate Research Officer at a HEW6 level to assist in providing higher level of support to student and staff and to address some of the identified areas for improvement
  - Appointment to this position made in Oct 2012 (Myra Hoad)

- That MSPH clearly articulates a student recruitment strategy
  - Involving HDRC, MAKE Committee, and others
  - New initiatives could involve, for example, providing part-time scholarships, and articulating (all) pathways to MSPH graduate research/RHD programs
  - Under development
Introducing

Ms Myra Hoad, Graduate Research Officer MSPH
Recommendations for Improvement

• That MSPH introduces an Induction process and checklist
  • Under development
  • Planned for implementation in 2013

• That MSPH introduces a specific Orientation program for its Graduate Research students to be held twice per year
  • Under development
  • Planned for implementation in 2013

• Articulate and provide MSPH-wide support for facilities and resources for Graduate Research students of the School.
  • Develop an MSPH Graduate Research Student Resource Support Policy
  • Drafted and approved by Exec for one year (then to be revised)
  • Will be launched on School website this week
  • Includes
Recommendations for Improvement

• Planning began in RHD Student Space Allocation and Access Working Group in 2011
• policy clarifies access to office space, desks and associated resources available to MSPH Graduate Research students, including:
  • Allocation of desk spaces to GR students and the ongoing management of spaces, consumables and resources related to those spaces
  • IT requirements and allocation of resources (hardware and software) and access to printing
  • MSPH will attempt to provide students with desk space wherever possible, but we may not be able to offer desk space to all when availability is constrained.
Application form available today.

Applications Open - Wednesday 14 November
Closing Date – Friday 7 December

Communication
- Email to graduate research students
- Email to academic staff
- Current Research Students website

by Friday 14th November
• Establish an MSPH graduate research student web page to be maintained by the Graduate Research Officer. Including:
  • Relevant policies, procedures
  • Contact details (of the Graduate Research Officer, MSPH Graduate Research Coordinator, Centre/Unit/Group/Institute Graduate Research Coordinators and Managers) of relevant staff
  • Links which may be useful to our Graduate Research students
  • Other content TBD in consultation with students and staff
Recommendations for Improvement

- Develop graduate research student alumni programs
  - Under development, led by MAKE Committee

- Update current graduate research student policies or procedures to be in-line with new University nomenclature and policy
  - Replace ‘RHD students’ with ‘graduate research students’
  - Update links (e.g., for the grievance policy and HDR Panels policy)

- That a School Seminar be dedicated to Graduate Research student matters to announce and initiate these efforts, and to engage with students, academic and professional staff in pursuing improvements
  - Today
PHIRST Scheme
Population Health Investing in Research Students’ Training
Announcing Round 3, 2012

Applications Open - Wednesday 14 November
Closing Date – Friday 7 December

**Temporary Extension of maximum amount**
In Round 3, 2012, students can apply for up to:
$1200 for PhD
$400 for MPhil
Introducing

Graduate Research Student Representatives