

2023 Research Plan

Prepared by the Faculty Research Office



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HASS Faculty 2023 Research Plan

Document Overview

HASS Faculty – 2023 Research Plan	
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The Plan is guided by:

UQ Strategic Plan 2022-2025: Toward 2032 (www.uq.edu.au/about/strategic-plan)

Our vision: Knowledge leadership for a better world

Our mission: Our core purpose is to deliver for the public good through excellence in education, research and engagement with our communities and partners: local, national, and global.

UQ values:

What we strive for: Creativity – new ideas, fresh perspectives, game-changing innovations
Excellence – highest standards to our work to achieve greatest impact

Central to what we do: Truth – advancement of knowledge and freedom of expression

How we work together: Integrity – honest, ethical, and principled
Courage – ambitious, bold, and agile, and guided by a sense of what is right
Respect and Inclusivity – caring, inclusive, and empowering environment

UQ Research and Innovation Strategies

- Implement a clear research roadmap to ensure the ongoing excellence of our world-class research capabilities, facilities, and collaborative networks
- Connect the strengths and leadership of our comprehensive discipline profile to deliver mission-driven research that is aligned with industry, government and community priorities
- Foster mutually beneficial partnerships for research translation and commercialisation at scale, to create positive impact for our communities, the environment and economy
- Support the development of our research community, including professional staff and higher degree by research students, empowering them to thrive and excel in the evolving research and innovation ecosystem
- Ensure our research policies, practices and systems uphold our strong institutional commitment to trusted research and innovation

Overview

In responding to the UQ Strategic Plan 2022-2025, the HASS Faculty has developed a Research Plan which acknowledges the core activities of the Faculty Research Office and the service it provides to HASS researchers and the Office of the Associate Dean (Research).

The Faculty Research Office (FRO) will ensure a collaborative approach to implementing the 2023 HASS Faculty Research Plan. The FRO recognises that Directors of Research (DoR) and HDR Directors (HDRD) are key contributors to supporting the activities outlined in the HASS Research Plan.

The HASS Research Plan outlines targeted strategies in 2023 that demonstrate alignment to UQ Research and Innovation strategies, as follows:

1. Support the development of our research community (Researcher Development).
2. Enhance research excellence through identification of research infrastructure needs (Research Infrastructure).
3. Grow mutually beneficial research collaborations and partnerships to deliver mission-driven research aligned to industry, government and community priorities (Partnerships and Collaboration).
4. Foster the development and quality of the HDR student experience (HDR Review and Renew).
5. Facilitate the research and innovation ecosystem through a supportive research culture, communication, and systems (Communication and Culture).

The HASS Research Plan draws from the tenets of the UQ Research Roadmap and the [HASS Plan on a Page](#).

It is also guided by the Indigenous Research Strategy. A guiding principle of the Plan is that Indigenous knowledges and ways of doing are considered and acknowledged throughout all goals and activities.

Glossary of Terms

Acronym	Definition
DVC (R&I) - Mark Blows	Deputy Vice-Chancellor (Research and Innovation)
PVC (RI) - Paul Bonnington	Pro Vice-Chancellor, Research Infrastructure
PVC (RD) - Al McEwan	Pro Vice-Chancellor, Researcher Development
ED (RP) - Paul Nicholls	Executive Director, Research Partnerships
ED (RO) - Jodie Clyde-Smith	Executive Director, Research Office
ED (RTI) - Rachel Parker	Executive Director, Research Translation and Impact
DGS - Pierre Benckendorff	Dean (Acting), Graduate School
ADERP - (various portfolios)	Associate Director, Enterprise Research Partnerships
RPM – Julie McWilliams	Research Partnerships Manager
HoS - (various)	Head of School
SM - (various)	School Manager

1. Support the development of our research community (Researcher Development)

i In 2023, the HASS FRO will:

Goal	Activities	Responsibility	Timeframe	✓
Develop core program of researcher development for 2023.	Work with DoRS to prioritize a series of researcher development activities in 2023 for co-design and delivery.	ADR, DADR, FRO, DoR Portfolio	Q1	
	Determine activities that will be delivered within the faculty and those that will be facilitated by external consultants and develop a timeline of activities.	FRO, ADR, DADR, FRO, Portfolio	Q1	
	Work with DoRs to deliver the program of activity and develop resources for future use to create HASS Essentials.	FRO, ADR, DADR, FRO, Portfolio	Q1-Q4	
Connect to central research strategy for researcher development.	Work with PVCR Development to engage HASS activities locally	DADR	Ongoing	
Contribute to a “pipeline” of support across all grant opportunities in conjunction with OSR and DoRs.	Use the EOI process for all fellowship schemes (DECRA, FT, ECR Industry, Mid-Career Industry).	FRO, DoR, OSR	Q2-Q3	
	Develop early pitch sessions and HASS specific pipeline of development activities for DECRA, FT, and DP and Indigenous DP schemes.	FRO OSR (Indigenous)	Q2-Q4	
	Provide Faculty readership across all external competitive funding opportunities with assistance from senior staff.	FRO	Q1-Q4	
	Identify HASS opportunities and develop strategy around other major funders: NHMRC and MRFF.	FRO	Ongoing	
Support new staff and early career researchers in their researcher development.	Arrange 1:1 meeting between ADR and new staff to discuss research plans, grant opportunities, and FRO research support.	ADR Lynne Bastian	Ongoing	
	Support the HASS ECR Group to develop specific ECR activities and networking to support their researcher development including the annual ECR Showcase.	DADR	Q1-Q4	
Ensure the ethical conduct of HASS research.	Support the Chair and Deputy Chair, HASS LNR Ethics to provide quality ethics training and review.	ADR, FRO, HASS LNR Ethics Chair, ORE	Ongoing	

2. Enhance research excellence through identification of research infrastructure needs (Research Infrastructure)

i In 2023, the HASS FRO will:

Goal	Action	Responsibility	Timeframe	✓
Develop a vision statement and recommendations for HASS research infrastructure.	Conduct an audit of research infrastructure in AOUs across the faculty to increase awareness of needs, plan for service and maintenance, determine current and future needs, identify opportunities and priorities, and support areas of research strength and prepare for emerging areas.	ADR, FRO, DoRs, HoS, SM, Portfolio	Q1	
	Develop a vision and recommendations for how research infrastructure is managed, shared, replaced, what is needed and a 2, 5 and 10 year plan.	ADR, DADR, FRO, DORs, Portfolio	Q2-Q3	
	Identify the future opportunities for ARC LIEF grants in collaboration with other faculties.	ADR, FRO, DoRs	Q3-Q4	
Support the development of digital research infrastructure through the VC Strategic funded Digital Cultures and Societies Hub (DCS).	Support the coordination of the DCS Hub by providing regular updates to DoRs at Faculty Research Committee.	ADR, Director DCS Hub, FRO, DoRs	Ongoing	
Facilitate discussions for ongoing support of ARDC projects and future NCRIS funding.	Provide ongoing support and visibility of HASS-funded ARDC projects (Language Data Commons of Australia, LDACA; Integrated Social Sciences Research Infrastructure, IRISS; Indigenous Data Network – Partnership Activity).	ADR, FRO, HASS NCRIS Leaders	Ongoing	
	Support proposals for emerging ARDC priorities including the Australian Data Observatory (ASDO) and the Arts and Creative Platform.	ADR, FRO, HASS NCRIS Leaders	Q1	
	Organize meetings for HASS NCRIS leaders and PVC(RI) to prepare a coordinated approach for the next imminent NCRIS funding round.	ADR, FRO, HASS NCRIS Leaders, PVC(RI)	Q1	
Grow Faculty Research Hubs and Research Networks	Identify potential HASS-led research networks for nomination to DVCR&I via EOI form.	ADR, DVC(RI), FRO	Ongoing	
	Continue to grow the visibility of HASS networks through the HASS research Faculty website.	FRO	Ongoing	

3. Grow mutually beneficial research collaborations and partnerships aligned to industry, government and community priorities (Partnerships and Collaboration)

i In 2023, the HASS FRO will:

Goal	Action	Responsibility	Timeframe	
Develop business development strategy for research in HASS to expand funding opportunities that allow researchers to pursue mission-based research.	<p>Create a suite of offerings to support researchers to understand the importance of collaborations and partnerships:</p> <ul style="list-style-type: none"> - Individual researchers – build their confidence to value the expertise they bring to partnerships; identify their interests, value of their research, impact of research - Mutual benefits – identify potential synergies in collaborations and partnerships. - What is Category 2-3 funding? - Contract Research – what is it, how does it work? - working with Advancement/Philanthropy – articulating their research 	RPM, FRO, DADR, DoRs, Advancement, Portfolio	Q2-Q3	
	Build 5 new research partnerships during 2023, potentially linked to the RSP funded projects.	RPM, ADR, FRO	Q3-4	
Connect to central research strategy for growth in research partnerships.	Work with ED (Research Partnerships) and Associate Directors (Enterprise Research Partnerships) to identify potential university and industry partnerships across Defence, Energy, Olympics and Paralympics, Climate and Environment, Food and Agriculture).	RPM, ADR, FRO	Q2-Q4	
	Continue to build out the capability and capacity matrices across the various portfolios (Defence, Energy, Olympics and Paralympics, Climate and Environment, Food and Agriculture).	RPM, ADR, FRO	Q1-3	
	Ensure representation on various working groups that are building out research partnerships and business development activities.	RPM, DoRs, FRO, ADR	Ongoing	
Transition internal funding scheme successes to external funding opportunities – (Enabler Grant funding pipeline identification and Kx&T and Indigenous Partnership Grants).	Review 2022 internally funded projects and meet with researchers to develop external funding pipelines	FRO	Ongoing	

	Develop a community of practice for ARC Linkage and Cat 3 Funding applicants and set a program of activity: - negotiate partners - navigate ARC and RMS - develop research program	ADR, RPM, FRO, DADR	Q1-Q3	
	Utilize external consultant, Mind Your Way for grant writing and review support.	External consultant, FRO	Q1-Q4	
Grow awareness and support for ARC Industry Fellowships.	Raise awareness of ARC Industry Fellowship Schemes to allow researchers time to seek support from industry stakeholders.	ADR, FRO, RPM, DoR	Q1	
Create internal funding opportunities to grow partnerships and collaborations.	Depending on strategic funding being made available, consider rolling out a HASS Faculty Collaboration or Partnerships Funding Scheme (with another faculty).	ADR, RPM, FRO	Q1-Q2	
Test case Business Development models for capacity vs capability building and identify processes and capture for HASS	Arts and Flourishing Network CPF DCS into 2024 Learning Lab – CSIRO Model	ADR, KW, RPM	Q3-4	
	Connect to Marketing and Engagement, Advancement, Student Futures for building Partnerships	M&E Team, Advancement, Student Futures, FRO		
Create robust contracting process within HASS	RPM and RCO to determine process flow	RPM, RCO	Ongoing	

4. Foster the development and quality of the HDR student experience (HDR review and renew)

i In 2023, the HASS FRO will:

Goal	Action	Responsibility	Timeframe	✓
Create a HDR recruitment strategy in line with current national and international needs and drivers.	Work with HDR Directors to develop clear guidelines for strategic HDR Recruitment to standardize recruitment processes so they are transparent and consistent.	DADR, DHRD, FRO, GS	Q1-Q3	
	Encourage Schools to consider the composition of advisory teams, potentially to allow ECRs to take on associate roles.	DADR, DHDR	Ongoing	
Create clear HASS resources around internship processes that connect with Graduate School's resources.	Produce a resource that outlines step by step methods, pathways and options to connect students with intern providers.	DADR	Q1	
	Create a list of opportunities for internships and pathways for advertising them.	DADR, DHDR	Q1-Q3	
Operationalize mixed-team internships in collaboration with other Faculties.	Pilot "Internship" with EAIT. EAIT DADR will select 2-3 EAIT internships that may require research with a humanities, arts, or social sciences.	DADR, DADR EAIT	Q2	
	Liaise with the Graduate School to identify other internship opportunities.	DADR	Q2	
Ensure advisor training has been completed by supervisors.	Advertise Graduate School Mandatory Advisor training in the FRO on Friday.	DADR, GS, FRO	Ongoing	
	Quality supervision – setting expectations around meetings and quality written feedback.			
Promote Career Development Framework (CDF) Opportunities for HDR students to build their Individual Development Plans.	Advertise CDF opportunities for HDR students in the FRO on Friday to build their skills and document them in their Individual Development Plans.	FRO, DHDR	Ongoing	
Promote 3MT as an important opportunity for HDR students.	Work with DHDR to promote 3MT for HDR students early in the year. Ask DHDRs to identify outstanding confirmation presentations and encourage them to prepare a 3-minute version.	DADR, DHDR, FRO	Q1	
	Run a HASS 3MT event where all 3MT competitors across the AOUs deliver their presentations.	FRO, DHDR, DADR	Q3	
	Promote broadly the Final 3MT event as a social networking event for HDR student for the year.	FRO, DHDR, DADR	Q3	
Provide information about non-academic careers that UQ PhD graduates have pursued.	Gather and analyze data from Alumni office on academic careers pursued by UQ PhD graduates.	FRO, Alumni Office	Q4	
	If of significance, showcase these career trajectories on HASS research website.	FRO		

5. Facilitate the research and innovation ecosystem through a supportive research culture, communication, and systems (Communication and Culture)

i In 2023, the HASS FRO will:

Goal	Action	Responsibility	Timeframe	✓
Provide DoR training and a community of practice to enhance faculty-wide research support and foster research culture.	<p>Work with DoRs to develop their knowledge, confidence and skills within the role including:</p> <ul style="list-style-type: none"> - Review of DoR Position Description - Review of UQ Organisational Chart - Communications (Using Teams) - UQ Reportal Training - Cultural competence (Black Cards; 2-10 cultural competence training modules) - Follow the Money Session - Develop a School Strategy (MYW) 	ADR, FRO, DoR, DADR, external consultants, Portfolio	Q1-Q4	
	Develop a culture of sharing knowledge and ideas between DoRs to understand engagement locally and build a best practice repository to support engagement of existing and future DoRs.	Portfolio, DoRs, FRO, ADR, DADR	Ongoing	
	Provide opportunities for discussion about the drivers globally and locally to understand changing nature of research.	ADR, DADR, FRO, DoRs	Ongoing	
	Provide opportunities for the DoRs to engage with Directors of Indigenous Engagement by feeding back to the group, initiatives occurring in the local units.	Portfolio, ADR, FRO, DoRs	Ongoing	
Develop effective communication channels between DoR, FRO and OSR, and faculty.	Use Microsoft Teams for regular updates of information from OSR and FRO, and file sharing.	DoRs, FRO, ADR, DADR	Ongoing	
	Keep DoRs and HoS updated on AOUs research performance and identified targeted support during annual meeting.	FRO	Ongoing	
	Use the FRO on Friday as the formal communication mode on research updates to faculty staff and HDR students.	FRO	Ongoing	
Encourage researchers to profile themselves and make visible HASS research.	Conduct annual "Researcher Health Check" to encourage researchers to update and review their UQ Researcher profile.	FRO, DADR	Q1	
	Collaborate with HASS Marketing & Engagement team to showcase our researchers.	FRO, M&E Team	Q1-Q2	
	Support nominations for UQ Research Week awards programs and grants (i.e. UQ FREAs, Kx and T, Industry Engagement, HDR awards).	FRO, ADR, RPM, DoRs, HOS	Q4	
Case Study approach to communicating and training	Repurpose or create new content to extend current HASS Researchers site.	M&E team, FRO	Ongoing	