Faculty of Humanities, Arts and Social Sciences
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THE UNIVERSITY OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

2023-2024 Research Plan

Prepared by the Office of the ADR (HASS)

HASS Faculty
2023-2024 Research Plan

Document Overview

HASS Faculty – 2024 Research Plan	
Prepared by	HASS Research Team
Contributors	Faculty Research Committee
	Faculty HDR Committee
	Faculty Executive Committee
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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

The **UQ Research Roadmap** (https://www.uq.edu.au/research/research-roadmap) was developed as an outcome of the UQ Strategic Plan 2022-2025 and reflects a core purpose of the University, to advance knowledge and to generate innovative solutions to the complex challenges of contemporary society. The UQ Research Roadmap was launched in July 2023.

Overview

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

The Office of the ADR (HASS) will ensure a collaborative approach to implementing the 2024 HASS Research Plan. The Office of the ADR (HASS) recognises that Directors of Research (DoR) and Directors of HDR (DHDR) are key contributors to supporting the activities outlined in the HASS Research Plan.

The HASS Research Plan outlines targeted strategies in 2024 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) – Rachel Parker	Pro Vice-Chancellor, Research
ED (RP) - Paul Nicholls	Executive Director, Research Partnerships
ED (RO) - Jodie Clyde-Smith	Executive Director, Research Office
DGS – Virginia Slaughter	Dean, Graduate School
ADERP - (various portfolios)	Associate Director, Enterprise Research Partnerships
ADR – Annemaree Carroll	Associate Dean (Research)
DADR – Kim Wilkins	Deputy Associate Dean (Research)
oADR – (Rachel Smith and Daniel Van Zutphen)	Office of the Associate Dean (Research)
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)

In 2024, the HASS FRO will:

Goal	Activities	Responsibility	Timeframe	✓
Develop core program of researcher development for 2024.	Work with DoRS to prioritize a series of researcher development activities in 2024 for co-design and delivery.	ADR, DADR, oADR, DoR Portfolio	Ongoing	
	Determine activities that will be delivered within the faculty and those that will be facilitated by external consultants and develop a timeline of activities.	ADR, DADR, oADR, Portfolio	Ongoing	
	Work with DoRs to deliver the program of activity and develop resources for future use to create HASS Essentials.	ADR, DADR, oADR, Portfolio	Ongoing	
Connect to central research strategy for researcher development.	Work with various portfolios (e.g., Research Partnerships, Major Initiatives) 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).	oADR, DoR, OSR	Q2-Q3 2024	✓
	Develop early pitch sessions and HASS specific pipeline of development activities for DECRA, FT, and DP and Indigenous DP schemes.	oADR, OSR (Indigenous)	Ongoing	✓
	Provide Faculty readership across all external competitive funding opportunities with assistance from senior staff.	oADR	Ongoing	✓
	Identify HASS opportunities and develop strategy with the UQ Major Initiatives team.	oADR	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 research support.	ADR, oADR	Ongoing	✓
	Support the HASS ECR Group to develop specific ECR activities and networking to support their researcher development including the annual ECR Showcase.	DADR, oADR	Ongoing	✓
Ensure the ethical conduct of HASS research.	Support the Chair and Deputy Chair, HASS LNR Ethics to provide quality ethics training and review.	ADR, oADR, HASS LNR Ethics Chair, ORE	Ongoing	✓

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

In 2024, 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, oADR, DoRs, HoS, SM, Portfolio	Completed	✓
	Develop recommendations from the local research audit including principles and guidelines for how research infrastructure is managed, shared, replaced, what is needed.	ADR, DADR, oADR, DoRs, Portfolio	Q2-Q4	
	Identify future opportunities for ARC LIEF grants in collaboration with other faculties.	ADR, oADR, DoRs	Ongoing	
Support digital research infrastructure through VC Strategic funded Digital Cultures and Societies.	Support the coordination of the DCS Hub by providing regular updates to DoRs at Faculty Research Committee.	ADR, Director DCS Hub, oADR, DoRs	Ongoing	✓
Facilitate discussions for ongoing support of ARDC projects and future NCRIS funding.	Provide ongoing support and visibility and track progress of HASS-funded ARDC projects (Language Data Commons of Australia, LDACA; Social Sciences Pilot Project; Indigenous Data Network – Partnership Activity).	ADR, oADR, HASS NCRIS Leaders	Ongoing	✓
	Support proposals for emerging ARDC priorities including the Australian Data Observatory (ASDO) and the Arts and Creative Platform.	ADR, oADR, 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, oADR, HASS NCRIS Leaders, PVC(RI)	Completed	✓
	Work with PVC (RI) to develop the UQ HASS+I Digital Research Infrastructure cluster with oversight at university level and linkages to RCC and Library.	PVC (RI), ADR, oADR, HASS NCRIS Leaders	Ongoing	✓
Grow Faculty Research Hubs, Nodes, Labs with a pipeline to Research Centres	Identify potential HASS-led research centres for nomination to DVCR&I via EOI form.	ADR, DVC(RI), oADR	Ongoing	✓
	Continue to grow the pipeline of HASS hubs, nodes and labs through the HASS research Faculty website and work with the HASS Marketing and Communications team to develop guides for web presence	oADR	Ongoing	✓
	Create a governance and resourcing guide around approved Centres and bring leads together to discuss activity, plans and points of intersection.	ADR, DADR, oADR, Centre Directors – DCS, RCAUF, CPF	Ongoing	

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

ⓘ In 2024, 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.	Create a suite of offerings to support researchers to understand the importance of collaborations and partnerships: - 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, oADR, DADR, DoRs Partnership and Collaboration Portfolio Working Group, Advancement, Portfolio	Ongoing	✓
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) and capture capability at local level.	RPM, ADR, DADR, oADR	Ongoing	✓
	Ensure representation on various working groups that are building out research partnerships and business development activities.	RPM, DoRs, ADR, DADR, oADR	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, oADR, DADR	Ongoing	
	Utilize external consultant, Mind Your Way for grant writing and review support.	External consultant, oADR	Q3-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, oADR, RPM, DoR	Ongoing	✓
Test case Business Development models for capacity vs capability building and identify processes and capture for HASS	Arts and Flourishing Network CPF DCS Learning Lab – CSIRO Model	ADR, KW, RPM	Q3-4	✓
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)

In 2024, 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, DHDR, oADR, GS	Ongoing	
	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 industry placements 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	Ongoing	✓
	Create a list of opportunities for industry placements and pathways for advertising them.	DADR, DHDR	Ongoing	
Operationalize mixed-team industry placements in collaboration with other Faculties.	Pilot "industry placement" with EAIT. EAIT DADR will select 2-3 EAIT industry placements that may require research with a humanities, arts or social sciences focus.	DADR, DADR EAIT	Ongoing	
	Liaise with the Graduate School to identify other industry placement opportunities.	DADR	Q2	
Ensure advisor training has been completed by supervisors.	Advertise Graduate School Mandatory Advisor training in the "HASS Research Updates".	DADR, GS, oADR	Ongoing	
	Ensure discussions around quality supervision – setting expectations around meetings and quality written feedback.	DADR, 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, oADR	Q1-Q2	✓
	Promote broadly the Final 3MT event as a social networking event for HDR student for the year.	oADR, 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.	oADR, Alumni Office	Ongoing	

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

In 2024, the HASS FRO will:

Goal	Action	Responsibility	Timeframe	✓
Support the capacity building of DoRs through a community of practice to enhance faculty-wide research support and foster research culture.	Work with DoRs to develop their capacity, knowledge, confidence and skills within the role using regular DoR briefings that may include topics such as: - 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	ADR, oADR, DoR, DADR, external consultants, Portfolio	Ongoing	✓
	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, oADR, ADR, DADR	Ongoing	✓
	Provide opportunities for discussion about the drivers globally and locally to understand changing nature of research.	ADR, DADR, oADR, 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, oADR, 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, oADR, ADR, DADR	Ongoing	✓
	Keep DoRs and HoS updated on AOUs research performance and identified targeted support during annual meeting.	oADR	Ongoing	✓
	Use the "FRO Your Information" teams channel and "HASS Research Updates" to provide regular communication to faculty staff on research news.	oADR	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.	oADR, DADR	Q1	✓
	Collaborate with HASS Marketing & Engagement team to showcase our researchers.	oADR, M&E Team	Ongoing	✓
	Support nominations for UQ Research Week awards programs and grants (i.e. UQ FREA, Kx and T, Industry Engagement, HDR awards).	oADR, ADR, RPM, DoRs, HOS	Q3-Q4	✓
Case Study approach to communicating and training	Repurpose or create new content to extend current HASS Researchers site.	M&E team, oADR	Ongoing	