



# Agenda

## College of Science HDR Committee

MEETING NO. 1/2024  
DATE / TIME 18 March 2024 – 2pm  
VENUE Science Conference Room – Building 42, Peter Baume (room 2.18A)

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# Part 1. Procedural Matters

## 1.1 Welcome and apologies.

## 1.2 Minutes from previous meeting.

**Action required**     For information    For discussion    For decision    For endorsement

Recommendation    Committee to endorse the previous minutes as an accurate record.

Attachments        CoS HDR Committee 5/2023 (05 December 2023) – unconfirmed, page 5.

## 1.3 Matters arising from previous meetings.

Action ID	Details	Responsibility	Status	Notes
Meeting 2/2018 Item 4.1	eForms	Committee Members	Ongoing	Any issues with the eForm system to be passed to <a href="mailto:hdr.shm@anu.edu.au">hdr.shm@anu.edu.au</a> , or <a href="mailto:science.enquires@anu.edu.au">science.enquires@anu.edu.au</a>
Meeting 4/2018 Item 4.1	Visa delays	Committee Members	Ongoing	Any significant visa delays should be passed to HDR Project Officer (via <a href="mailto:hdr.shm@anu.edu.au">hdr.shm@anu.edu.au</a> ) for collation – to be passed to Dean HDR.
Meeting 3/2023 Item 2.8	HDR Scholarship Extension – Gender Affirmation Leave	HDR Governance Officer	In Progress	Alison to find out how this is managed within RSPHys and send a communication to the schools within CoS.
Meeting 4/2023 Item 3.1	H1 equivalency for FRT scholars	Associate Dean HDR	In Progress	Tony to speak with Dean HDR to discuss H1 equivalency issues for FRT scholars.
Meeting 5/2023 Item 2.3	College International Student Scholarship Selection	Committee Members	In Progress	Each School DA to provide the College with details of how they rank within their school – once the College Framework has been finalised.
		HDR Governance Officer	In Progress	Alison to seek guidance on organising training of how to identify a fraudulent document for supervisors, DA's and administration within the schools.

## 1.4 Report from Chair / Associate Dean (HDR).

## Part 2. New Business.

### 2.1 ANU PhD Strategy implementation update – from PVC-GR.

<b>Action required</b>	<input checked="" type="checkbox"/> For information <input type="checkbox"/> For discussion <input type="checkbox"/> For decision <input type="checkbox"/> For endorsement
Purpose	The Pro Vice-Chancellor (Graduate Research) (PVC-GR) office has produced a PhD Strategy Implementation Report to reflect on the implementation process of the ANU PhD Strategy (2021-2023).
Attachments	PhD Strategy Implementation Report

### 2.2 HDR Cohort Analysis Data – from PVC-GR.

<b>Action required</b>	<input checked="" type="checkbox"/> For information <input type="checkbox"/> For discussion <input type="checkbox"/> For decision <input type="checkbox"/> For endorsement
Purpose	<p>Following the HDR Program Reviews of 2022 the need for periodic monitoring and review of candidate performance as part of normal operations. This report will be lodged annually to HDRC by PSP and will sit alongside existing student feedback surveys and benchmarking.</p> <p>The Pro Vice-Chancellor (Graduate Research) (PVC-GR) have produced this report for information of the from a number of data sources obtained via the Student Administration System (SAS) and Insight reporting.</p>
Attachments	HDR Cohort Analysis – 2023 Annual Report

### 2.3 HDR Roadshows - 2024.

<b>Action required</b>	<input type="checkbox"/> For information <input checked="" type="checkbox"/> For discussion <input type="checkbox"/> For decision <input type="checkbox"/> For endorsement
Purpose	<p>The College would like to undertake a series of roadshows to inform academics in each school of include:</p> <ul style="list-style-type: none"><li>• HDR lifecycle (progression indicators / milestones, program end dates and scholarships).</li><li>• Responsibilities and role of supervisors.</li><li>• Opportunities available such as:<ul style="list-style-type: none"><li>○ Career Development Framework.</li><li>○ Internships.</li><li>○ Dual/Joint Award PhD program.</li></ul></li><li>• New processes such as:<ul style="list-style-type: none"><li>○ Confirmation of Candidature.</li><li>○ Oral examinations.</li></ul></li></ul> <p>The Chair would like to Committee to discuss content, format and schedule.</p>
Attachments	NA

## 2.4 College international student scholarship selection.

**Action required**     For information     For discussion     For decision     For endorsement

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Purpose                      To discuss further the selection and allocation of international student scholarships within the College.

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Attachments              NA

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## Part 3. Other business.

## Part 4. Next meeting.

Meeting dates and times are:

- Meeting #1 – Monday 18 March 2024
- Meeting #2 – Monday 27 May 2024
- Meeting #3 – Monday 05 August 2024
- Meeting #4 – Monday 30 September 2024
- Meeting #5 – Monday 09 December 2024

All meetings will be held in the Science Conference Room, Building 42, Peter Baume (room 2.18A) @ 2pm-4pm.



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## Minutes Unconfirmed

### College of Science HDR Committee

MEETING NO.	5/2023	
DATE / TIME	05 December 2023, 2:00pm	
VENUE	Science Conference Room – Building 42, Peter Baume (room 2.18A)	
ATTENDING	Tony Travouillon (Chair) Mark Humphrey Vince Craig Celeste Linde Will Grant Rob Dyball Stewart Fallon Vladimir Mangazeev James Tener	Associate Dean (HDR) CoS Associate Director (HDR), RSC, CoS Associate Director (HDR), RSPHys, CoS Associate Director (HDR), RSB, CoS Associate Director (HDR), CPAS, CoS Associate Director (HDR), FSES, CoS Associate Director (HDR), RSES, CoS HDR Convenor, RSPHys, CoS Representative for MSI
APOLOGIES	Christoph Federrath Bryan Wang Spencer Whitney Giel Van Dooren Vanessa Robins Libbie Dinn	Associate Director (HDR), RSAA, CoS Associate Director (HDR), MSI, CoS HDR Convenor, RSB, CoS HDR Convenor, RSB, CoS HDR Convenor, RSPHys, CoS Manager, Student Services, CoS/CHM
SECRETARIAT	Alison Scott, HDR Governance Officer, STLC, CoS/CHM	

## Part 1. Procedural Matters

### 1.1 Welcome and apologies

Attendance and apologies received were noted as recorded above.

### 1.2 Minutes from previous meeting

The minutes from the previous meeting were endorsed as an accurate record of the meeting.

### 1.3 Matters arising from previous meeting

Action ID	Details	Responsibility	Status	Notes
Meeting 2/2018 Item 4.1	eForms	Committee Members	Ongoing	Any issues with the eForm system to be passed to <a href="mailto:hdr.shm@anu.edu.au">hdr.shm@anu.edu.au</a> , or <a href="mailto:science.enquires@anu.edu.au">science.enquires@anu.edu.au</a>
Meeting 4/2018 Item 4.1	Visa delays	Committee Members	Ongoing	Any significant visa delays should be passed to HDR Project Officer (via <a href="mailto:hdr.shm@anu.edu.au">hdr.shm@anu.edu.au</a> ) for collation – to be passed to Dean HDR.
Meeting 3/2023 Item 2.4	CoS AGRTP Protocol	HDR Governance Officer  Committee Chair	Complete  Complete	Alison to provide statistics on the age / experience of applicants, plus countries.  Tony to look at how other Colleges rank their applications.
Meeting 3/2023 Item 2.8	HDR Scholarship Extension – Gender Affirmation Leave	HDR Governance Officer	In Progress	Alison to find out how this is managed within RSPHys and send a communication to the schools within CoS.
Meeting 4/2023 Item 2.1	Reform of International Student Scholarship selection	HDR Governance Officer	Complete	Alison to provide statistics for allocation of scholarships across schools for the past 7 years to ADHDR.
Meeting 4/2023 Item 3.1	H1 equivalency for FRT scholars	Associate Dean HDR	In Progress	Tony to speak with Dean HDR to discuss H1 equivalency issues for FRT scholars.
Meeting 4/2023 Item 4.0	Next Meeting schedule for 2024	HDR Governance Officer	Complete	Alison to add to next meeting agenda for discussion.  <u>UPDATE:</u> see agenda item 2.2

### 1.4 Report from Chair / Associate Dean (HDR)

No report given.

## Part 2. New Business

### 2.1 Deakin PhD Scholarship – Condition of Award update.

The Deakin PhD Scholarship is an endowment funded scholarship that in the past has been awarded to up to 3 domestic students each year enrolled in a PhD program in the College of Science.

The Award has been updated to include a different annual value and duration of scholarship award but has also been updated to include international candidates too. The College Dean would like to strategically allocate these three awards to applicants:

- that have completed their undergraduate studies as part of the Shandong University and ANU ([SDU-ANU Joint Science College program](#));
- that have completed a component of their undergraduate program at the ANU as part of the [Future Research Talent Program](#); and/or
- have been identified as being from a country where extensive visa delays are considered a risk to the commencement into the PhD program by the AGRTP deadlines.

The HDR Scholarship committee will review all applications (domestic and international) at the Mid-Year scholarship round to identify eligible applicants and award these scholarships.

### 2.2 2024 HDRC meeting schedule.

The Committee agreed that the preference for HDRC meetings in 2024 would be on a Monday afternoon from 2pm.

The new schedule and invitations will be sent out before the end of the year.

### 2.3 College International Student Scholarship Selection.

The Chair (Associate Dean HDR) presented details of how the scholarship ranking process for international applications could look like in 2024. It was agreed that:

Ranking of scholarships would occur at the school level with the College providing a framework that all schools should adhere to, in order to ensure transparency and equity across the schools.

1. Compilation of student application – this is the same process and paperwork as currently in use and would be managed by the Administration and DA within each school.
2. Initial HDR Panel ranking – each school look at each application via a selection panel. Membership should include the DA (Associate Dean HDR/HDR Convenor), Academic, ECR and Student Representative. Or similar panel membership. If there are lots of applications, they could be ranked in groups, but the DA would decide the final ranking.
3. Student Interviews – these should be recorded and include at least 3 members of the selection committee. Interviews should be approximately 30 minutes with 10-minute presentation by the applicant, followed by standard questions. Every applicant is asked the same questions. The interviews should be scheduled by zoom at times convenient to the applicant.

Panel members can change their initial ranking following interviews if required.

Any strategic decision making would need to be transparent.

English Language proficiency can also be measured during the interview, and if required ensure equity across genders.

Although interviews will increase the workload at the initial stages of application it is envisioned this will be beneficial for the candidates, supervisors and schools in the long run, as it ensures the most suitable candidates are offered positions.

Questions could be asked to ascertain resilience and strong-willed personalities, as well as research understanding and academic abilities. Cally Guerin (Researcher Development) may be a good source of advice regarding questions that could be asked.

4. Final Ranking – the applications and paperwork would be sent to the College using same spreadsheet and forms as currently in use. The bonus points and GPA would be assigned in the same way that is currently in use.

The College HDR Scholarships meeting would convene to discuss any additional scholarships available and to ensure compliance with the framework and guidelines provided by the College.

**Action:** Each School DA to provide the College with details of how they will rank within their school – once the College Framework has been finalised.

**Action:** Alison to seek guidance on organising training of how to identify a fraudulent document for supervisors, DA's and administration within the schools.

The Committee continued to discuss how the scholarships would be allocated within schools, based on a number of parameters such as the number of qualified supervisors within each school, number of applications received per year, compliance statistics and completion rates. This area needs further discussion and will be reviewed in HDRC #1 2024.

## Part 3. Other business

## Part 4. Next meeting

Meeting #1 – Monday 18 March 2024

Meeting #2 – Monday 27 May 2024

Meeting #3 – Monday 05 August 2024

Meeting #4 – Monday 30 September 2024

Meeting #5 – Monday 09 December 2024

All meetings will be held in the Science Conference Room, Building 42, Peter Baume (room 2.18A) @ 2pm-4pm.

## ANU HDRC - 1/2024 (06 March 2024)

## Item 2.5 PhD Strategy implementation report

**Purpose**

To update HDRC on the progress in implementing the ANU PhD Strategy.

<b>Action required</b>	<input checked="" type="checkbox"/> For information	<input type="checkbox"/> For discussion	<input type="checkbox"/> For decision
Sponsor	Pro Vice-Chancellor (Graduate Research)		
Author	Executive Project Officer to Pro Vice-Chancellor (Graduate Research)		
Recommendation	That the Committee note the report		
Attachments	2.5A PhD Strategy implementation report February 2024 2.5B PhD Strategy: 2021-23 Implementation Report		

**Summary**

In February 2024, the new Vice-Chancellor Genevieve Bell announced, along with the interim DVC R&I appointment, the Dean HDR title change to ***Pro Vice-Chancellor (Graduate Research)***. The division will undergo organisational change reflecting this change. The Office of the Dean HDR (ODHDR) new name, to be confirmed, will more accurately reflect its Policy and Governance function.

Following on our work from late 2023, now approved by Academic Board, we have been undertaking major policy work to enable the newly established Confirmation of Candidature, Oral Examinations, Admissions, and Scholarship governance frameworks. Priority has been given to the Confirmation of Candidature (CoC) systems development for implementation from July 2024 onwards.

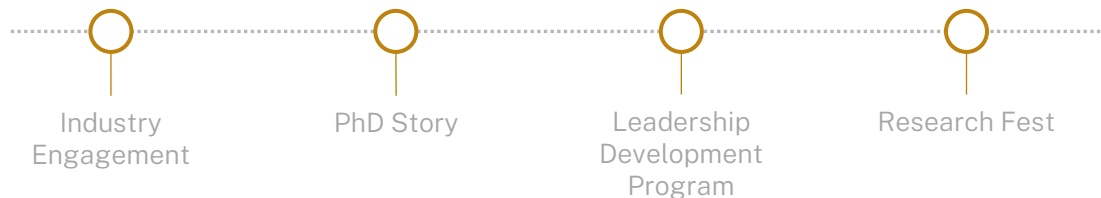
To complement this progress report, we have produced a PhD Strategy Implementation Report, reflecting on the implementation process (**2.5B PhD Strategy: 2021-23 Implementation Report**). The body of work has been revised into four pillars (down from five): Cohort Experience, Research Excellence, Career Development and Industry Engagement, and Leadership. Research Fest was moved under Cohort Experience to better align with the project aim. The PhD Story added under Leadership, a keystone element from the 2019 White Paper, captures our recruitment intent centred on the University's national leadership and unique graduate attributes.

# ANU PhD Strategy | Progress Update February 2024

Developing innovative future leaders



## Our 2024 Priorities



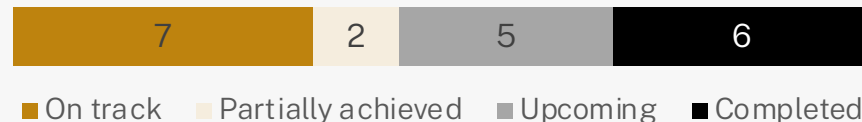
The *ANU PhD Strategy* was approved through Senior Management Group in December 2019. Our approach to implementation rests on the Strategy's key five pillars. Changes in government priorities led us to prioritise and support industry engagement in 2022.

ACHIEVEMENTS: 2022 - [HDR Decision Makers' Guide](#) | [Scholarship Package](#)  
2023 - [HDR Industry Engagement](#) | [iThenticate](#) | [Confirmation of Candidature milestone](#) | [Oral Examinations](#)

## SNAPSHOT

20

initiatives<sup>82</sup>



# Strategic Initiatives | Overview

“To redefine the ANU PhD program to deliver a new generation of graduates who successfully use their research training to advance careers in universities and across all industries and sectors.” (Key initiative 1.7, ANU Strategic Plan 2017-2021)

Cohort Experience	Research Excellence	Career Development & Industry Engagement	Leadership
1.1 Guidelines and Handbooks	2.1 Supervision Framework	3.1 Industry PhD	4.1 Leadership Development program
1.2 Entry Cohort Process	2.2 Supervisor training	3.2 ANU Career Accelerator	4.2 Mentoring Program
1.3 Entry Cohort Induction	2.3 Oral Examinations	3.3 Internship Program	4.3 PhD Story
1.4 Interdisciplinary Cohorts	2.4 iThenticate Project	3.4 Networking Program	
1.5 Research Fest	2.5 Researcher Development Program	3.5 Alumni Engagement	
	2.6 HDR Completions Project		
	2.7 Scholarship package		

### What does success look like?

- ✓ Improved marketing to attract the best candidates from around Australia and the world.
- ✓ Provide a world-class research experience.
- ✓ Provide skills that will benefit graduates irrespective of their chosen career.
- ✓ Equip ANU HDR graduates to rapidly move on to leadership positions across Australia and the world.
- ✓ Increase HDR completions.
- ✓ Ensure that the ANU HDR graduate will be a well-rounded professional with world-beating research experience.

# Strategic Initiatives | Progress Update

Cohort Exp.

Research Excel.

Career & Industry

Leadership Dev.

Nat. Leadership

We expect significant movement on recently approved strategic changes, and leadership projects to be in focus throughout 2024.

Reporting period: 23 November 2023 to 26 February 2024

Initiative & Purpose	Progress
<p><b>HDR completions</b> <sup>(2.6)</sup>                      » <b>Confirmation of Candidature (CoC)</b>                      To reduce over-time candidatures with improved and integrated milestones, and comprehensive support for candidates</p>	<ul style="list-style-type: none"> <li>• Proposal endorsed by URC and approved at AB5/2023</li> <li>• Policy work to integrate replacement of TPR by CoC in the Candidature Progression Procedure</li> <li>• Designing an administrative process for priority implementation</li> </ul>
<p><b>Oral Examinations</b> <sup>(2.3)</sup>                      To enhance our graduates' communication skills and ensure their global competitiveness</p>	<ul style="list-style-type: none"> <li>• Proposal endorsed by URC and approved at AB6/2023</li> <li>• Policy revisions to enable this new milestone</li> </ul>
<p><b>Scholarship package</b> <sup>(2.7)</sup>                      » <b>Scholarship policy and procedure</b>                      To better support candidates in their professional development and account for the increased cost of living</p>	<ul style="list-style-type: none"> <li>• Initial draft presented at HDRC 5/2023. Further consultation with GRO, ULO, and ADHDRs for presentation at HDRC 1/2023.</li> <li>• Procedure aims to supersede the existing RTP policy and procedure to provide a framework applicable to all HDR financial awards except for externally managed scholarships.</li> </ul>
<p><b>Entry Cohort Process</b> <sup>(1.2)</sup>                      » <b>Admission policy and procedure</b>                      To establish a supported bi-annual entry cohort model for candidates throughout ANU</p>	<ul style="list-style-type: none"> <li>• Initial draft presented at HDRC 5/2023. Further consultation with GRO, ULO, and ADHDRs for HDRC out-of-session approval for presentation at URC 1/2023.</li> </ul>



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# PhD Strategy

## 2021-23 Implementation Report

— Developing innovative future leaders

**We acknowledge, celebrate and pay our respects to the Ngunnawal and Ngambri people of the Canberra region and to all First Nations Australians on whose traditional lands we meet and work, and whose cultures are among the oldest continuing cultures in human history.**

### **More about the Strategy**

ANU PhD Strategy Implementation Update SharePoint site

<https://anu365.sharepoint.com/sites/ANUPhDStrategyImplementationUpdate>

### **General information**

Office of the Dean, Higher Degree Research

The Australian National University

Canberra ACT 2600

[www.anu.edu.au/students/contacts/dean-higher-degree-research](http://www.anu.edu.au/students/contacts/dean-higher-degree-research)

[odhdr@anu.edu.au](mailto:odhdr@anu.edu.au)

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‘We will redefine the ANU PhD program to deliver a new generation of graduates who successfully use their research training to advance careers in universities and across all industries and sectors.’

— Key initiative 1.7, ANU Strategic Plan 2017-2021



# PhD Strategy | On a Page

## ANU Mission

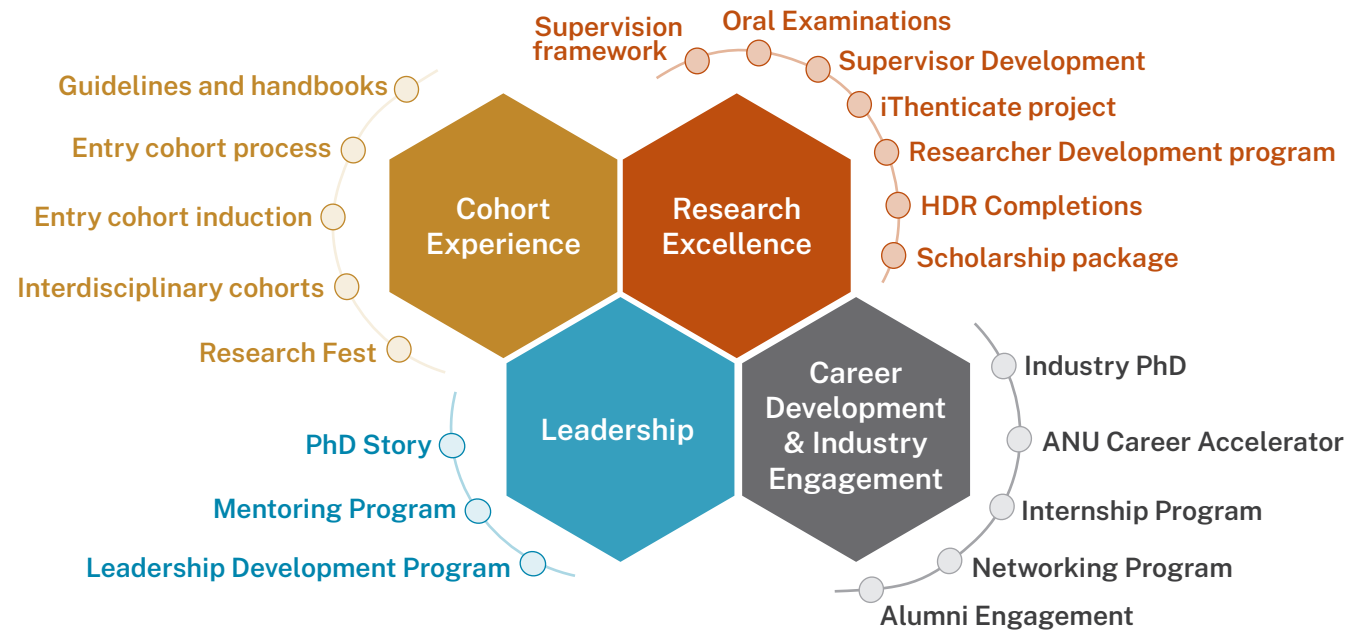
Pursue unique, long-term, and challenging research to serve society.

## Our Vision

To redefine the ANU HDR program to deliver a new generation of graduates who successfully use their research training to advance careers across all industries and sectors.

## What does success look like?

- ✓ Improved marketing to attract the best candidates from around Australia and the world.
- ✓ Provide a world-class research experience.
- ✓ Provide skills that will benefit graduates irrespective of their chosen career.
- ✓ Equip ANU HDR graduates to rapidly move on to leadership positions across Australia and the world.
- ✓ Increase HDR completions.
- ✓ Ensure that the ANU HDR graduate will be a well-rounded professional with world-beating research experience.



## Roadmap



# About the Strategy



Kambri precinct - ANU Campus, Acton Canberra

## Our Approach

The ANU PhD Strategy was approved through Senior Management Group in December 2019. The implementation of this strategy was paused in early 2020 as we responded to COVID-19, beginning in earnest in late-2021.

Our approach to implementation required changes to reflect our contemporary situation. The work has been revised into four pillars:

- **Cohort Experience,**
- **Research Excellence,**
- **Career Development & Industry Engagement, and**
- **Leadership.**

Our SharePoint site, *ANU PhD Strategy Implementation Update*, allows you to follow our progress via periodic reports to each Higher Degree Research Committee (HDRC) meeting.

## Purpose

ANU prides itself on producing world-class researchers through its HDR programs and we must continue to ensure that the quality of the work undertaken by our candidates compares with the world's best. However, the world is changing and the expectations of our graduates are evolving.

**“Cultivate the next generation of global leaders through a reinvigorated PhD experience”**

— ANU CORPORATE PLAN 2022-2025

We believe that the ANU PhD should:

- provide skills that will benefit graduates irrespective of their chosen career,
- treat our candidates like professionals and provide them with the options of professional development comparable or better than their contemporaries in paid employment, and
- equip HDR graduates to rapidly move into leadership positions across Australia and the world.

## Responding to COVID and government priorities

We worked hard to support our candidates through COVID-19, providing them with extensions of time and funding where they had experienced significant disruption to their research. We supported candidates offshore where possible and provided support for international candidates to travel to Australia.

Changes in government priorities, through the Research Commercialisation Agenda, have highlighted the need to take advantage of opportunities for candidates to engage with industry. Our priority in 2023 was to enable and support industry engagement.

In 2020, the cancellation of the HDR application and assessment system which was part of the PhD Program of Works means that we are still working with a substandard application process. This is a significant barrier to our goals to improve candidate experience and to grow our cohort. The Digital Master Plan includes scope for a whole lifecycle approach to HDR administration.

In 2023, the University decided to move away from the system used to manage HDR candidature (eForms). This presents a risk to our capacity to manage candidature but also an opportunity to move to a system (or systems) that improve the experience of candidates, decision makers and administrators.

# Delivering the Strategy

## Strategic initiatives

Each strategic pillar is comprised of multiple initiatives focussed on realising the vision. These initiatives set out priorities between 2021-2025, with initial activities concentrated in particular on pillars 1 to 3.

We are reframing the ANU PhD Strategy to better reflect changing circumstances and achieve our objectives. We consolidated the Leadership pillar to include the PhD Story and reflect our work so far on recruitment and unique attributes, and are refocussing Research Fest on community building as part of our Cohort experience.

### Pillar 1. Cohort experience

One of the hallmarks of the ANU PhD will be the supported cohort model. All students will be inducted into a PhD cohort that will provide support and connections throughout their degree and beyond.

- 1.1 **Guidelines and handbooks** to provide support for Convenors and decision makers around decision making, program change and enable best practice.
- 1.2 **Entry cohort process** centred around two defined intakes each year.
- 1.3 **Entry cohort induction** aligned with bi-annual entry cohort intakes for all ANU candidates, including education events covering research integrity and ethics, time management, discipline specific and interdisciplinary research methods and skills.
- 1.4 **Interdisciplinary cohorts** at the cutting edge of research, embracing complex problems facing society.
- 1.5 **Research Fest** to contribute to the development of positive research culture and community for our HDR candidates.

### Pillar 2. Research excellence

Candidates undertaking a research degree at the ANU will receive excellent supervision. Staff will be supported to develop and continually improve their supervision approach and techniques.

- 2.1 **Supervision framework** to foster and support best practice in the supervision of HDR candidates. It comprises a range of development opportunities (online and face-to-face), online resources and an ANU HDR Supervisor Register.
- 2.2 **Supervisor development** addressing a range of topics, issues and experience relevant to good practice in HDR supervision.

- 2.3 **Oral examinations** as a quality mechanism and research excellence industry standard.
- 2.4 **iThenticate project** to empower candidates to uphold the University's academic integrity standards and nurture research excellence best practice.
- 2.5 **Researcher Development Program** to support the development of research skills, writing and oral communication, career skills for a variety of careers, impact and engagement.
- 2.6 **HDR Completions Project** to reduce over-time candidature with improved and integrated milestones, and comprehensive support for candidates.
- 2.7 **Scholarship package** that will better support candidates, providing more money and more time.

### **Pillar 3. Career development and industry engagement**

We will prepare our graduates to be leaders in any industry through defined programs designed to enhance our graduate's skills and capacity to engage outside academia and to increase the impact of their research.

- 3.1 **Industry PhD** programs to develop our candidate's capacity to engage outside academia and increase the impact of their research.
- 3.2 **ANU Career Accelerator** framework to support guided professional development and enable candidates to recognise employment opportunities by leveraging their existing capabilities.
- 3.3 **Internship Program** to enable candidates to engage beyond academia seamlessly.
- 3.4 **Networking Program** to provide candidates with opportunities to connect with industry and researchers across a wide range of industries.
- 3.5 **Alumni Engagement** to effectively support programs such as mentoring and networking.

### **Pillar 4. Leadership**

Leadership skills will be embedded throughout the PhD program for all candidates to access. To support candidates in their growth, we will establish formal mentoring and networking programs to expose our cohort to leadership outside their immediate research group.

- 4.1 **Leadership Development Program** to enable our graduates to take up leadership positions during and after their research degree.
- 4.2 **Mentoring Program** to support candidates as they enter and move through their program to completion.
- 4.3 **PhD Story** to effectively articulate the ANU HDR experience and graduate attributes, and establish a consistent approach to marketing the ANU PhD and meet our recruitment targets.

# Where we are at

## Implementation status overview (2021 - 2023)

Initiatives	Implementation outcome	Page
<b>Pillar 1. Cohort experience</b>		
1.1 Guidelines and handbooks	● <b>Completed in November 2022.</b>	11
1.2 Entry cohort process	● <b>Completed in 2023.</b>	-
1.3 Entry cohort induction	● <b>Completed in September 2022.</b>	-
1.4 Interdisciplinary cohorts	● n/a	-
1.5 Research Fest	● <b>Partially achieved.</b> Pilot delivered in December 2023 with good participant outcomes. Issues with low engagement. Re-evaluating design for 2024.	-
<b>Pillar 2. Research excellence</b>		
2.1 Supervision framework	● <b>Completed in 2020.</b>	12
2.2 Supervisor development	● <b>On track.</b>	-
2.3 Oral examinations	● <b>On track.</b> Endorsed by Academic Board in November 2023. Implementation in 2024.	13
2.4 iThenticate project	● <b>Completed in July 2023.</b>	-
2.5 Researcher Development program	● <b>On track.</b>	-
2.6 HDR Completions project	● <b>On track.</b>	-
2.7 Scholarship package	● <b>Completed in October 2022.</b>	14
<b>Pillar 3. Career development and industry engagement</b>		
3.1 Industry PhD	● <b>On track.</b> Successfully established an ANU framework. Transitioned to business as usual.	14
3.2 ANU Career Accelerator	● <b>Partially achieved.</b> Staff turnover impacted implementation timeline.	15
3.3 Internship Program	● <b>On track.</b>	-
3.4 Networking Program	● n/a	-
3.5 Alumni Engagement	● n/a	-
<b>Pillar 4. Leadership</b>		
4.1 Leadership Development Program	● <b>To be commenced in 2024</b>	-
4.2 Mentoring Program	● n/a	-
4.3 PhD Story	● <b>Commenced.</b>	15

## Progress update

### COHORT EXPERIENCE

#### Guidelines and handbooks (1.1)

- > **Aim.** To provide advice for common best practice throughout the University.
- > **Outcome.** Completed in November 2022 with the launch of the *HDR Decision Makers' Guide* (SharePoint).

Originally imagined as a set of stakeholder specific guides, this project was redesigned as an all encompassing guide for all HDR administration stakeholders (i.e. Associate Deans, Delegated Authorities, and Convenors).

Extensive consultation with stakeholders enabled the Office of the Dean, Higher Degree Research (ODHDR) to scope content needs. Content development and site build was completed in the first half of 2022 to enable detailed practice-informed feedback from our Associate Deans HDR. The site provides useful high-level flowcharts for decision makers to quickly grasp policy and procedures relevant to their issue.

<https://anu365.sharepoint.com/sites/ANUHDRDecisionMakersGuide>

#### Entry cohort process (1.2)

- > **Aim.** To establish a supported bi-annual entry cohort model for candidates throughout ANU.
- > **Outcome.** Completed with full transition in Semester 2 2023.

This proposal was put forward initially at HDRC 2/2021 but deferred due to COVID-19 until HDRC3/2022. Data showed the actual peak times for enrolments in HDR programs already corresponds to Semester 1 and Semester 2 starting periods. Bi-annual entry cohorts will provide clarity to applicants and better align with scholarship and induction rounds.

The Committee opted for a gradual approach to implementation in 2023, with appropriate communications and marketing beforehand. Grounds for exemptions defined in the proposal mitigate the cons of this new recruitment process.

#### Entry cohort induction (1.3)

- > **Aim.** To support new HDR candidates integration in our institution and enable connections with their peers.
- > **Outcome.** Pilot tested in 2022 and currently delivered by Researcher Development as business-as-usual (BAU) since September 2022.

This initiative aligns with the new bi-annual entry cohort and is designed to build connections and onboard all candidates to be best equipped in navigating our institution.

After running a pilot in Semester 1 2022, the Researcher Development team refined the program structure and activities to address lessons learned. HDR Induction program consists of week-long events and workshops, anchored with two days centrally provided workshops and followed by College-specific activities. This provides local areas with the flexibility required and enables candidates to bond closely with peers in their research area.

#### Research Fest (1.5)

- > **Aim.** To contribute to the development of positive research culture and community for our HDR candidates.
- > **Outcome.** Partially achieved in 2023.

Building on our induction cohorts, the PhD Research Festival is an opportunity for all HDR candidates to take a day to play, explore and meet other candidates. We aim to contribute to the development of positive research culture and community for our HDR candidates, with a view to expand this to be an event open to all PhD candidates around Australia and New Zealand. The activities are inclusive of all academic disciplines and are intended to invite creative and playful response and constructively provoke participants.

In 2023, our pilot ran as a one-day event with multiple gamification activities. Participants reported positive outcomes. However, engagement and registration conversions proved difficult. In 2024, we are looking to revisit our program and approach to promotion towards increasing participation.



Research Fest pilot,  
1 December 2023

## RESEARCH EXCELLENCE

### Supervision framework (2.1)

- > **Aim.** To foster and support good HDR supervisory practice across the University.
- > **Outcome.** Framework fully established in 2020.

The Committee supported the recommendations presented at HDRC 1/2017 to support supervisor development program. The Working Group established in response designed a framework centred around the following components:

- **Registration of supervisors**, linked to completion of a compulsory online briefing on policies and procedures.
- **Professional development** programs addressing the needs of new supervisors and experienced academics.
- **Rewards and Recognition** to reward participation and recognise 'good' supervision.
- **Evaluation** metrics that indicate if the framework is successful in achieving its strategic aim.

The Framework was approved by HDRC and the University Research Committee (URC) in late 2017 and implemented from mid-2019. It is now part of Supervisor Development's team BAU activities.

<https://services.anu.edu.au/research-support/hdr-supervision-development/hdr-supervision-development-framework>

### Supervisor development (2.2)

- > **Aim.** To support development opportunities for HDR supervisors through training.
- > **Outcome.** On track; most programs are BAU.

The Supervisor Development team set-up an 'HDR Supervision Development Portal' to host training modules and encourage discussion amongst academic staff supervising HDR candidates. Designing and running supervisor development sessions throughout the year.

In 2021, the supervision of First Nations candidates emerged as areas requiring addition support. As such, it was determined that supervisors nominated by their local area would be sponsored centrally to undertake the UTS Supervising Indigenous Higher Degree Reserach course.

In 2022, Sexual Assault and Sexual Harassment issues were identified as a priority area. A Working Group was established by HDRC to work on an integrated solution. A Framework was developed and presented to URC in 2023 for endorsement.

### Oral examinations (2.3)

- > **Aim.** To enhance our graduates' communication skills and ensure their global competitiveness.
- > **Outcome.** Approval received in November 2023 from Academic Board (AB); to be implemented from 1 July 2024.

This initiative was initiated at URC in November 2017 and brought to HDRC for consideration in 2018. The impetus behind this topic is threefold:

- **Academic rigour and structure** for assessing research degrees.
- **Changing Australian landscape** with now a majority of Go8 universities instituting oral examinations to align with international practice.
- **Evolution of communication technology** reducing the barriers of geographic distance.

In 2018, HDRC members approved an Oral Examination pilot which ran from June 2020 until May 2022. The delivery process was a collaboration between the Graduate Research Office (GRO), Research Development (RD) and Supervisor Development (SD) teams.

The pilot enabled to explore the mechanics of the process, level of support required, resourcing and scaling options and barriers to implementation. Outcomes of the pilot were presented at HDRC 6/2022 but inconclusive in its proposed formats recommendations.

Further consultations continued throughout 2023, culminating with a proposed Oral Exams model at HDRC 4/2023. The Committee's input was integrated in the final proposal progressed to URC 4/2023 for endorsement to AB. Academic Board approved the proposal and ODHDR is proceeding with implementation in Q3 2024.

### iThenticate project (2.4)

- > **Aim.** To empower candidates to uphold the University's academic integrity standards and nurture research excellence best practice.
- > **Outcome.** Completed in July 2023 with the launch of the tool in ISIS.

The iThenticate tool is a text matching software designed for HDR programs by Turnitin LLC. It allows for the upload of a whole thesis but will not store the work as to not impact future publication. iThenticate compares documents you submit to an extensive database of webpages and scholarly content and produces a similarity score and report. This initiative enables candidates to check their work for plagiarism at any stage of writing. It provides supervisors with valuable information

to better support candidates. Further, its streamlined integration into our academic review process reduces the high reputational risk to ANU from undetected plagiarised content in submitted theses.

As of July 2023, any thesis that is being submitted for examination will require a similarity report to be submitted with the final thesis.

### Researcher Development program (2.5)

- > **Aim.** To provide candidates with research skills development workshops to better support their endeavours.
- > **Outcome.** Ongoing program review to align with the career development framework.

In 2022, the program structure was streamlined with the newly established Induction program. Workshops focus on helping HDR candidates navigate the research culture, finish quicker and develop a strong resume for the post-PhD job market. *See detailed report, HDRC 1/23 Item 4.3A.*

In 2023, the team phased out Social Media workshops to account for the changing research communication landscape.

### HDR completions (2.6)

- > **Aim.** To reduce over-time candidatures with improved and integrated milestones, and comprehensive support for candidates.
- > **Outcome.** On track.

To support candidates in their final stages, the concept of the 'Home Stretch' was presented to HDRC 2 2022 and endorsed for testing. The program consisted of writing in company sessions, special editing and writing support, a coaching group and regular check-in emails. From the 156 participants, only 11 submitted for examination. The main roadblock remains the difficulty to connect with disengaged candidates. *See detailed report, HDRC 1/2023 Item 4.3C.*

In 2022, the HDRC sponsored the formation of the Confirmation of Candidature Working Group to revisit the Thesis Proposal Review (TPR) milestone.

The objective was to design a progress review milestone that provided more support and guidance to candidates at the early stage of candidature. After extensive consultation and feedback, the following model was approved by AB for implementation from Semester 1 2024:

- **Confirmation Review Panel (CRP)**, consisting of the supervision panel plus an additional member, who is not part of the supervision team, to act as Chair of the Confirmation.
- **Resources, training and accessibility requirements active assessment** to be approved by the Confirmation panel.
- **Access to the independent Confirmation Chair** for the candidate.
- **Standard ANU 'minimum requirements'** (with allowable variations): a written component (Thesis Proposal) and approximately 40 minutes with 20 minutes discussion.

## Scholarships package (2.7)

- > **Aim.** To better support candidates in their professional development and account for the increased cost of living.
- > **Outcome.** Completed in October 2022.

With international travel resuming in 2022, the ODHDR re-instated the *Vice-Chancellor's HDR Travel Grant* to enable candidates to gain international research experience. Our aim is to encourage candidates to be more strategic in their use of the travel grant, staying longer periods for multiple research activities.

On 1 October 2022 ANU improved its centrally managed scholarship offering with the increase of:

- **the stipend base rate** to \$34,000 pa,
- **the award duration** from 3 to 3.5 years,

and:

- **generous scholarship extensions** accounting for internship engagements,
- **parental leave provisions extended** to partners who are primary carers.

In 2023, we developed an HDR Scholarship Policy and Procedure to have a consistent approach, address governance gaps and enable the strategic alignment of all stipend scholarships to the new central standard.

We expect approval in 2024 following consultation with multiple stakeholders. This reform will work hand in hand with our central review of all HDR Financial Awards Conditions. The Conditions of Award (CoA) review aims to remove expired awards, identify outdated terms, and ground work for annual update of awards past their review period.

## CAREER DEVELOPMENT AND INDUSTRY ENGAGEMENT

**In 2023, we recruited a dedicated staff member to advance the industry engagement strategic initiatives, particularly industry PhDs and research internships.**

### Industry PhD (3.1)

- > **Aim.** To enable candidates to undertake a co-designed research project with industry.
- > **Outcome.** On track.

The White Paper 'Redefining the ANU PhD' (2019) outlined a new PhD framework with a strong focus on career development opportunities, especially outside academia. During the early development phase of this industry based HDR Program, the *ANU Industry PhD*, the Australian Government announced its own version, the *National Industry PhD Program* (NIPP). While many candidates will be able to access the NIPP, we have had a few existing project proposals ineligible. To address NIPP's limits, the development of the ANU Industry PhD Scheme resumed and refocused in late 2023.

We anticipate the proposal for the establishment of the ANU Industry PhD Scheme to be approved at HDRC 1/2024 for progression to URC.

Our performance in 2023 was remarkable, with four NIPP places successfully won out of our five applications.

### ANU Career Accelerator (3.2)

- > **Aim.** To make it easier for candidates to frame their skills and learning in an ongoing and flexible way.
- > **Outcome.** Experiencing some delays on implementation due to staff turnover and the Careers team restructuring.

In 2022, the Career Accelerator Framework was socialised with the Work-Integrated-Learning (WIL) and DVCA areas before undertaking initial tests later in the year.

The Career Doctor program, piloted in Semester 2 2023, is composed of a series of five workshops:

- What comes next? Post-PhD and work,
- Translating your research skills for non-academic employers,
- Unlock the secrets to building strong relationships: networking, teamwork and collaboration,
- Elevate your leadership and project management skills: essential tools and strategies,
- Self-employment: how to successfully leverage your professional research skills.

### Internship program (3.3)

> **Aim.** To encourage candidates to undertake a research internship in industry.

> **Outcome.** On track.

In 2022, extensive consultation to operationalise research internships resulted in the establishment of shell course codes. These will enable data collection for government reporting and support candidates throughout their placements. Work with GRO and SBS enabled to code eligible internships for government TCSI completions weighting reporting on the backend.

As of 2023, two out of the seven Colleges have a research internship shell course code.

Further, guidance and best practice information received from our stakeholder engagement was collated in a SharePoint site, the '*HDR Industry Engagement*' guide.

<https://anu365.sharepoint.com/sites/HDR-IndustryEngagement>

We have engaged extensively with candidates, Schools and Colleges, as well as strategic central areas such as BEC and Advancement to expand existing partnerships and develop new opportunities.

In the next 12 months, we will be working towards:

- **changing the PhD candidate status after thesis submission** to allow for the administration of research internships in this

period.

- **continued development of resources** to support HDR candidates who are engaging with industry, e.g. HDR Intellectual Property Guide, etc.

## LEADERSHIP

### PhD Story (4.3)

> **Aim.** To effectively articulate the ANU HDR experience and graduate attributes, and establish a consistent approach to marketing the ANU PhD.

> **Outcome.** Commenced in 2021.

The ANU PhD Story initiative encompasses multiple projects geared towards clearly articulating the ANU research training experience and enable us to attract the best and brightest minds.

A Working Group was established in Quarter 4 2021 by HDRC to define unique **HDR graduate attributes**. Stakeholder engagement enabled to align these proposed attributes with the broader ANU graduate attributes.

In 2022, ODHDR collaborated with the ANU Brand and Marketing team to prepare a centralised social media campaign for the upcoming domestic scholarship round (October). The aim of the campaign was to raise awareness of the ANU PhD and included the timely raise of the stipend to \$34k per annum. On the Future Students and Brand & Marketing teams suggestion, we endeavoured in 2023 to develop a new engaging promotional video with the support of the ANU Communications and Engagement (ACE) team. This artefact will become a cornerstone to the 2024 recruitment campaign.

# More information

- [HDR Decision Makers' Guide](#) [staff only]
- [HDR Industry Engagement](#)
- [ANU PhD Strategy Implementation Update](#)
- [HDR Intellectual Property Guide](#) [in development]

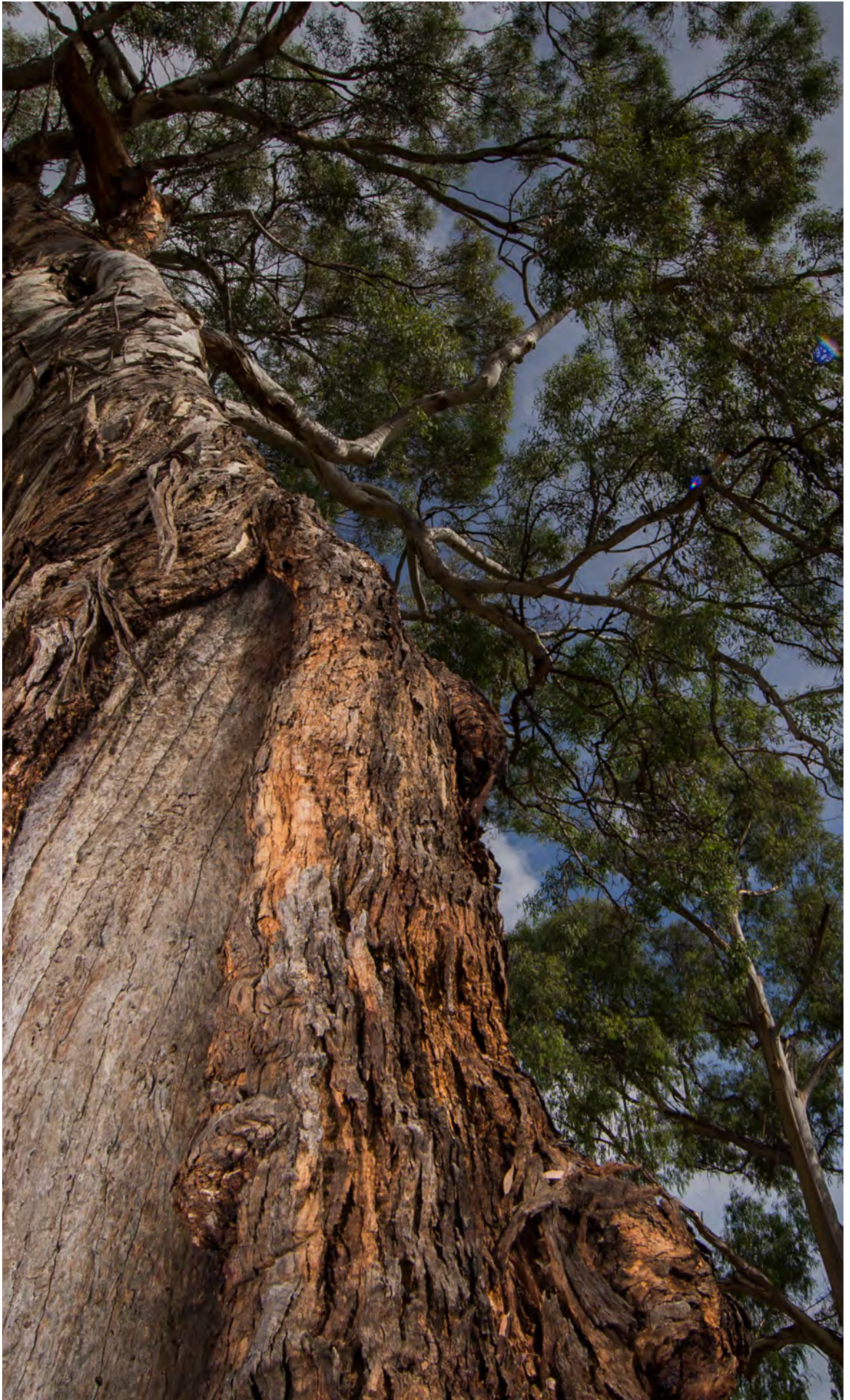
## TRANSITIONARY SITES

- [iThenticate for HDR](#)
- [Confirmation of Candidature](#)

Research Fest pilot,  
1 December 2023



Scarred Tree, ANU Campus  
Acton Canberra





Our Place in Canberra,  
Eastern Rosellas

## Continuous improvement

We have collaborated with different parts of the University to deliver the following lateral projects integral to the successful implementation and/or evaluation of the ANU PhD Strategy.

### Measuring candidate experience

#### Postgraduate Research Experience Survey (PRES)

This survey designed by AdvanceHE provides robust, benchmark data from a large number of institutions (including the Russell Group). The survey focuses on students' experiences of supervision, resources, research community, assessment, skills, professional development, and wellbeing. Results can be used to identify areas of strength or improve student outcomes.

PRES at ANU was delivered with the support of the Planning and Service Performance (PSP) team in 2021, 2022 and 2023. In future, PRES will be run in alternate years beginning in 2025.

The low response rate of 2023 PRES is attributed to its deployment too soon after 2022 PRES (just over a five month window). The decision was taken to deploy during AdvanceHE's benchmarking window. Due to the increase in the number of Australian universities participating in 2023 PRES (UNSW, UNewC, UWA), AdvanceHE was also able to provide an Australian benchmark.

Regression modelling for PRES 2021, 2022 and 2023 data shows three factors consistently as significant predictors of agreement with Overall Experience satisfaction:

- **commencing candidates** (as opposed to continuing),
- **candidates in agreement with Supervision Summary Scale** (as opposed to those that do not agree), and
- **candidates that receive greater number of opportunities** (as opposed to less).

#### Supervisory Relationship Survey

This research project led by the UNSW Australian Human Rights Institute aims to explore the views and experiences of HDRs and supervisors, particularly where there is neglect or the supervisory relationship became blurred or abusive.

In 2018, a pilot study was initiated jointly by UNSW and The University of Melbourne in response to the limited systematic research available. The project proposes to expand the study in 2024 to 12 universities, including ANU, drawing participants from all Faculties. Direct testimony from HDR candidates and supervisors will be sought via quantitative surveys and qualitative interviews, to provide robust insights into key issues and indicative recommendations.

## Program data

We are working with PSP to access meaningful and reliable data.

### Completions Dashboard

In 2023, PSP enabled access to real time HDR Completions dashboards. This data is important for performance reporting as it provides us with headcount time series by year, citizenship status, program, as well as cumulative month.

The COVID-19 pandemic significantly reduced our completions in 2020 (-16%). After stagnating in 2021 and 2022, we are now back on par with pre-COVID completion rates at 403 completions in 2023.

We expect to see the impact of our Strategic Initiatives on completions in 2024-2025.

### HDRC Candidate Reporting

PSP is developing under the input of ODHDR and direction of Dean HDR a standing annual report for HDRC, downloadable directly from Insight.

The report would provide custom and meaningful information to strengthen strategic decision-making and assess the effectiveness of the ANU PhD Strategic Initiatives.

The following data is of particular interest:

- **Admissions and Completions**
  - Admissions pipeline and conversion rates
  - Scholarships allocation overview (*new and total*)
  - Completions, weighting factor breakdown
- **Cohort Characteristics** (all candidates)
  - Demographic overview: origin, age, diversity factors
  - Milestone progression overview
  - Candidates to supervisor ratio
- **Cohort Performance**
  - On-time vs over-time candidate (*2 EFTSL for MPhils; 4 EFTSL for PhDs*)
  - Examination metrics

ODHDR staff will provide separate reports to HDRC on Industry Engagement activities and an overview of Joint and Dual award PhDs.

## Supervisor Dashboard

The Graduate Research Office (GRO) and Supervision Development Team (SDT) have closely collaborated with PSP to provide general reporting on HDR Supervisor registration data, HDR Supervisory Panel data and HDR Candidate data. The reports, to be made accessible in Insight, will provide HDR supervisors (and their supervisors) with visibility of their own registration status as well as their candidates' program evolution (maximum submission date, elapsed time, milestone completion status) to make informed decisions.

## Candidature management system

**In May 2023, PSP announced the decommission of the eForms software within 18 months, ending late 2024.**

Due to the complexity of the project, a contract extension with the service provider was negotiated in order to move to a long term alternative solution.

We will use this as an opportunity to select a suitable system that will improve our candidates' program management experience, and reduce manual and resource intensive processes.

There is currently no single solution for HDR candidature management. Early benchmarks show other Australian HEPs use multiple systems for different aspects, with some using over 20 different systems to meet their needs.

In 2024, PSP and ITS Research Value stream will work on the discovery and design of a long term solution integrating recent policy changes made to HDR Candidature, viz. Confirmation of Candidature and Oral Examinations.



# Looking forward

## Where we are going

Our priorities for 2024 are to intensify our efforts on the Leadership pillar and set into motion our **Leadership Development** and **Mentoring** programs. We will propel the **ANU PhD Story** to effectively articulate our unique graduate attributes, world-class research and prominence in shaping Australia's future. This, coupled with our newly implemented strategic initiatives, will enable us to establish a robust marketing approach to attract the best and brightest minds.

Operationally, we will oversee the significant changes to HDR program milestones approved in 2023, namely Confirmation of Candidature and Oral Examinations.

## Our next steps

ANU has recognised that the future of research lies at the interface of the traditional disciplines. As such, we intend to build a framework to support cross-university initiatives and institutes to establish **interdisciplinary cohorts** (1.4). Candidates will be provided with a unique and tailored interdisciplinary program early in their candidature and work to tackle complex problems. Beyond, we will enable workshops focused on interdisciplinary methods training to prepare our graduates to be leaders in any industry.

Building on the success of the NECTAR Mentoring Program, we will create an HDR **Mentoring Program** (4.2) to support candidate entering the University throughout their first year via peer-to-peer mentoring, and provide guidance to candidates in their final year looking into careers and post-PhD opportunities by connecting them with our alumni.

To realise this vision, it will be critical to **engage with our alumni** (3.5) to contribute to our **Networking** (3.4), **Mentoring** (4.2) and **Leadership Development** (4.1) programs. Alumni are a strategic lever to provide meaningful support and career development opportunities to our current HDRs as well as attract ambitious prospective candidates with our unique network.

### Coordinating best practice across the University

Lastly, we will initiate the creation of the ANU Graduate Research School to complement and add to existing capacity, provide candidates with a clear point of contact and timely support, and ensure collaborative work with Colleges and Schools in the delivery of the ANU PhD experience.

ANU has always been well placed to deliver a truly exceptional graduate research experience. Most of our work since 2021 has focused on establishing best practice consistently across the University. The highly devolved structure has failed to deliver the experience we want and expect of a world-class institution. We are now at the nexus of the ANU PhD Strategy, half-way through implementation and ideal time to constitute the ANU Graduate Research School to converge all remaining projects towards the reinvigorated HDR experience.

### Marketing and Recruitment: Articulating the ANU PhD Story

Building on last year's efforts, we aim to gear up strategic marketing activities to enable effective and efficient recruitment by providing creative asset templates for social media channels to each local area. A communication strategy was part of the commitment made to the University in the business case associated with the PhD stipend uplift in 2022, which committed to raising commencing load of PhD candidates over the next five years. Our key focus will be on the reputation of the university, academics and individual research schools and provide prospective students with information about the application process and availability of funding and scholarships in a simple format to improved user experience.

We will also work on scope and design for a future system for application, assessment, enrolment and onboarding of HDR candidates.

## Contact us

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# ANU HDRC - 1/2024 (06 March 2024)

## Item 2.1 HDR Cohort Analysis

### Purpose

To report annually on HDR cohort performance metrics to inform members and meet TEQSA compliance requirements.

Action required	<input checked="" type="checkbox"/> For information	<input checked="" type="checkbox"/> For discussion	<input type="checkbox"/> For decision
Sponsor	Pro Vice-Chancellor (Graduate Research)		
Author	PSP and Office of Pro Vice-Chancellor (Graduate Research)		
Recommendation	That the Committee note the report		
Attachments	2.1A HDR Cohort Analysis 2023 Annual Report		

### Background

The Higher Education Standards Framework (Threshold Standards) 2021 requires providers to ensure the periodic monitoring and review of student At HDRC 3/2023, Item 2.4 HDR Cohort profile data requirements the ODHDR presented initial data for inclusion in the report. The HDR Cohort Analysis 2023 Annual Report is the outcome.

This report sits alongside our regular student feedback surveys and benchmarking mechanisms: the Graduate Outcomes Survey (GOS); the Postgraduate Research Experience Survey (PRES); and the Supervisor Relationship Survey. PRES and the Supervisor Relationship Survey will be run in alternating years from 2024 onwards.

The report will be lodged annually to HDRC 1 by PSP. It will provide key HDR cohort performance metrics to inform the members for program quality assurance and improvement pathways. Report metrics have been carefully selected by Pro-Vice Chancellor Graduate Research and her office, in consultation with PSP and GRO to assess feasibility with existing data sources.

### Scope

#### **Admissions pipeline: understanding commencing cohorts**

Overview of HDR applications lifecycle – application, offers, acceptances, enrolments – including conversion rates and by key characteristics (domestic/international, Indigenous, gender), at the ANU and College levels.

In 2023, COL and CBE had the lowest conversion rate from applications to enrolments (7% and 8% respectively). Conversion rate can be affected by the quality of the pipeline in attracting target prospective candidates, or the selectivity of the program.

#### **Candidate EFTSL to Academic staff (level C-E) FTE: understanding our supervisory capacity**

This ratio describes our current resources distribution by dividing current HDR EFTSL by our academic staff (C-E) FTE, i.e. number of candidates by potential supervisor (in full-time equivalent). The five-year timeseries shows that ratio on a downward trend from 2019 and significantly dropping between 2022 and 2023. Although academic staff (C-E) FTE has increased, our candidate EFTSL has progressively dropped with fewer enrolments. This metric will enable us to compare our resourcing level with other Go8 Universities.

#### **Candidate EFTSL distribution: identifying overtime candidates**

This dataset shows by degree type (to account for differing study duration) and College of enrolment, student counts distributed by elapsed EFTSL for the most recent year.

As per AQF guidelines:

- any PhD candidate over 4 EFTSL, and
  - any MPhil candidate over 2 EFTSL
- are considered overtime.

In 2023, ANU has 725 overtime PhD candidates and 64 overtime MPhil candidates. Considering our current enrolment headcount of 2575, overtime candidates represent 31% of our HDR cohort. 30% PhD candidates are overtime compared to 42% MPhil candidates. At the College level, we found that CECC had the lowest proportion of overtime candidates at 21%, followed by CHM at 29% and COS at 29%. The other Colleges are all above 30% overtime candidatures: CASS at 33%, CAP at 36%, CBE at 38%, and COL at 54%.

***HDR cohort profile: understanding our candidates' characteristics***

These five-year timeseries reports represent the changes in our enrolments across multiple demographic characteristics, e.g. country of citizenship, age groups, gender, Indigeneity.

For instance, one example of valuable insight would be how Indigenous HDR enrolments have increased by 27% between 2019 and 2023, although the overall share has increased by 0.5 ppt.

Out of scope: Joint and Dual award PhD candidates (separate annual report to be determined), Industry Engagement Activities (annual report to HDRC 5).



Australian  
National  
University

# HDR Cohort Analysis

2023 Annual Report

Office of the Dean, Higher Degree Research

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TEQSA Provider ID: PRV12002 (Australian University)

CRICOS Provider Code: 00120C

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# Executive Summary

ASQO identified, following the HDR Programs Reviews of 2022 for the purposes of the University's TEQSA re-registration, the need for periodic monitoring and review of student performance as part of the normal operations. This report will be lodged annually to HDRC 1 by PSP and sit alongside our existing regular student feedback surveys and benchmarking.

The nature of our systems and data capture mechanisms, and complexity of HDR have been barriers to annual reporting from PSP to the Higher Degree Research Committee (HDRC).

Data sources used for this report come from the Student Administration System (SAS) and eForms.

**Out-of-scope:** Joint and Dual award PhD and Industry engagement reporting are out-of-scope of this report. An industry engagement report is provided annual to HDRC 5 by ODHDR. A Joint and Dual award PhD report will be specified and presented to HDRC at a later date.

## Highlights

### HDR Admissions pipeline

- The number of applications has increased in 2023, reversing the downward trend seen in recent years.
- Enrolments are stagnant and have yet to recover their pre-COVID levels.
- Five out of seven ANU Colleges have application to enrolment conversion rates circa 30%, except for COL (7%) and CBE (8%). See table 2, p.6.
- The application process appears to balance gender and residency splits amongst our entry cohorts, despite a slight overrepresentation of 'male' identifying applicants and larger number of international applicants. See tables 3,4-5, p.7-8.

### HDR Completions

- In 2023, we recovered our pre-COVID completion rates (approx. 400 completions). See tables 10-13, p.10-12.
- Colleges' completions:
  - CHM and CBE have had increasing completions since 2021.
  - COS and CAP have had fluctuations year-on-year.
  - CASS completions are on a slightly downward trajectory. See table 13, p.12.
- In 2023, we had 9 Indigenous completions out of 402 HDR completions, representing approximately 2.3% of the exiting cohort. See table 12, p.12.

### HDR cohort profile and performance

- Our domestic to international cohort split has moved in the last five years from approximately 70:30 to 57:43 respectively. This change is reflected in our admissions, with fewer commencing domestic candidates and more commencing international candidates. See charts p. 13.

### Over-time candidates

- In 2023, ANU has 789 overtime candidates (725 PhDs, 64 MPhils), representing 31% of our total HDR cohort. See tables 19-20, p.16-17.

### Examination

- Between 2019 and 2023, 80% of thesis examinations were completed in less than 3 months by examiners. See tables 21-22, p. 17-18.

### Scholarships

- In 2023, 36% of our candidates received a central stipend scholarship, compared to 20% received from a College. See tables 27-32, p.20-22.

# Part 1. Admissions and Completions

This section focuses primarily on our HDR admissions pipeline. Examining our entry pipeline provides us with an understanding of the efficacy of our recruitment activities and admission process, as well as the demographic profile of our entering cohorts. On the other hand, HDR completions data shows our exiting cohorts and overall performance towards RTP funding returns.

## HDR Admissions Pipeline

Since the COVID pandemic, we have seen a progressive decline of HDR applications and enrolments (see table 1). To address this issue, the University increased its central scholarship stipend rate in October 2022. This coincides with the increase in applications and enrolments seen in 2023.

At the College level, five out of seven have application to enrolment conversion rates circa 30% (see table 2). We take notice of two outliers – COL (7%) and CBE (8%) – who both have very low conversion rates.

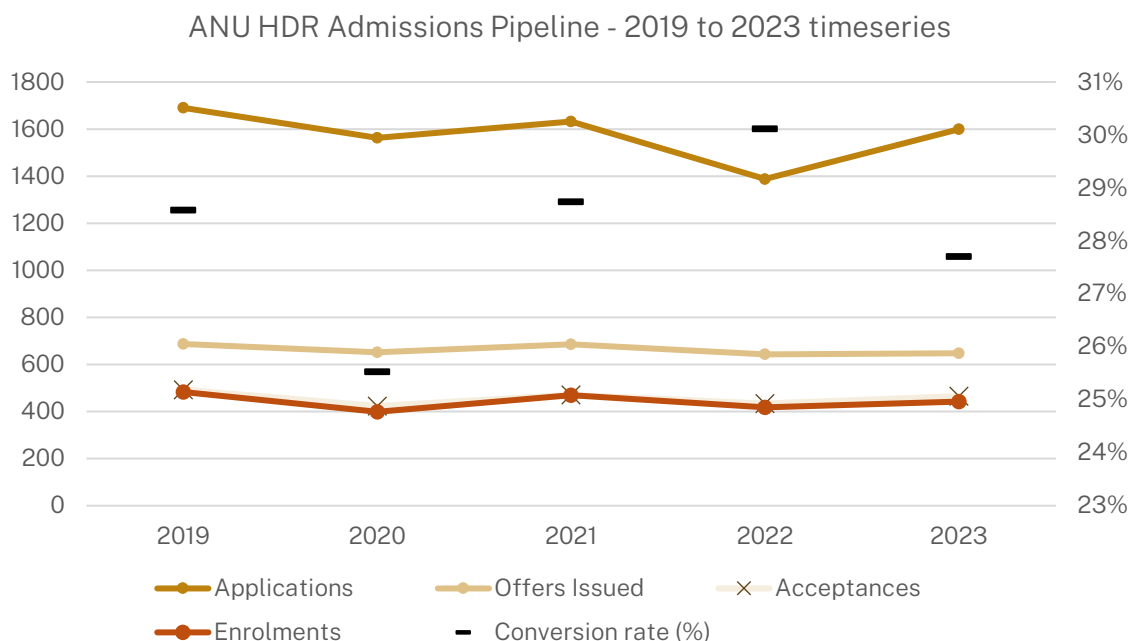


Table 1: ANU HDR Admissions Pipeline – 2019 to 2023 timeseries

	2019	2020	2021	2022	2023
<b>Applications</b>	1,690	1,563	1,632	1,388	1,599
<b>Offers Issued</b>	687	652	686	643	648
<b>Acceptances</b>	493	424	471	434	466
<b>Enrolments</b>	483	399	469	418	443

As at 13/02/2024. Data source: Admission cube in Insight PROD.

Table 2: ANU Colleges HDR Admissions Pipeline for 2023

	CASS	CAP	CBE	CECC	COL	CHM	COS
<b>Applications</b>	207	175	312	260	41	228	449
<b>Offers Issued</b>	100	81	31	134	9	105	188
<b>Acceptances</b>	74	54	26	86	3	78	145
<b>Enrolments</b>	71	54	26	75	3	76	138
<b>Applications to Enrolments Conversion Rate</b>	34%	31%	8%	29%	7%	33%	31%

As at 13/02/2024. Data source: Admission cube in Insight PROD.

## Applicant characteristics and entry cohorts' profile

### Gender

Despite a slight overrepresentation of 'male' identifying applicants over 'female' identifying applicants (approximately 60% to 40% respectively), the application process appears to balance the gender split of commencing cohorts closer to 50%.

*Note: 'unknown' means gender was not captured during the application/enrolment process.*

### Residency

On the other hand, the proportion of international applicants is consistently significantly higher than applications received from domestic students (c. 75% to 25% respectively). Interestingly, the admission process seems to generate entry cohorts with an almost 50:50 domestic to international candidate distribution. In 2023, domestic students represent 49% of the newly enrolment candidates. 2023 is the first year in the current five-year timeseries with commencing domestic candidates representing less than half of the total entry cohort (usually at just over 50%).

### Indigenous candidates

Indigenous HDR applications and enrolments increased in 2020 and 2021, but eventually decreased in 2023. Conversion rates of Indigenous candidates appear to improve over time.

**Table 3: ANU HDR Admissions Pipeline by Residency and Indigenous status – 2019 to 2023 timeseries**

	2019	2020	2021	2022	2023
<b>Domestic Non-Indigenous Applicants</b>	414	431	438	344	387
<b>Domestic Indigenous Applicants</b>	10	12	12	12	9
<b>International Applicants</b>	1268	1120	1182	1032	1204
<b>Domestic Non-Indigenous Enrolments</b>	265	231	264	201	219
<b>Domestic Indigenous Enrolments</b>	7	10	11	8	8
<b>International Enrolments</b>	211	158	194	209	216

As at 13/02/2024. Data source: Admission cube in Insight PROD.

**Table 4: ANU HDR Applicant by Gender – 2019 to 2023 timeseries**

Gender	2019	2020	2021	2022	2023
<b>Female</b>	664	660	673	573	695
<b>Male</b>	1023	902	955	809	901
<b>Indeterminate/ intersex/ unspecified</b>	3	1	4	4	3
<b>Unknown</b>	0	0	0	2	0
<b>Total Applicants</b>	1690	1563	1632	1388	1599

As at 13/02/2024. Data source: Admission cube in Insight PROD.

**Table 5: ANU HDR Enrolments by Gender – 2019 to 2023 timeseries**

Gender	2019	2020	2021	2022	2023
<b>Female</b>	221	195	211	204	218
<b>Male</b>	261	203	256	211	223
<b>Indeterminate/ intersex/ unspecified</b>	1	1	2	1	2
<b>Unknown</b>	0	0	0	2	0
<b>Total Enrolments</b>	483	399	469	418	443

As at 13/02/2024. Data source: Admission cube in Insight PROD.

**Table 6: ANU Colleges HDR Enrolments Gender Distribution for 2023**

	CASS	CAP	CBE	CECC	COL	CHM	COS
<b>Female</b>	36	31	10	26	1	47	67
<b>Male</b>	34	23	16	49	2	28	71
<b>Indeterminate/ intersex/ unspecified</b>	1	0				1	0
<b>Unknown</b>	0	0	0	0	0	0	0
<b>Applications to enrolments Conversion rate</b>	34%	31%	8%	29%	7%	33%	31%
<b>Female conversion rate</b>	32%	36%	9%	31%	5%	39%	35%
<b>Male conversion rate</b>	36%	26%	8%	28%	9%	27%	28%

As at 13/02/2024. Data source: Admission cube in Insight PROD.

## Conversion rates by characteristic

Conversion rates for domestic applicants are consistently higher than for international applicants by more than 47 percentage points. This can potentially be explained by our admission requirements which may represent additional barriers and cost to international applicants. There is little difference in the proportion of successful applicants depending on gender compared with residency characteristics. See table 7-8.

**Table 7: ANU HDR Admissions Pipeline Conversion Rate – 2019 to 2023 timeseries**

	2019	2020	2021	2022	2023
<b>Applicant to Offer</b>	40.7%	41.7%	42%	46.3%	40.5%
<b>Offer to Acceptance</b>	71.8%	65%	68.7%	67.5%	71.9%
<b>Acceptance to Enrolment</b>	98%	94.1%	99.6%	96.3%	95.1%
<b>Application to Enrolment</b>	28.6%	25.5%	28.7%	30.1%	27.7%

As at 13/02/2024. Data source: Admission cube in Insight PROD.

**Table 8: ANU HDR Application to Enrolment Conversion Rate by Characteristic – 2019 to 2023 timeseries**

	2019	2020	2021	2022	2023
<b>Domestic</b>	64.2%	54.4%	61.1%	58.7%	57.3%
<b>International</b>	16.6%	14.1%	16.4%	20.3%	17.9%
<b>Female</b>	33.3%	29.5%	31.4%	35.6%	31.4%
<b>Male</b>	25.5%	22.5%	26.8%	26.1%	24.8%

As at 13/02/2024. Data source: Admission cube in Insight PROD.

## Applicant geographic origin

**Table 9: Top three countries of origin of international applicants per College in 2023**

	CASS	CAP	CBE	CECC	COL	CHM	COS	ANU
<b>1</b>	China (34)	China (21)	China (80)	China (80)	China (5)	China (20)	India (83)	China (282)
<b>2</b>	Indonesia (10)	Indonesia (20)	Pakistan (25)	India (28)	Nigeria (4)	Ethiopia (20)	China (58)	India (147)
<b>3</b>	Iran (7)	Pakistan (9)	Iran (19)	Iran (28)	India (3)	India (18)	Pakistan (44)	Pakistan (111)

As at 13/02/2024. Data source: Admission cube in Insight PROD.

Note: (#) indicates applicant count.

## HDR Completions

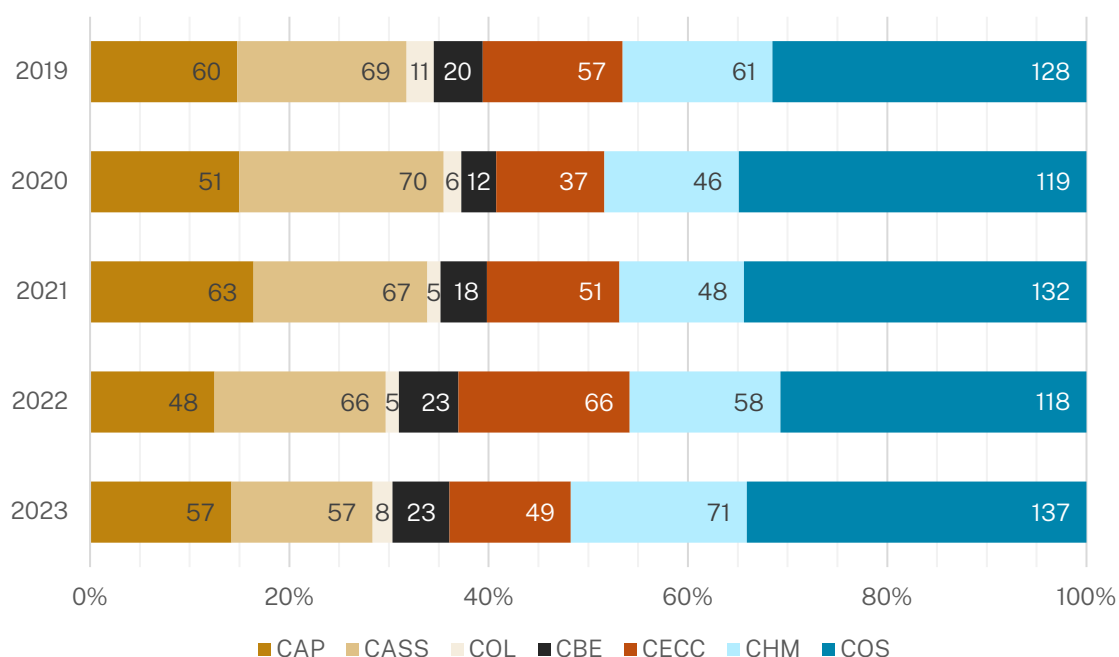
HDR completions affect the University’s Research Training Program (RTP) return funding. Each completion has an associated weight in the allocation formula. Weighting factors include degree (PhD or MPhil), field of education (high or low cost), and government priorities (Indigenous or industry internship).

We can observe the strong impact the COVID pandemic had on our completions in 2020 and 2021. We have recovered our pre-COVID completion rates this past year (see table 10-11).

### Colleges’ completions

Table 13 focuses on ANU Colleges HDR completions between 2019 and 2023. COS and CAP have had fluctuations year-on-year. CHM is on a rising trajectory since 2020, increasing its completion rate by 55% over the last four years (from 46 to 71). CBE is also on a rising trajectory albeit more modest in comparison to CHM, increasing its completions from 12 in 2020 to 23 in 2023. It is important to bear in mind that 2020 completions were significantly impacted by COVID and explains this apparent performance. CASS is the only College whose completions did not immediately decrease due to COVID; it is however on a slightly downward trajectory, with 2023 the lowest completions count in the last five years.

ANU Colleges HDR Completions share - 2019 to 2023



### Indigenous completions

In 2023, ANU reported 9 Indigenous HDR completions out of 402 HDR completions, representing approximately 2.3% of the exiting cohort (see table 12).

STACKED HDR Completions - 2019 to 2023 timeseries

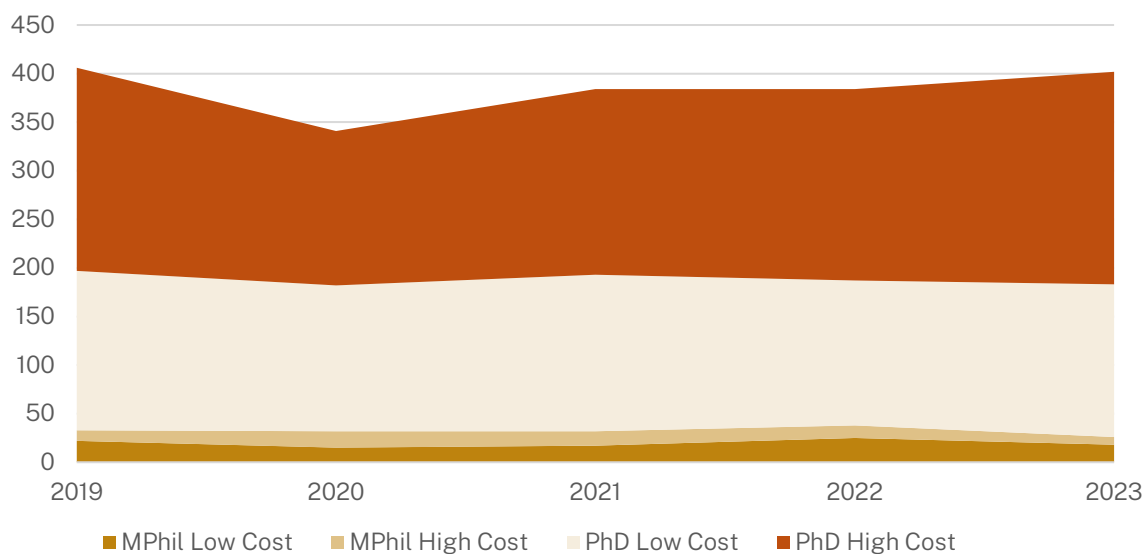


Table 10: ANU HDR Completions by Cost Category and Degree Type - 2019 to 2023 timeseries

	2019	2020	2021	2022	2023
PhD High cost	209	159	191	197	219
PhD Low cost	164	150	161	149	157
MPhil High cost	11	17	15	13	8
MPhil Low cost	22	15	17	25	18
<b>Total completions</b>	<b>406</b>	<b>341</b>	<b>384</b>	<b>384</b>	<b>402</b>

As at 12/02/2024. Data source: Insight Dev Program completions (relational).

Table 11: ANU HDR Completions by Degree - 2019 to 2023 timeseries

	2019	2020	2021	2022	2023
Master's by Research	33	32	32	38	26
PhD by Research	373	309	352	346	376
<b>Grand Total</b>	<b>406</b>	<b>341</b>	<b>384</b>	<b>384</b>	<b>402</b>

As at 12/02/2024. Data source: Insight Dev Program completions (relational).

Table 12: ANU HDR Completions by Cost Category and Indigenous status for 2023

	PhD High cost	PhD Low cost	MPhil High cost	MPhil Low cost	Total
Indigenous	1	6		2	9
Not Indigenous	218	151	8	16	393
<b>Total count</b>	<b>219</b>	<b>392</b>	<b>8</b>	<b>18</b>	<b>402</b>

As at 12/02/2024. Data source: Insight Dev Program completions (relational).

Note: A standalone FOE mapping table has been mapped to program code for 2019-2023. Note that the FOE mapping table might not be latest updated.

ANU Colleges HDR Completions - 2019 to 2023 timeseries

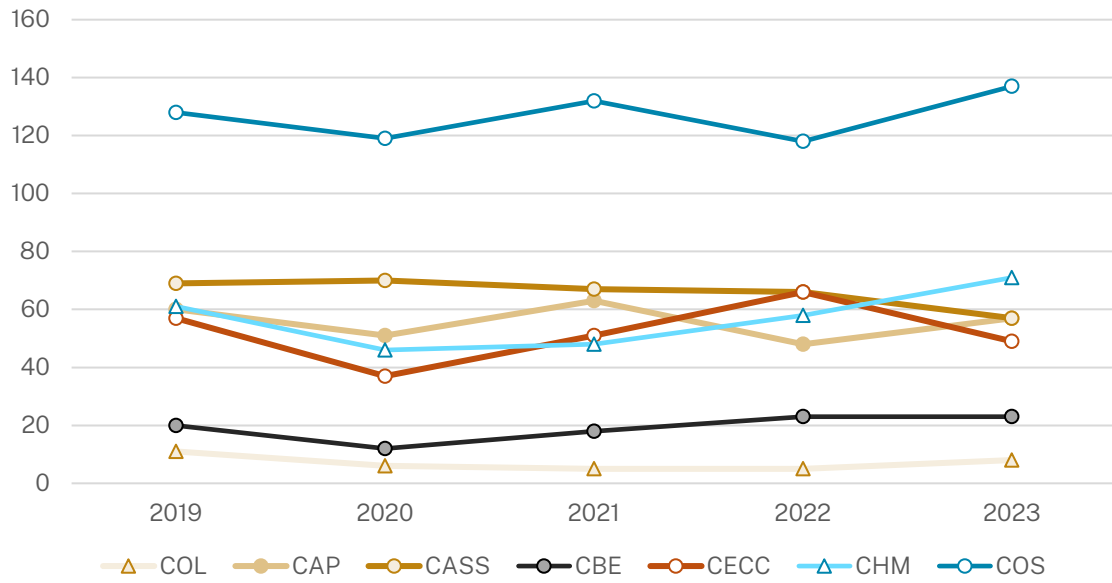


Table 13: ANU Colleges HDR Completions – 2019 to 2023 timeseries

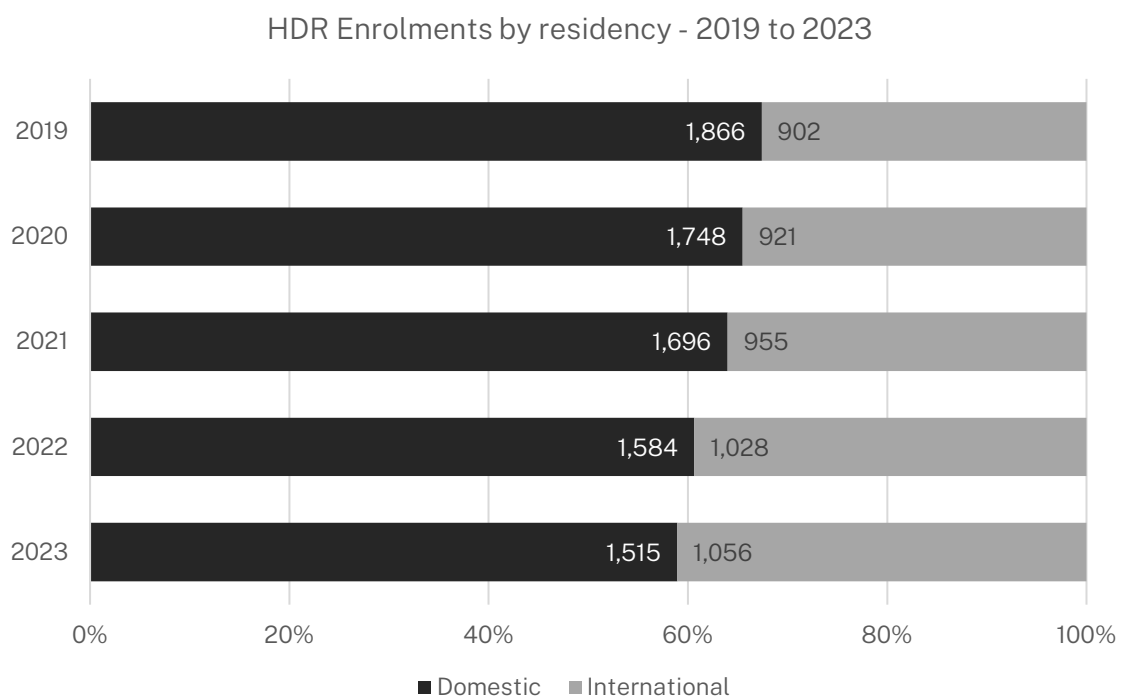
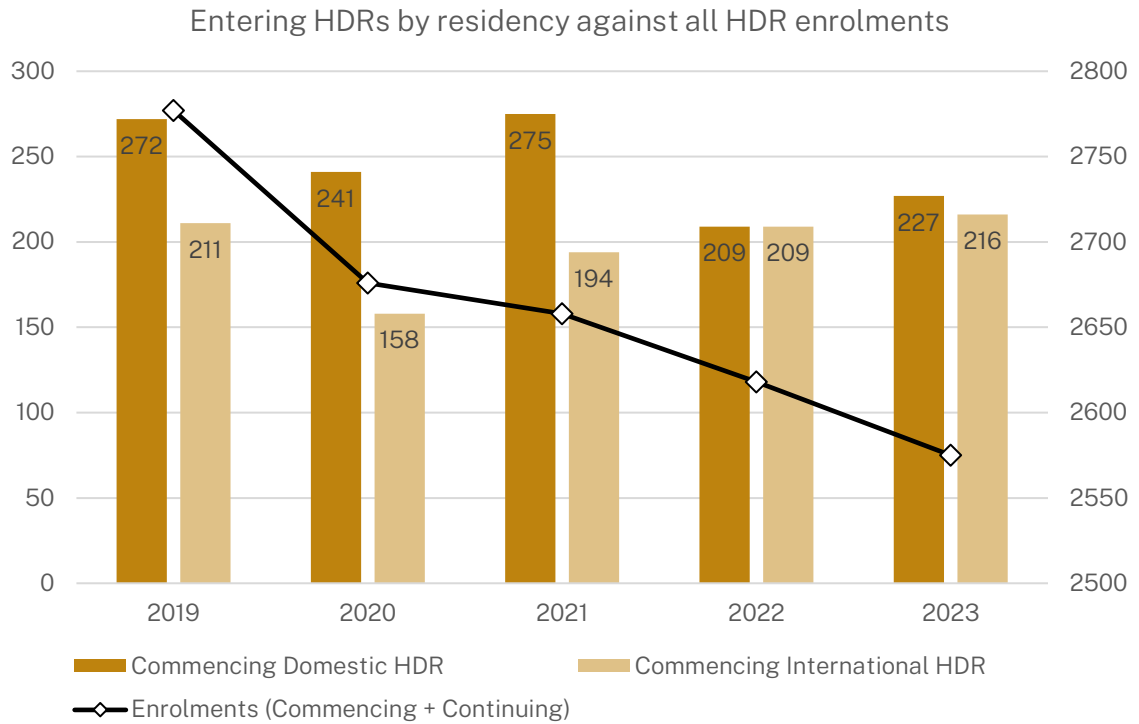
	2019	2020	2021	2022	2023
<b>COL</b>	11	6	5	5	8
<b>CAP</b>	60	51	63	48	57
<b>CASS</b>	69	70	67	66	57
<b>CBE</b>	20	12	18	23	23
<b>CECC</b>	57	37	51	66	49
<b>CHM</b>	61	46	48	58	71
<b>COS</b>	128	119	132	118	137
<b>Total</b>	406	341	384	384	402

As at 12/02/2024. Data source: Insight Dev Program completions (relational).

## Part 2. HDR cohort profile and performance

This section looks at the demographic characteristics and performance of all ANU HDR candidates (commencing and continuing).

### HDR cohort characteristics



**Table 13: ANU HDR Enrolments (headcount) by Residency – 2019 to 2023 timeseries**

	2019	2020	2021	2022	2023
<b>Domestic</b>	1,866	1,748	1,696	1,584	1,515
<b>International</b>	902	921	955	1,028	1,056
<b>Total</b>	<b>2,777</b>	<b>2,676</b>	<b>2,658</b>	<b>2,618</b>	<b>2,575</b>

As at 26/02/2024. Data source: Class Enrolment (relational) package - Insight PROD.

Filters: [Class enrolment].[Exclude zero EFTSL enrolments]; [Academic career code]='RSCH'; [Course enrolment status]='Enrolled'; [Census year] in ('2019', '2020', '2021', '2022', '2023')

Note: Number of <<Unknown/Not indicated>> is included in the Total

### International cohort origin

Most of our international candidates come from China. Chinese students are the most represented in CASS, CBE, CECC, CHM and COS. In CAP, Indonesia is the highest country by Citizenship represented in its cohort. COL is also an outlier; however, its international cohort is too small to examine any trend.

**Table 14: International HDR Candidates highest country by Citizenship per College (headcount) by Residency – 2019 to 2023 timeseries**

	2019	2020	2021	2022	2023
<b>CASS</b>	China (18)	China (17)	China (18)	China (19)	China (18)
<b>CAP</b>	Indonesia (56)	Indonesia (53)	Indonesia (51)	Indonesia (47)	Indonesia (48)
<b>CBE</b>	China (42)	China (50)	China (61)	China (62)	China (62)
<b>CECC</b>	China (79)	China (93)	China (112)	China (117)	China (129)
<b>COL</b>	USA (2)	USA (2)	USA (1)	USA (1)	USA (1)
<b>CHM</b>	India (17)	China (22)	China (22)	China (23)	China (23)
<b>COS</b>	China (84)	China (87)	China (99)	China (95)	China (96)
<b>ANU Total</b>	<b>China (256)</b>	<b>China (286)</b>	<b>China (345)</b>	<b>China (330)</b>	<b>China (332)</b>

As at 26/02/2024. Data source: Class Enrolment (relational) package - Insight PROD.

Filters: [Class enrolment].[Exclude zero EFTSL enrolments]; [Academic career code]='RSCH'; [Course enrolment status]='Enrolled'; [Census year] in ('2019', '2020', '2021', '2022', '2023'); [Australian citizenship domestic/international]='International'

Note: Program/plan college codes = program owner college

**Table 15: HDR Enrolments by Age Group – 2019 to 2023 timeseries**

	2019	2020	2021	2022	2023
<b>19 to 24 years</b>	358	330	332	276	278
<b>25 to 29 years</b>	923	911	911	926	904
<b>30 to 39 years</b>	895	871	874	892	860

<b>40 to 49 years</b>	332	314	306	298	300
<b>50 to 59 years</b>	167	156	147	140	145
<b>60+ years</b>	102	94	88	86	88
<b>Total</b>	<b>2,777</b>	<b>2,676</b>	<b>2,658</b>	<b>2,618</b>	<b>2,575</b>

As at 26/02/2024. Data source: Class Enrolment (relational) package - Insight PROD.

Filters: [Class enrolment].[Exclude zero EFTSL enrolments]; [Academic career code]='RSCH'; [Course enrolment status]='Enrolled'; [Census year] in ('2019', '2020', '2021', '2022', '2023')

**Table 16: HDR Enrolments by Gender – 2019 to 2023 timeseries**

Gender	2019	2020	2021	2022	2023
<b>Female</b>	1,362	1,304	1,283	1,277	1,253
<b>Male</b>	1,405	1,361	1,363	1,329	1,311
<b>Indeterminate/ intersex/ unspecified</b>	7	9	11	10	9
<b>Unknown</b>	3	2	1	2	2
<b>Total enrolments</b>	<b>2,777</b>	<b>2,676</b>	<b>2,658</b>	<b>2,618</b>	<b>2,575</b>

As at 26/02/2024. Data source: Class Enrolment (relational) package - Insight PROD.

Filters: [Class enrolment].[Exclude zero EFTSL enrolments]; [Academic career code]='RSCH'; [Course enrolment status]='Enrolled'; [Census year] in ('2019', '2020', '2021', '2022', '2023')

**Table 17: HDR Enrolments by Indigenous status – 2019 to 2023 timeseries**

	2019	2020	2021	2022	2023
<b>Indigenous</b>	41	41	49	50	52
<b>Non-Indigenous</b>	2,705	2,618	2,599	2,563	2,517
<b>Total enrolments</b>	<b>2,777</b>	<b>2,676</b>	<b>2,658</b>	<b>2,618</b>	<b>2,575</b>

As at 26/02/2024. Data source: Class Enrolment (relational) package - Insight PROD.

Filters: [Class enrolment].[Exclude zero EFTSL enrolments]; [Academic career code]='RSCH'; [Course enrolment status]='Enrolled'; [Census year] in ('2019', '2020', '2021', '2022', '2023')

Note: unknown number is included in total.

## Cohort performance

Change in study load dropped in 2020 due to the pandemic but has since stabilised at a lower level than pre-COVID (see table 18).

**Table 18: HDR Change in Study Load Intensity – 2019 to 2023 timeseries**

	2019	2020	2021	2022	2023
<b>Approve change counts</b>	168	118	140	139	142

As at 26/02/2024.

### Over-time candidates

This dataset shows by degree type (to account for differing study duration) and College of enrolment, student counts distributed by elapsed EFTSL for the most recent year.

As per AQF guidelines:

- any PhD candidate over 4 EFTSL, and
- any MPhil candidate over 2 EFTSL

are considered overtime.

In 2023, ANU has 725 overtime PhD candidates and 64 overtime MPhil candidates. Considering our current enrolment headcount of 2575, overtime candidates represent 31% of our HDR cohort (see table 19). 30% PhD candidates are overtime compared to 42% MPhil candidates (down to 13% if counting from >3 EFTSL).

At the College level, we found that CECC had the lowest proportion of overtime candidates at 21%, followed by CHM at 29% and COS at 29%. The other Colleges are all above 30% overtime candidatures: CASS at 33%, CAP at 36%, CBE at 38%, and COL at 54%.

**Table 19: PhD Candidates distribution by elapsed EFTSL**

	0<1	1<2	2<3	3<4	4<5	5<6	>6
<b>COL</b>	5	4	5	5	11	5	6
<b>CAP</b>	55	58	64	63	64	31	37
<b>CASS</b>	66	63	80	92	93	33	19
<b>CBE</b>	21	19	27	20	34	17	5
<b>CECC</b>	79	63	67	73	54	13	4
<b>CHM</b>	49	67	53	69	50	23	12
<b>COS</b>	136	140	134	119	127	61	26
<b>PhD Total</b>	411	414	430	441	433	183	109

As at 26/02/2024.

Table 20: MPhil Candidates distribution by elapsed EFTSL

	0-1	1<2	2<3	3<4	4<5	5<6	>6
CAP	2			1			
CASS	10	3	2	2	1	2	
CBE	3	3	2				
CECC	5	4	2	1	1	2	
CHM	32	12	29	4	1		1
COS	10	5	8	2	1	2	
<b>MPhil Total</b>	<b>62</b>	<b>27</b>	<b>43</b>	<b>10</b>	<b>4</b>	<b>6</b>	<b>1</b>

As at 26/02/2024.

### Examination duration

Between 2019 and 2023, 80% of thesis examinations were completed in less than three months and 19% in three to six months (see table 21).

Table 22 shows the distribution of time taken for thesis outcomes between 2019 and 2023. Time taken for thesis outcomes includes time take by examiners (as per table 21) and the Delegated Authority and Associate Dean decision-making.

Out of 1731 thesis outcomes over the last five years:

- 7% were determined in less than three months,
- 43% between three and six months,
- 27% between six and nine months,
- 11% between nine and twelve months, and
- 10% in over a year.

Nine theses in the last five years took more than two years to reach an outcome.

Table 21: Distribution of completed examination duration between 2019 and 2023

	0>3 months	3<6 months	6>9 months	9>12 months	>12 months
CASS	576	148	9	4	1
CAP	573	169	3		
CBE	256	28			
CECC	574	178	6		2
COL	68	22	1		
CHM	579	119	6		
COS	1,382	296	4	3	
<b>ANU Total</b>	<b>4,008</b>	<b>960</b>	<b>29</b>	<b>7</b>	<b>3</b>

As at 26/02/2024

Note: excludes ongoing examinations.

**Table 22: Time taken for thesis outcome between 2019 and 2023**

	0>3 months	3<6 months	6>9 months	9>12 mo.	1>2 years	>2 years
<b>Thesis Outcome</b>	134	755	469	190	174	9

As at 26/02/2024

### Examiner rating of thesis evaluation components

**Table 23: Distribution of examiner rating count per candidate for each evaluation component in 2023**

Value	A	B	C	D	E	F	Total
<b>1 - Exceptional</b>	201	191	233	199	177	187	1188
<b>2 - Excellent</b>	431	449	419	434	414	416	2563
<b>3 - Very good</b>	228	227	211	223	248	219	1356
<b>4 - Good</b>	93	84	87	95	90	106	555
<b>5 - Fair</b>	19	21	20	22	35	38	155
<b>6 - Flawed</b>	5	5	7	4	13	11	45

As at 26/02/2024. Data source: SAS Query 'ANU\_SA\_THESIS\_SUBMISSION'.

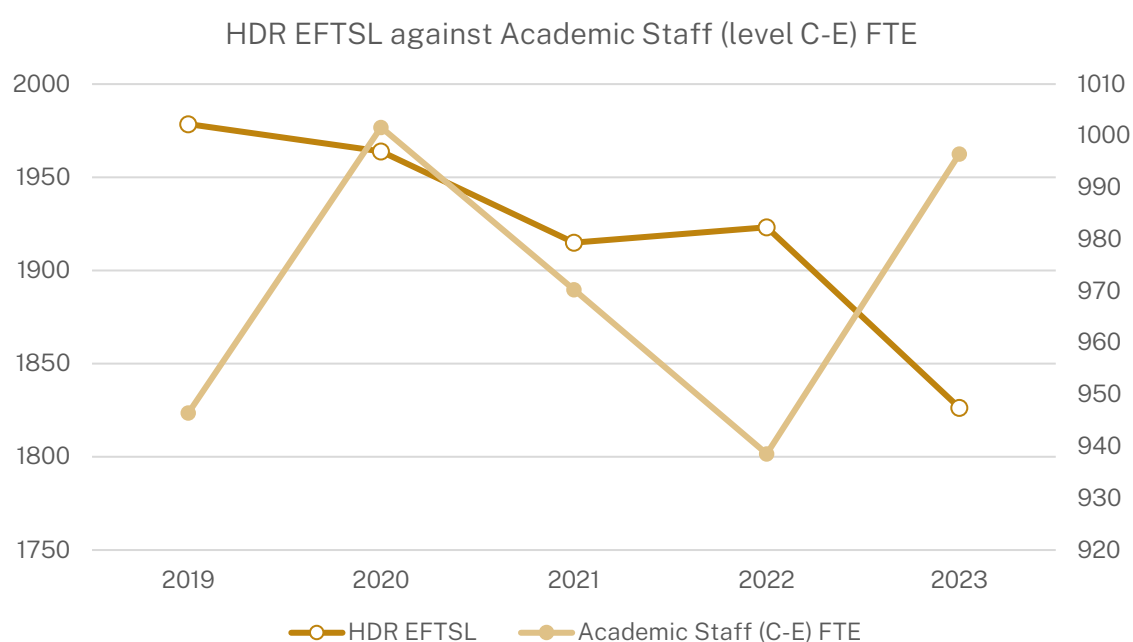
## Part 3. Resources and Scholarships

### Supervisory capacity

The HDR EFTSL per Academic Staff (level C-E) ratio shows the number of enrolled candidates (in full-time equivalency) to the potential number of supervisors (i.e. full-time equivalent academic staff levels C-D-E and excluding casual staff).

For example, in 2022 for every academic staff (C-E) there was 2.05 HDR students enrolled.

Tables 25 and 26 indicate reverse trends, with decreasing HDR EFTSL and increasing Academic staff FTE. Due to lower enrolments in 2022 and 2023, we now have more supervisors than students than pre-COVID. On the other hand, we saw staff employment decreasing in 2021 and 2022 due to COVID-related budget cuts.



**Table 24: HDR EFTSL per Academic staff (level C-E) FTE ratio – 2019 to 2023 timeseries**

	2019	2020	2021	2022	2023
<b>HDR/staff ratio</b>	2.09	1.96	1.97	2.05	1.83

As at 13/02/2024. Data source: Class Enrolment (relational) package - Insight PROD.

Note: excludes casual academic staff

**Table 25: HDR Equivalent Full-Time Study Load – 2019 to 2023 timeseries**

	2019	2020	2021	2022	2023
<b>HDR EFTSL</b>	1978.54	1963.81	1914.94	1923.15	1826.33

As at 13/02/2024. Data source: Class Enrolment (relational) package - Insight PROD.

Note: These are the total EFTSL for all the HDR Candidates for census year of 2019-2023. Data is a snapshot of 31st December of each year.

HDR Candidates are not necessarily the only candidates being supervised by the Academic staff (level C-E). Only HDR candidates with enrolled course enrolment status is filtered for this data.

## Scholarships distribution

### Stipend scholarships support

Care was taken to not double count stipend scholarship data. Stipend scholarships were counted for each year of allocation (meaning the stipend lifecycle is considered in table 26, 27 and 28).

In 2023, 36% of our candidates received a central stipend scholarship to support their studies, compared to 20% receiving a stipend provided by a College, and 2% by a sponsor. Funding sources for candidates not administered by the ANU is not captured by our system, so candidates counted as no stipend is less reliable than central, college and sponsored counts. Some candidate records indicate uncertain funding sources and were counted as 'multiple sources'.

**Table 26: HDR candidates stipend count by funding source – 2019 to 2023 timeseries**

HDR stipends	2019	2020	2021	2022	2023
<b>Central</b>	782	795	956	915	938
<b>College</b>	582	505	450	483	539
<b>Sponsored</b>	41	50	47	63	57
<b>No stipend</b>	1191	1102	924	888	868
<b>Multiple sources</b>	179	224	281	269	174
<b>Other</b>	1	6	4	3	2
<b>Total enrolments</b>	<b>2777</b>	<b>2676</b>	<b>2658</b>	<b>2618</b>	<b>2576</b>

As at 26/02/2024. Data sources: Scholarship extract and Class Enrolment (relational) package - RSCH data 2019-2023.

Note: the stipends, fee scholarships and supplementary mapping data are provided by ODHDR.

**Table 27: HDR Domestic candidates stipend count by funding source – 2019 to 2023 timeseries**

Domestic stipends	2019	2020	2021	2022	2023
<b>Central</b>	631	616	691	647	641
<b>College</b>	157	134	127	131	143
<b>Sponsored</b>	13	15	17	22	19
<b>No stipend</b>	824	774	659	604	588
<b>Multiple sources</b>	148	137	165	154	115
<b>Other</b>	1	6	4	3	2

As at 26/02/2024. Data sources: Scholarship extract and Class Enrolment (relational) package - RSCH data 2019-2023.

Note: the stipends, fee scholarships and supplementary mapping data are provided by ODHDR.

**Table 28: HDR International candidates stipend count by funding source – 2019 to 2023 timeseries**

International stipends	2019	2020	2021	2022	2023
<b>Central</b>	150	178	264	267	296

<b>College</b>	425	371	323	352	396
<b>Sponsored</b>	28	35	30	41	38
<b>No stipend</b>	368	322	260	281	278
<b>Multiple sources</b>	30	86	116	115	59

As at 26/02/2024. Data sources: Scholarship extract and Class Enrolment (relational) package - RSCH data 2019-2023.

Note: the stipends, fee scholarships and supplementary mapping data are provided by ODHDR.

### Fee scholarships support

There are multiple types of fee scholarships:

- RTP Fee Offset: a government mechanism supporting the costs of research students to the institution over four years. Domestic students are automatically allocated one and will bear no fees for the duration of their degree. There is a 10% allocation limit for international students.
- Fee Remission scholarships: mechanism where the institution covers the cost of study.

**Table 29: HDR candidates fee support by funding source – 2019 to 2023 timeseries**

International stipends	2019	2020	2021	2022	2023
<b>RTP Fee Offset (Domestic)</b>	1,435	1,339	1,309	1,246	1,215
<b>RTP Fee Offset (International)</b>	71	76	76	66	62
<b>Fee Remission Scholarship (Central)</b>	620	642	675	755	796
<b>Fee Remission Scholarship (College)</b>	3	1	1	1	2
<b>Fee paying - sponsored</b>	620	590	563	519	476
<b>Multiple sources</b>	28	28	34	31	25
<b>Total enrolments</b>	2,777	2,676	2,658	2,618	2,576

As at 26/02/2024. Data sources: Scholarship extract and Class Enrolment (relational) package - RSCH data 2019-2023.

Note: the stipends, fee scholarships and supplementary mapping data are provided by ODHDR.

### Supplementary scholarships support

Supplementary scholarships, often referred to as 'top-up' scholarships are recurring payments meant to complement stipend payments received by a candidate. Table 31 shows all supplementary awards managed by the ANU; there may be other external sources of funding candidates receive to support their study.

**Table 30: HDR candidates with supplementary scholarships – 2019 to 2023 timeseries**

Supplementary awards	2019	2020	2021	2022	2023
<b>College</b>	263	267	254	232	209
<b>Sponsored</b>	5	2	2	3	7
<b>Total</b>	268	269	256	235	216

As at 26/02/2024. Data sources: Scholarship extract and Class Enrolment (relational) package - RSCH data 2019-2023.

Note: the stipends, fee scholarships and supplementary mapping data are provided by ODHDR.

### Scholarship payments

There are complexities with identifying the cost of fee scholarships to the institution as there is no actual payment flow. PSP has been able to procure HR payment data to ascertain the stipend payments made to candidates.

Table 31 provides us with an idea of how many international candidate dependents we are supporting each year. For instance, in 2023 ANU supported approximately 55.5 dependent children. We also observe the impact of the stipend rate increase between 2022 and 2023.

**Table 31: HDR Scholarships payments (AU\$) by ANU – 2019 to 2023 timeseries**

	2019	2020	2021	2022	2023
<b>OSeas Dependants</b>	105,654	120,894	96,822	113,568	166,545
<b>Scholarship Allowance</b>	100,512	93,763	301,415	294,647	222,009
<b>Scholarship Stipend FT</b>	43,718,702	44,631,691	42,539,181	43,845,289	51,266,634
<b>Scholarship Stipend PT</b>	456,866	463,185	642,150	674,190	817,699
<b>Total</b>	<b>44,381,734</b>	<b>45,309,532</b>	<b>43,579,567</b>	<b>44,927,694</b>	<b>52,473,108</b>

As at 26/02/2024. Data sources: HR data.

Note: value in AUD; rounded to the nearest whole number; removed single 'Lump Sum Arrears under limit' payment (\$221) for 2023 for clarity purposes.