



Why strong leadership is important in Higher Degree by Research

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Aims of the Workshop

- Roles of Postgraduate Co-Ordinator and Associate Dean
- Necessary qualities?
- What is the job description?
- What is beyond your control?
- What would you like to change?
- What aspects of strategy/policy could help?
- IMPORTANT TO SHARE PRACTICE



Managing Processes

- Decision-making on applications
- Inductions/welcome to academic unit
- Candidate management: annual reviews, variations and progress monitoring
- Rank applicants for competitive scholarships
- Liaise re nomination of external examiner
- Advise on outcomes of examiners' reports
- Respond to complaints or disclosures



Influencing People

- Support and advice to HDRs
- Support supervisors and give policy-informed advice
- Disseminate information about training/research opportunities
- Social/training events for candidates and/or supervisors
- Discuss complex cases with other academic leaders
- Mediate between candidates/supervisors
- Advise Head of School/Associate Dean/Dean



Essential qualities?

- Good interpersonal skills
- Knowledge of University rules & policies
- Good working relationships
- Listen, investigate and reflect before making a decision
- Coach or advise supervisors
- Willing to ask for advice
- An example of good practice
- Knowledge of national regulatory frameworks



The reality: Difficult Decisions

- being pressurized to recommend admission for an applicant
- a candidate trying to make progress with an absentee supervisory team
- a candidate or supervisor with mental health issues
- Navigating and making recommendations based on conflicting examiners' reports
- Undeclared conflicts of interest



The reality: Difficult Decisions

- dealing with bullying behaviour or harassment
- students who keep missing milestones
- a supervisor accusing a student of academic or research misconduct (or vice versa)
- A candidate needing to change supervisors
- A candidate wishing to submit a thesis without supervisor or school endorsement



Workshop's Agenda

- Admissions decisions
- Having difficult discussions
- Industry internships
- Confidentiality and mental wellbeing

