

Subject Outline

Subject Title	Professional Development
Subject Code	RM7003
Study Period	Research Training Periods 1-4
Attendance Mode	Standard
Campus	Townsville, Cairns and Online
Subject Coordinator/Division/College	Associate Professor Liz Tynan, Professional Development Coordinator Research Division Graduate Research School

At James Cook University, we acknowledge the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the Traditional Owners of the lands on which our campuses and study centres are located and where we conduct our business. We pay our respects to ancestors and Elders, past, present and future. JCU is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to JCU and society.

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This subject outline has been prepared by A/Prof Liz Tynan for the Graduate Research School, Research Division, James Cook University. Updated August 2023.

The information provided in this subject outline is correct as at the time of completion and may change in response to changing University resources. Any changes will be approved by the College Dean or representative and will be communicated to students via the LearnJCU subject site.

1 Subject Details

1.1 Subject Outline Preparation

Q1. This subject is offered across more than one campus and/or mode and/or study period within the one calendar year.	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Q2. If yes (Q1), the design of all offerings of this subject ensure the same learning outcomes and assessment types and weightings.	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Q3. If no (Q2), [Type here] has authorised any variations, in terms of equivalence.		

1.2 Subject Outline Peer Reviewer

Name	Dr Laretta Grasso
Position	Manager, Graduate Research Operations
Date reviewed	10August 2023

1.3 Staff contact details

Key Staff	Staff member	Room	Phone	Email	Consultation times*
Subject Coordinator	A/Professor Liz Tynan	017-148	+61 7 4781 6278	elizabeth.tynan@jcu.edu.au	By appointment
Primary Advisor	This is the Primary Advisor of the Candidate undertaking this subject				
Chair, Candidature Committee	The Chair of Candidature Committee is appointed by the College Associate Dean of Research Education and approved by the Dean of the Enrolling Organisational Unit				
Dean, Graduate Research	Professor Ian Atkinson (Acting)	017-028	+61 7 4781 5575	deangrs@jcu.edu.au	By appointment
Director, HDR Cohort Doctoral Studies Program (if applicable)	Please contact relevant Enrolling Organisational Unit for details				

*Other consultation times by appointment only.

1.4 Candidate participation requirements

Please note that RM7003 Professional Development is an optional subject for MPhil candidates, available to candidates who choose to undertake activities specified in this outline. Also note that all MPhil candidates, whether or not they opt into RM7003, must complete the Fixed component, as part of Federal Government requirements.

A Masters of Philosophy (MPhil) degree from James Cook University is designed to prepare graduates for a wide variety of careers. MPhil graduates are internationally recognised as highly qualified researchers. The skills you develop during your MPhil will enable you to develop yourself professionally within your existing sector, or to apply your research, critical thinking, and problem-solving skills to new contexts. Most Higher Degree by Research (HDR) candidates will go on to have careers outside academia, and career opportunities expand if they use their candidature for skills development. The first professional appointment after graduation will be determined not only by the research-specific technical skills gained during candidature but also the transferable generic skills and personal attributes. The JCU Graduate Research School (GRS) therefore makes available a flexible skills development program intended to provide a framework for skills acquisition. Candidates, in consultation with their advisors, will be supported to undertake professional development activities that equip them for careers in the knowledge economy and that accord with our HDR Graduate Attributes. Attainments as part of RM7003 Professional Development are recorded on the Australian Higher Education Graduate Statement (AHEGS), enabling future employers to see the nature and scope of professional development undertaken by the candidate.

MPhil candidates may opt into RM7003 Professional Development at any time during their candidature, up until the Pre-Completion milestone. If you wish to opt in please indicate in the Pre-completion Form.

The two elements of RM7003 Professional Development (see below) are confirmed as completed at Confirmation of Candidature and at Pre-Completion by GRS staff via SkillsJCU. The MPhil candidate's Candidature Committee will evaluate progress in meeting the requirements of RM7003 through review of the candidate's HDR Professional Development Audit and Plan which is completed in SkillsJCU, supporting evidence that includes the Evaluation of RM7003 Record of Professional Development (part of the Pre-Completion milestone form).

1.5 Subject description

RM7003 Professional Development consists of two components: Fixed and Flexible (which may also include the Conditional component, if relevant). All HDR candidates must undertake the Fixed component before Confirmation of Candidature by completing all activities specified as such in SkillsJCU. MPhil candidates who are undertaking RM7003 Professional Development should also complete the Flexible Component by their Pre-Completion milestone. The GRS also provides the opportunity for candidates who wish to go further by having their PD activities counted in the entirely optional Recommended component (see below)

Candidates may apply for Recognition of Prior Learning or RPL (for the Fixed component only) and should apply in writing to the Subject Coordinator providing justification to support the request, which must be endorsed by their Primary Advisor. Justification may include recent completion of a research degree at another university where similar training was offered. In addition, JCU MPhil graduates who immediately join a JCU PhD program may carry over professional development activities from the MPhil studies to be counted as part of their PhD professional development subject if they wish. Candidates who are unsure if this applies to them may contact grs@jcu.edu.au

1.5.1 Fixed Component

- Fixed component activities in most cases may be undertaken either via live Zoom sessions or through online modules and are booked and undertaken via SkillsJCU.

1.5.2 Flexible and Recommended Components

MPhil candidates who opt into RM7003 Professional Development may fulfil the Flexible part of the program either by completing 10 hours of suitable activities OR by acquiring 3 points in the Leadership and Initiative category. Their advisory team must approve these activities. In addition, candidates who exceed the threshold requirements of either 10 hours of training or 3 points in L&I may wish to have their efforts counted in the Recommended category, which is entirely at the discretion of candidate and advisory team. The benefit of undertaking the Recommended component, apart from the knowledge gained, is that these activities are also reflected in the AHEGS, which may further assist career aspirations.

All candidates are encouraged to work with their advisory team to design a professional development program that best suits their career aspirations. The GRS makes available a range of professional development workshops and series, although candidates are not obliged to undertake any of these. Candidates may assemble their Flexible and Recommended professional development program in any way they wish, with the support of their advisory team. Specially developed online HDR modules in understanding knowledge, methodologies and various kinds of communication are offered by the GRS (from 2022 onwards) and may be included in either the Flexible or Recommended components. In addition, candidates may consider any other suitable development opportunities from external agencies, such as the e-Grad School, ACSPRI, MOOCs, etc.

The Flexible Component of the subject should be discussed and developed by the candidate and their advisory team using the Professional Development Audit and Plan before Confirmation of Candidature. This audit is recorded in the paperwork for Confirmation of Candidature, and is an opportunity for the candidate and advisory team to note current skills and forecast those that are needed for both the project and the career aspirations.

The Flexible Component includes any Conditional Components specified in the candidate's Conditions of Candidature and/or in correspondence from the Graduate Research School or the Enrolling Organisational Unit. Such conditional components may be counted towards the completion of the Flexible Component of the professional development program and may comprise elements such as, but not limited to:

- An English writing support program resulting from the Post-Entry Language Assessment (PELA);
- Participation in the Academic Writing and Editing (AWE) Program;
- Skills and safety courses required to conduct the research, e.g. diving, boating, first aid;
- Research ethics workshops required to obtain required human or animal ethics approvals for the research;
- 'StatsHelp' program pre-requisites (or online equivalents); and
- Specialised training at the JCU Advanced Analytical Centre or the Marine and Aquaculture Research Facilities (MARF)

1.5.3 Teaching

Candidates may count new tertiary teaching (lecturing and tutoring), for which they are being mentored, towards RM7003. Note that subjects that the candidate has taught prior to MPhil enrolment may not be counted. However, if the candidate is being mentored by an academic, they may count the contact hours that they have taught. This information will be formally recorded on the AHEGS at graduation.

1.5.4 Leadership and Initiative

Candidates may choose to complete their Flexible component under the Leadership and Initiative category. This category encourages candidates to engage in professionally beneficial activities during candidature, and have these formally acknowledged on their AHEGS. Candidates may undertake a wide range of activities for which a points system applies; this category does not require hours to be counted. Candidates may exceed 3 points if they wish. Points are awarded on a sliding scale, where some activities (such as running a writing circle) attract more points (3), than attending a conference (1). The activities include but are not limited to:

- Establishing and running a writing circle or Shut Up And Write Group (3 points)
- Establishing and running a journal club (3 points)
- Chairing a committee to organise and run a conference for peers (3 points)
- Publishing a journal article (3 points)
- Being an HDR Ambassador (3 points)
- Running skills training (for example, R training) for peers (3 points)
- Presenting a paper or a poster at a conference (3 points)

- Being mentored to work on the editorial committee of a scholarly journal (3 points)
- Being a committee member for a peer conference (2 points)
- Assisting an academic to organise a conference (2 points)
- Undertaking official social media activities during an academic conference (2 points)
- Participating in a JCU 3MT competition, at either College or University level (2 points)
- Attending a conference, without presenting (1 point)
- Attendance at a GRS Completions Event (1 point)
- Participating in a GRS-run candidature experience focus group OR survey pre-test interviews (1 point)

All activities that demonstrate leadership and initiative are encouraged. Please contact the subject coordinator if you are unsure whether your proposed activities fit into this category, and how many points they will attract. Note that while the Flexible category of RM7003 requires a minimum of 10 hours of activities (or 3 Leadership and Initiative points), there is not maximum specified. The GRS does advise candidates, however, to discuss their Professional Development commitment with their advisory team to ensure that they are balancing PD with their project activities.

1.6 Subject learning outcomes

Transferable professional skills required to fulfil individual career aspirations as an internationally-competitive research professional, plus specific skills required to undertake the proposed research.

1.7 Graduate Attributes

Graduates of James Cook University are equipped to create a brighter future for life in the tropics world-wide. Your professional development activities will be coded according to these HDR Graduate Attributes. The codes match the categories shown below: DE, EI, II, CC and IS. Note that who choose to fulfil their Flexible component under Leadership and Initiative (LI) will have their activities shown under that code. These codes should be noted in the relevant places in your Pre-Completion paperwork, and will enable your PD attainments to be arranged into the correct categories on your AHEGS.

1. Discipline Expertise (DE)

- Graduates possess disciplinary and interdisciplinary knowledge at the forefront of their field
- They understand methodologies, theoretical perspectives and practice and have the ability to apply these to the praxis of original research
- They demonstrate the technical capabilities that enable ethical collection, analysis, synthesis and evaluation of data.

2. Engagement and Influence (EI)

- Graduates are able to actively participate in national and global, disciplinary and interdisciplinary networks to ensure their research is informed by different perspectives
- They are able to undertake research collaboratively, respectfully and effectively within teams and within and across different professional and disciplinary contexts
- They are able to articulate scholarly arguments clearly and convincingly, in a variety of formats
- They are able to communicate the meaning and impact of their research findings to local, Australian and international communities.

3. Innovation and Impact (II)

- Graduates recognise the contribution their research makes in their field, or fields, and bring innovative, evidence-based solutions to discussions of problems.
- They seek to maximise the impact of their research by undertaking knowledge exchange in Australia and internationally
- They demonstrate a commitment to life-long learning to remain at the forefront of knowledge and innovation in their chosen research fields.

4. Career capability (CC)

- a. Graduates are able to identify their transferable skills (e.g. problem solving, critical thinking, time management, and written and oral communication) gained throughout their HDR candidature and apply these to diverse professional settings
- b. They can work within specified budgetary and material parameters to produce outcomes that effectively answer research questions in a timely way
- c. They recognise and develop personal attributes known to be valued by employers, such as initiative, honesty, autonomy, judgement, resilience and adaptability.

5. Integrity and Social Responsibility (IS)

- a. Graduates commit to truth, accuracy, and social and environmental responsibility as researchers and as members of one or more disciplinary communities
- b. They understand and respect interdisciplinary and diverse cultural perspectives when engaging with education, business, industry, government, non-government and other sectors of society beyond the academy
- c. They can appreciate the social, environmental, cultural, gender and philosophical perspectives informing research and practice in their disciplinary and professional contexts at different levels and scales.

1.8 Student feedback on subject and teaching

For general information about processes for Candidate feedback and grievances at JCU, Candidates should consult the JCU website: <https://www.jcu.edu.au/chancellery/Candidate-complaints>

JCU staff value and appreciate Candidate feedback as a source of evidence about the quality of our courses so you are strongly encouraged to provide considered feedback on all aspects of your HDR candidature. JCU has several methods of systematically capturing the experiences of HDR candidates.

Every year, recent JCU graduates are invited to complete the Postgraduate Research Experience Questionnaire (PREQ), part of the nation-wide Australian Graduate Survey owned by Graduate Careers Australia. The Graduate Research School, in conjunction with the Colleges, periodically also undertakes anonymous surveys as well as focus groups with enrolled HDR candidates for the purpose of obtaining feedback.

1.9 Subject resources and special requirements

Important policy information is available for all JCU HDR candidates on the Graduate Research School website: <https://www.jcu.edu.au/graduate-research-school/forms-and-policies>

See also the Higher Degree by Research Requirements policy: <https://www.jcu.edu.au/policy/research-education/higher-degree-by-research-requirements>

See also the Confirmation of Candidature procedure: <https://www.jcu.edu.au/graduate-research-school/forms-and-policies/hdr-confirmation-of-candidature-procedure>

2 Assessment details

2.1 Requirements for successful completion of RM7003

To successfully complete this subject, candidates should complete the Fixed and Flexible components of the subject, including any Conditional components specified in the candidate's Conditions of Candidature and/or in correspondence from the Graduate Research School or their College.

2.2 Assessment Guidelines

Assessment for this subject is based on participation in Fixed and Flexible activities as well as any Conditional components. Candidates may also opt to undertake activities in the Recommended category, entirely at their discretion, in consultation with their advisory panel, although the Recommended category is not required for assessment. The subject is finalised as part of the Pre-Completion milestone.

Candidates should ensure that they check into face-to-face GRS workshops using our QR code. Any modules undertaken in SkillsJCU will be captured as long as the candidate has completed any associated quizzes. Candidates do not need to provide evidence of attendance at GRS workshops that they have signed into, or modules completed via SkillsJCU. However, candidates should keep records of workshop attendance external to the GRS. In many cases, these records can be a simple email, certificate or letter. Please contact grs@jcu.edu.au if you are unsure.

3 Grade for RM7003 Professional Development

3.1 Submission of assessment

On receipt of the Pre-Completion milestone documentation the Graduate Research School will check that the Flexible component and any Conditional components of RM7003 been completed. The Graduate Research School will then seek the approval of the Dean of Graduate Research, who will confirm the grade for RM7003 of 'Satisfactory'.

3.2 Grading System

There is only one grade for RM7003 Professional Development, as follows:

Satisfactory: The candidate has completed a program of professional development that meets the content and time requirements for both the Fixed and Flexible components of this subject (including any Conditional components) in accordance with this subject guide at the time of their Pre-Completion milestone.

3.2.1 Academic Misconduct

False claims about the completion of professional development modules will be treated as Academic Misconduct and handled in accordance with the JCU Academic Misconduct Policy.