

## Overview of Public Submissions to the 2008 House of Representatives Inquiry into Research Training and Research Workforce Issues in Australian Universities

#	Submission	Scholarships						Improved visa conditions	Recommendations, proposals and key points (extracts appear below each submission).
		Refers CAPA Poverty Line data	Extend duration		Increase rate (to at least)	P-T tax / income exempt	Greater flex for P-T Awards		
1	Prof John Clark		ns	3.5 Y + ext	4 Y				
Recommends two hundred one-year language training postgraduate scholarships for successful APA candidates.									
2	Dr Ruth Bridgstock								
Improved recognition of and opportunity for research only staff.									
3	Dr Margaret Zeegers and Dr Deirdre Barron								
Honours programs should be formally recognised for the important role they play in research training.									
4	Dr Lee Skerratt								
<ul style="list-style-type: none"> <li>- Research students need more time and better support to complete their degrees.</li> <li>- Research degrees need to be attractive to domestic candidates.</li> <li>- Early career researchers need greater employment security and better opportunities.</li> <li>- Candidature should be extended to 5 years.</li> </ul>									
5	Mr David Packham OAM					100%			Recommended submission
<p>"[Postgraduate] work loads are huge and the remuneration is so small that their physical and psychological health is under constant threat. It is unfair that thirty year old Australians working on projects that are in the National interest and who may have families (or should have) must make do on about 20,000 dollars per year, it cannot be done, and the anger that is generated by this exploitation by Australian governments encourages the migration of our brightest and best to other places where they are more clearly valued. Post graduate stipends should be doubled or at least increased by 50% to reach a minimum wage."</p> <ul style="list-style-type: none"> <li>- Senior research fellow program proposal</li> <li>- Proposes splitting CSIRO into 3</li> <li>- Need for transparency and accountability in research funding</li> <li>- Emphasises points consistent with a "risk averse" culture under the RTS</li> </ul>									
6	Academy of Technological Sciences and Engineering				X			X	
<ul style="list-style-type: none"> <li>- Emphasises role of research training in supporting an innovation "culture" (p.4)</li> <li>- RHD students are at once both "foot soldiers" and "cannon fodder" (p.4)</li> </ul> <p>"The Commonwealth-accepted length (and period of candidate financial support) of PhD programs does not reflect the peculiarities of particular disciplines (eg: in the agricultural disciplines, where plant and animal growth is tied to seasonal cycles). It is accepted that in relevant areas postgraduates should spend time in industry and acquire business skills through coursework, then consideration will need to be given to increase financial support to four years." (p.6)</p> <ul style="list-style-type: none"> <li>- Proposal for more Commonwealth Postdoctoral Fellowships offered in partnership with SME's (p.9)</li> <li>- ERA should recognise RHD output outside of publication in "top" journals.</li> </ul>									
7	Australian Council of Engineering Deans					X		X	X

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			ns	3.5 Y + ext						
									<p>"Higher degree research (HDR) candidates provide much of the research output (common estimates are around 70%) of Australian engineering schools." (p.2)</p> <p>"That the Commonwealth government raises significantly the number and value of tuition scholarships and stipends for engineering research for Australian and international graduates." (p.2).</p> <p>"That measures are instituted to attract high quality international research students and staff, through scholarships, fellowships, industry-linked exchange programs, and enhanced migration status." (p.2)</p> <p>"That measures are taken to increase the enrolment and retention of women in research degrees, and as research and academic staff." (p.2)</p> <p>"Many of the Australian HDR engineering candidates are enrolled part-time, doctoral and research masters candidates having average loads of 70% and 60% of respectively. Most of the part-time Australian HDR students would be assumed to be in employment related to their research, but their part-time candidature extends the time to completion of their awards. Balancing part-time candidature with engineering employment is usually very demanding for the individual." (p.4)</p> <p>"ACED urges the Commonwealth government to raise significantly the number and value of tuition scholarships and stipends for engineering research for Australian and international graduates. An additional feature of a revised scheme could be to more closely match the number and distribution of fully funded research training places and stipends to Commonwealth project and program funded schemes." (p.6)</p> <p>"ACED recommends that consideration be given to fully funding research places to include appropriate graduate coursework options to enhance the existing PhD programs and improve the capacity of PhD graduates to contribute to innovative research and business productivity." (p.7)</p>	
8	Professor Arthur Sale et al									
									<p>"This submission is addressed to a single topic – the training of research graduates in modern scholarly dissemination practices, and their active participation in these practices during and at the end of training." (p.2)</p> <p>R1: "The APA scholarship guidelines should be amended to require each graduand to deposit an electronic copy of his or her final thesis with the degree-granting university before being awarded the degree." (p.4). [CAPA does not support]</p> <p>R2: "The APA scholarship guidelines should be revised to require research students to deposit (if not previously deposited by a co-author) any journal or conference publication to which they are a co-author in the university's digital research repository if it has one; otherwise they should supply an electronic copy of the publication to the university's Research Office." (p.5) [CAPA does not support]</p> <p>R3: "Universities are encouraged to establish digital research repositories in which all the published journal and conference works relating to their research may be deposited. [CAPA supports]</p> <p>R4: "Universities should establish professional development in scholarly dissemination for research students, and require such training, to ensure that future scholarly researchers are aware of the changing nature of scholarly publication, and their rights and duties under the current Copyright Act 1968 as amended." [CAPA does not support]</p>	
9	Centre for Study of Research Training and Impact (SORTI)			X	30%				Recommended submission	
									<p>"The high proportion of Australia's research output arising from research students is significant across all discipline areas." (p.1)</p> <p>R1: "The duration of APA scholarships should be increased to align with the normal RTS time of 4 years, which is also the average time of candidature"</p> <p>R2: "The APA stipend amount should be increased dramatically for 2009 to approximately \$27,000, and should be more adequately indexed thereafter." (p.3)</p> <p>"...51% of the candidates completed in 4 years or less of full-time equivalent candidature, 66% completed within five years, and 70% completed within 6 years. At the 6-year point all the remaining candidates (30%) had attrited, none remaining as candidates (Bourke et al, 2004)" (p.2)</p>	
10	University of Western Sydney			X			X		X	
									<p>referred to but not cited</p> <p>"The current scheme militates against those potential students who wish to undertake a PhD after several years in industry or business. Australia's universities must work with industry to develop a research training model that will enable uptake by industry to improve its innovation potential." (p.2)</p> <p>"The duration of the APA stipend for PhD training is too short: in addition to increasing the opportunity to complete and publish research during candidature, the breadth and</p>	

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	<p>depth of research training needed in preparation for a research career or a university research and teaching career would be better accomplished in 3½ to 4 years." (p.3)</p> <p>"Overseas recruitment [of research students] should be facilitated by a relaxing of the Australian resident eligibility rules" (p.3)</p> <p>"We believe that the level of remuneration for postgraduate research students is not adequate. Indeed, research has shown that the current APA is now below the Henderson poverty line for individuals."</p> <p>"Consideration could be made of tax obligations e.g. reduction of accumulated HECS tax liabilities by tax credits for education related expenses. Currently a non-taxed PhD stipend means the recipient has effectively no income to make claims against." (p.3)</p> <p>"The support needed is a system of working with industry so that practising professionals can research as they practise and researchers can travel easily between the academy and practice." (p.3)</p> <p>"The Future Fellowships for mid-career academics could play a strong role in this issue. However, there should be a priority in the allocation of these fellowships to attracting researchers to the sector rather than rewarding those already in it." (p.4)</p> <p>"Many international students consider a thesis-only PhD to be inadequate. We must embrace the challenge to make the Australian PhD more competitive in the marketplace and consider an advanced-level coursework component that will enhance research education." (p.5) [Caution]</p> <p>Scholarships from the government or from central university funds should be complemented by offering research and teaching assistant positions to PhD candidates." (p.5)</p> <p>[CAPA does not support - pathway for reform here is improving existing arrangements for casual staff]</p> <ul style="list-style-type: none"> <li>- Greater flexibility in visa conditions for international research students (p.5)</li> </ul> <p>"Analysis of research success in terms of research income, publications and student supervision shows that senior staff provide by far the bulk of an institution's research output." (p.5)</p> <p>"Effective support for Early Career Researchers will be vital to ensure a pipeline of research active scholars" (p.5)</p>									
11	University of Southern Queensland	referred to but not cited			50%				X	Recommended submission
	<ul style="list-style-type: none"> <li>- Consolidate schemes for international research students into a single program (p.2) [great proposal]</li> <li>- Triple the number of IPRS (p.2) [great proposal]</li> <li>- Increase the IPRS rate by 30% (p.2) [great proposal]</li> </ul> <p>"The fulltime APA stipend is below the poverty line at \$20,000 and should be immediately increased to \$30,000"</p> <ul style="list-style-type: none"> <li>- Proposal for Commonwealth programs to support research training efforts at regional institutions (p.2)</li> <li>- Commonwealth Postdoctoral Research Fellowships should be extended to support greater numbers of PhD graduates. [great proposal]</li> </ul>									
12	Southern Cross University		X		30%				X	Recommended submission
	<p>"recommend a review of the funding formula, with a higher proportion determined by completions" (p.2)</p> <p>"We recommend that funding should reflect the full costs of HDR student support." (p.2)</p> <p>"We would therefore recommend a review of the system of funding RTS places on completion." (p.3)</p> <p>"increase in the number of IPRS awards to reflect the growth in the international student cohort and that each award fully funds the fees and living allowances payable by the student" (p.4)</p> <p>"that the Federal Government investigate a funding scheme targeted at post-doctoral positions" (p.4)</p> <p>"SCU recognises that it is important to acknowledge and respond to the diversity of the HDR cohort, their ages, prior study and employment experiences, their skills and attributes sets and needs and the varied motivations for undertaking a research degree." (p.5)</p> <p>"funding support for working partnerships with overseas researchers and research units via exchange programs" (p.6)</p> <p>R1. Proper funding of universities to enable an increase in tenured academic staff and better salaries to keep career academics in the system (whether they are research only or traditional academics).</p>									

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	<p>R2. An increase in postdoctoral fellowships, with improved tenure arrangements.</p> <p>R3. Support, mentorship and skills training for early career researchers both in academia and industry.</p> <p>R4. Expansion of mid-career research support, especially workforce re-entry scholarships.</p> <p>R5. Better recognition of the need for depth in postgraduate training, which can be supplied by a better-funded two-step process (PhD followed by post-doc); sufficient supervisors with the freedom and incentives to conduct appropriate and dedicated supervision; and support for research networks.</p> <p>R6. Appropriate support for research and research training within the national and international community across the full range of research activities. This requires innovative thinking, building on existing mechanisms.</p> <p>R7. Maintaining and enhancing sabbatical leave for academics. (p.6)</p>									
13	Australian Council of Deans of Science			X						
	<p>"It is worth noting that Honours programs (strictly part of undergraduate training) form the first stage of research training at most Australian universities. The importance of these programs in the recruitment of future HDR students ...must not be underestimated." (p.1)</p> <p>"With regard to the APA program, however, it is important to recognise that research students are extremely poorly remunerated, with the current stipend levels for Scholarship support resulting in these students living near the poverty level for Australians." (p.2)</p> <p>"A separate form of financial support (in addition to APA scholarships) is also needed to cover costs associated with the research projects being undertaken by HDR candidates." (p.3)</p> <p>"Consideration should be given to following the New Zealand example and abolish discriminatory fees for international students at postgraduate level. Some European countries (e.g., Germany) do not charge any fees for HDR students. Many countries (e.g., the USA in its long-term attraction of Asian students at HDR level) actually encourage international students through funding incentives... Universities would need to be supplemented specifically for each and every international HDR student they enrolled." (p.4)</p> <p>"opening up an enhanced APA system to international students would enhance attractiveness of the Australian tertiary research training sector to international candidates" (p.4) [CAPA does not support]</p> <p>"We desperately need a more competitive and career focused research fellowship scheme in Australia. ...Australia still has too few post-doctoral positions for recent PhD graduates. Australia needs greater investment in post-doctoral opportunities." (p.5)</p>									
14	Australian Universities Quality Agency									Recommended submission
	<p>"There are however two main areas of affirmations and recommendations that run broadly across the Australian university sector: supervision; and resources for research students." (p.3)</p> <p>"Some but not all universities have a policy on resources for research students but even those that do are not always implementing their own policy consistently. At least fifteen individual audit reports made affirmations and recommendations on the adequacy of resources for research students. Examples are:</p> <p>AUQA affirms the need for [the University] to implement a statement of minimum resources for research higher degree students as soon as possible</p> <p>AUQA affirms [the University's] recognition of the need to consistently provide adequate resources and support for postgraduate research students across all discipline areas, and in line with the University's Support Guidelines for Postgraduate Students</p> <p>AUQA recommends that [the University] review the minimum standards of support for postgraduate students, including induction, and that it implement effective systems for monitoring the equitable and reasonable implementation of these in a transparent way by Schools AUQA recommends that [the University] ensure that its policy on the minimum resources to be provided to higher degree by research students is consistently implemented across all academic units</p> <p>AUQA recommends that [the University] finalise its review of the minimum standards of support for HDR students and that it ensure that the resulting policy requirements are met throughout the University</p> <p>AUQA recommends that [the University] review the adequacy of higher degree research students</p> <p>AUQA recommends that [the University] ensure that its policy on the minimum resources to be provided to research by higher degree students be implemented by academic elements across all campuses." (p.4)</p> <p>"AUQA urges the inquiry to consider incentives for universities to limit the enrolment of research students to areas of accepted research strength and adequate supervisory</p>									

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15	Victoria University			X	X	X	X	X		resources, as has been done already by some institutions." (p.5) "A recent focus by universities on completion times has improved the monitoring and tracking of student progress and in some cases has resulted in a more structured approach to doctoral training. The downside is the risk that more attention is paid to processes and output than to measuring the quality of research training and the impact of the theses that are produced." (p.5) "Australian universities are bound by the National Protocols for Higher Education Approval Processes to demonstrate 'a culture of sustained scholarship which informs teaching and learning in all fields in which courses are offered' and to undertake 'research that leads to the creation of new knowledge and original creative endeavour at least in those fields in which Research Masters and PhDs or equivalent Research Doctorates are offered'."(p.6)
16	Professor Judy Searle et al				X					"The low level of postgraduate stipends is a significant disincentive to full time higher degree study particularly for older more experienced graduates, those with families and those with professional or employment options. These are often students who are in areas where academic skill shortages are most pressing." (p.1) "The raising of postgraduate stipend levels will also improve the rate of timely completion of research degrees. At Victoria University we have observed many students on inadequate stipends who take on part-time and sometimes full-time work to enable them to stay afloat financially. The extra demands of external employment affects the time available for research, impacting on completion timelines and delaying the conclusion and dissemination of important research." (p.2) "The Government should exempt all scholarships from inclusion as assessable income for the purposes of Centrelink and similar benefits." (p.2) - Interesting points re role of VET and Dual-Sector institutions (pp.4-5) "Consideration should be given to postdoctoral fellowships being allocated on the same basis as scholarships aimed at doctoral (PhD) students." (p.5) "Government policy could support greater international linkages by immediately expanding the Endeavour Awards to promote greater domestic research student participation at other universities abroad." (p.6) "visa requirements have proven to be a disincentive for many international research students who are considering a higher degree by research in Australia. This has implications not only for research competitiveness, but also for Australia's export performance. [A] review of the visa requirements is required [and] Victoria University [would] support any changes to current visa provisions that would enable students to increase the time permitted to remain resident in Australia while on sick leave or compassionate leave." (p.7)
17	University of Sydney		X	50%						- Interesting points on research training from the clinical health and medical research perspective.
18	Curtin University of Technology		X		X		X	X		"That positive recruitment programs to attract international research students be established and celebrated and that restrictions on how fees are paid be lifted (i.e. that simple fee waivers be allowed removing the need to pay fees from non-Government revenue)." (p.2)
19	Professor Su Lloyd									"the value of an APA [is] sitting close to the 'poverty line' for Australia" (p.1) "Flexible support models, of students and employers, to allow the full- or part-time return to studies for students currently in the workforce need to be explored" (p.1) "Eligibility for APA should be aligned with the requirements under the APAI – that is, domestic or international students who hold Honours 2A or equivalent." (p.2) "consideration should be given to expanding the Endeavour International Postgraduate Research Scholarships (EIPRS)" (p.2) "Flexibility to support a return to higher education, on a full-time or a part-time basis, by students currently within the workforce, is essential." (p.2) "Consideration should be given to an automatic one year visa extension for graduates to encourage and facilitate graduates to seek employment within Australia." (p.3)
20	Edith Cowan University			30%				X	X	- Interesting points in ROI on R&D and IP rights Cites capa
R3:	"that, while recognising the need for critical mass, funding policies support excellent research wherever it occurs"									

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R4:	"that the opportunities available to early-career researchers through Australian Postdoctoral Fellowships and similar schemes be reviewed, with a view to increasing the number of awards and the benefits provided by them."								
R6:	"that the number of International Postgraduate Research Scholarships be increased."								
R7:	"that the Commonwealth Government facilitate the issuing of visas to international research specialists." "Data provided by the Council of Australian Postgraduate Associations suggest that by the end of 2008, the Australian Postgraduate Award (APA) stipend will drop below the poverty line." (p.3)								
21	Association of Australian Medical Research Institutes								
- Interesting points on research training from the perspective of Medical Research Institutes.									
22	James Cook University	Cites capa	X		30%		X		Recommended submission
R1:	"That a National Priority Postgraduate Research Scholarship Scheme is introduced to provide attractive and competitive stipends to attract outstanding students: (1) in areas of national significance in which there is an emerging skills gap e.g. Engineering, Earth Sciences, the enabling sciences, Quantitative Marine Science, Indigenous Health. (2) from minority groups which are under-represented in research training e.g. Indigenous Australians."								
R2:	"That the Australian government work with the States to ensure that all international research students enrolled at Australian universities do not have to pay fees for their children attending government schools in order to increase Australia's competitiveness as international research training destination."								
R3:	"That all collaborative research centres receiving funding from the Australian government (CRCs, ARC Centres of Excellence, CERFs etc) be required to dedicate a specified percentage (e.g. 10%) of their funding to research training in order to increase the opportunities for research students to be trained in Mode II research environments."								
R4:	"That the number of ARC postdoctoral fellowships be doubled to address the burgeoning academic and research skills shortage in Australia, and the increased challenge of universities attracting appropriately qualified staff and that universities be encouraged to co-invest in such fellowships to provide fellows with the opportunities to gain academic teaching experience"								
R5:	"That Research Training Practice is included in the program priorities for research funded by the Australian Teaching and Learning Council." "The Council for Australian Postgraduate Associations (CAPA) has reported that the stipend rate for APAs will slip below the poverty line by the end of 20083. A significant increase is required as well as an indexation process to maintain parity for the future." (p.5) "JCU shares the view of the DDOGS and the Council of Australian Postgraduate Associations that stipend funding should cover the full candidature time supported by the RTS...[too many] are forced to seek employment before completing their thesis, a practice which invariably delays and sometimes prevents successful completion of their PhD." (p.6) "In order to attract high quality international candidates we need to improve the International Postgraduate Research Scholarships (IPRS) which purport to pay the tuition fees of our best international students, but in reality leave a shortfall to be picked up by the host university. Thus IPRS have declined in value when we should be increasing them in number and value to be internationally competitive. Additionally, the suite of international postgraduate scholarships offered under the Endeavour program is complex and poorly targeted. The scheme needs to be reviewed, rationalised and simplified to provide a core set of high quality, internationally competitive scholarships that fully-fund living and training costs." (p.7) "Other barriers to increasing Australia's intake of high quality international students include the fees at government schools for the dependent children of overseas students. In Queensland, these fees range from \$8000 in prep to \$8800 per year in year 12. Such fees are clearly prohibitive for an international student on a stipend scholarship of \$20000 per year. In order to increase the international competitiveness of Australia as a research training destination, JCU recommends that the Australian government work with the States to ensure that international research students are exempt from school fees for their dependant children attending government schools." (p.7) "Mode 11 research is done by teams of researchers who often have contractual links with and obligations to stakeholders external to the university who are underwriting the research. JCU believes that if Australian Research and Innovation are to be internationally competitive, Australia must give high priority to training research students in a Mode								

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	<p>11 Environment. Research students need to be vital members of Mode II research teams." (p.8)</p> <p>"Pearson and Brew11 warn of the dangers inherent in approaches such as this which 'bolt-on' graduate attribute development to research education. Cryer 12 suggests that these skills need to be embedded within students' research degree programs so that they are 'part of the students' everyday thinking, help develop proficiency, facilitate transferability, and develop the habit of lifelong learning'." (p.9)</p> <p>"The anecdotal evidence suggests that the success of Australian programs designed to encourage students to work with industry is mixed. Thus JCU endorses the DDOGS recommendation that a comprehensive review should be conducted of the mechanisms for enhancing industry links with PhD programs." (p.9)</p> <p>"JCU recommends that the number of ARC postdoctoral fellowships be doubled and that universities be encouraged to co-invest in such fellowships to provide fellows with the opportunities to gain academic teaching experience." (p.10)</p>									
23	The Australian National University		X						X	
R2:	Australia should significantly increase the number of international students undertaking research training at Australian universities. There are two barriers:									
	<ul style="list-style-type: none"> <li>• current visa restrictions; international students are not permitted to switch to part-time, they cannot take a break in their studies to gain additional income or practical work experience, and their families are inadequately supported.</li> <li>• access to scholarships; it is in Australia's long-term interests to educate/train international graduate students with the option of keeping some in Australia. To deny them local scholarships is short sighted.</li> </ul>									
R3:	The Government should create more flexibility in visa schemes for international students; actively promote work opportunities in Australia to international research graduates and provide more scholarships for their support. (pp.2-3).									
R5:	Research training should be supported with greater consideration of overall research capabilities within institutions. The quality of training and the research environment supporting training should be benchmarked against world comparators. (p.3)									
	The current stipend of \$20,007 provides inadequate living support.[cites CAPA data] The stipend is considerably lower than all average graduate starting salaries. In other words, the very lowest graduate starting salary in Australia is offered to some of our very best graduates who choose to do a PhD.									
	The current scholarship length of 3.5 years is ridiculous.									
R6:	Australian Postgraduate Awards should increase in value and duration. (p.3)									
24	Australian Research Council									
21.	One possible response could be the facilitation of increased participation by key employer groups in the process of formulating advice on research training. The Australian Government has recently initiated a consultation process on the establishment of Industry Innovation Councils which may assist in this regard (Industry Innovation Councils – Consultations Underway, 8 May 2008). (p.5)									
25	University of Wollongong			X			\$27K			X
R1:	We strongly recommend that the APA stipend be increased and be made consistent with the ARC APA-1									
R2:	We strongly recommend that the normative time for a PhD degree and the APA stipend be increased to 4 years with an option of extension to 4.5 years.									
R3:	We suggest that HDR students remain nominally enrolled for a period of 6 months after submission of their thesis and that APA and APA-1 awards automatically extend past submission of the thesis to completion of the thesis when the period is within the 4.5 year limit.[Great proposal]									
R4:	We recommend that research support funds be attached to all APA Scholarships. We suggest an amount of \$5k/year is appropriate. (p.2)									
R5:	We recommend that the Department of Innovation, Industry, Science and Research (DIISR) review the need for postdoctoral training and develop a new scheme to create postdoctoral fellowship opportunities that are not necessarily coupled to ARC DP and LP and NHMRC project grants.									
R6:	We recommend that DIISR establish a liaison with the Department of Immigration and Citizenship (Diac) to rationalise and simplify visa issues for international students and academic visitors. (p.3)									
R7:	We recommend making APAs available to international students as APA-Is have been opened to international applicants starting in 2009 Further, to meet the demands of									

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26	University of Ballarat										
	[Submission recognises age difference and need to enrol part time].										
27	Associate Professor Ellen McIntyre										
	"- provide more appropriate income and research support so that researchers have a more secure future in which to conduct and disseminate relevant research so that it has an impact on improving the future. - generate an environment in which researchers are more supportive of each other (rather than compete amongst each other) so that collaborations are easier to develop and maintain to the benefit of research. - mentoring could be encouraged more among researchers so that tacit knowledge is not lost. - enhance the skills required to better transfer/disseminate/exchange research findings with research users so that research has a greater impact" (p.2)										
28	Coalition of National Nursing Organisations										
	"Resources and education are required to facilitate the implementation of research, including ways to assist nurses to develop new and innovative ways to implement sound research recommendations to their bedside and community care." (p.2)										
29	The Australian Society for Microbiology		X				X				
	"In many disciplines the funded period of PhD candidature is insufficient to allow completion of a thesis of a caliber suitable for examination. Postgraduates often need to work to supplement their stipends, or indeed to support themselves entirely, and this can result in extended periods to completion, or failure to complete." (p.4)										
30	Australian Housing and Urban Research Institute										
	"The considerable early investment made by AHURI in research skills development may not to translate into early research career sustainability with the participating universities beyond the postdoctoral level. The retention of and career advancement for early career research staff has become particularly important because the senior academic workforce associated with AHURI are aging and this increasingly impacts upon AHURI's capacity to conduct research as leading researchers become ill and/or retire." (p.3)										
31	The University of New South Wales		X				\$26K	X	X	X	
	1. the "fixed-pie" model is replaced by a model in which completions and load are directly funded based on agreed indexed metrics per HDR student load and for each HDR completion; 2. a factor that reflects the quality of the research training environment, as measured by external competitive research income and infrastructure grants, is included in the formula; 3. there is an expanded cost model (at least 4 cost bands) that recognises interdisciplinary research and more accurately reflects the costs of research training should replace the simplistic high/low cost differential used to fund completions; 4. the ratio of the funding returns for load versus completions should be changed from the current model to be more heavily weighted in favour of the load for 4 years FTE (PhD) and 2 years FTE (Masters) to generate a ratio of funding for load : completion of 3:1 i.e. 75% of funding is delivered during the course of the candidature and 25% of the funding is delivered on successful completion.(p.2) • UNSW recommends that the Government consider amending the Department of Immigration and Citizenship's Migration Occupations in Demand List (MODL) to include University teaching and research in the defined areas of anticipated skill shortage to encourage international students completing Australian PhDs to remain in Australia. • The Commercialisation Training Scheme (CTS) should be abolished and the limited funds should be allocated to Universities who have demonstrated industry and commercial linkages (including APALs and Linkage grants) to incorporate commercialisation training into the training of research students working with industry. • The generic skill training required to facilitate the transition from PhD or Research Masters into industry/business/government would be best incorporated into PhD training funded by extension of Government scholarships to 3.5 years with a possible extension to 4 years. • A significant increase in the number of research fellowships is required to create a career path for PhD graduates/academic researchers.(p.3) "Recognition of Australia as a country committed to investment in the next generation of researchers requires a PhD scheme to match offerings such as the new funding offered										

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			ns	3.5 Y + ext						
32	University of South Australia			X	\$27K				X	
R3:	"It is important to ensure that any funding mechanisms associated with the introduction of ERA or similar exercises do not act as a disincentive for the growth of institutional HDR activity in areas of emerging strength, national need and HDR engagement in multidisciplinary research."									
R4:	"Reward and promotion systems must be put in place to encourage a new generation of research trainees to engage productively with a range of external stakeholders outside academia, eg: through an 'innovation catalyst' scheme on graduation."									
R7:	"A professional body should be established which would have oversight of the requirements, work conditions and accountability of the 'research and innovation professional' and which would communicate the high value of all professional research and innovation career streams." (p.2)									
	"The stipend paid to HDR students (\$20,007 p.a. in 2008) is inadequate to attract the brightest and best students or to attract staff currently employed by industry or government agencies to engage in a postgraduate research degree. In 2001, the value of the APA was \$339 per week and by 2008 had increased to \$385 per week – an increase of 13.5%. In 2001 the full-time average adult earnings was \$809.70 per week compared with \$1,123.30 per week in 2008 – an increase of 38.7%. In 2001, the APA represented 42% of the average weekly earning whereas in 2008 the comparable figure is 34%. Figures released by the Council of Australian Postgraduate Associations show that for the first time the stipend rate for APAs will slip below the poverty line by the end of 2008 (Figure 1). Income support is especially inadequate for students already disadvantaged (for example from low socio-economic areas and rural and isolated students who cannot remain living at home). A rationalisation of government policy in particular the taxation system and Social Security Act, also disadvantages some PhD students currently receiving part-time scholarships." (p.4)									
33	Vision CRC Limited									
	[Includes case studies of CRC research students]									
34	The Walter and Eliza Hall Institute of Medical Research			X	\$30K				X	
	"Make PhD study in the sciences more attractive by increasing the remuneration of Australian Postgraduate Awards (APAs) and ensuring a viable career path in academic teaching and/or research."									
	"The challenge is how to attract the best and brightest young people into research. For this stellar cohort, the choices are stark: pursue lucrative careers in medicine, law, and other professions or undertake a post-graduate research degree on an APA that is now set below the poverty line <sup>56</sup> . Our graduating students face challenging financial pressures: repayment of a major HECS debt, a housing crisis that makes renting in capital cities a major challenge and the possibility of owning a house a pipe dream, and inflation continually eroding buying power. An APA that sits below the poverty line is not sending the right message about what we value as a nation. The second absurdity of the current system is that for a full time PhD student, the duration of their candidature is 4 years, yet APAs fund the student for only 3 years and six months." (p.3)									
	<ul style="list-style-type: none"> <li>• EOWA, in partnership with DEST, could provide funding for mentoring programs in the research workforce.</li> <li>• Introduce a child-care funding system that is flexible in its recognition of provider (e.g. relative, au pair, crèche, etc).</li> <li>• Introduce a broad government-paid parental leave system that encourages both parents to participate in the family and their professions – the Swedish system of 12 months</li> </ul>									

by Canada – approximately 500 PhD scholarships of \$50,000 each year for up to three years – open to both Canadian and international students." (p.8)

UNSW supports the Australian DDOGS and CAPA's positions regarding the duration, amount and conditions of APA scholarships and refers to the submissions to the Innovation review.

- Specifically:
- APA stipends need to be increased by at least 30% per annum, tax free and appropriately indexed;
  - APA scholarships should be available for 3.5 years with a six month extension possible; and
  - The significant number of mature age students, and those with family responsibilities undertaking research part-time should be permitted to hold part-time APA scholarships tax-free. Part-time scholarships would allow these equity groups to undertake higher degree research programs. (p.10)

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			ns	3.5 Y + ext					4 Y					
	leave to be shared as agreed between the parents should be considered.													
	<ul style="list-style-type: none"> <li>Introduce flexibility in research grants to hire a replacement when a researcher takes parental leave. The academic research system is largely supported by grants, and maternity leave imposes significant stress on laboratories because the research must go on but there is no financial flexibility in the grant to hire an additional researcher.</li> <li>Opportunities for funding after career interruptions should be increased." (p.5)</li> </ul>													
35	Australian Nuclear Science and Technology Organisation													
	[Emphasis on postdoctoral opportunities]													
36	Queensland University of Technology		X			30%								
	"The RTS, in supporting research training provision at most Australian universities, improves access for qualified candidates. The involvement of all universities in research training effectively supports a variety of non-traditional pathways into research training. The validity of these pathways (alongside the traditional Honours route) and the mode of part-time candidature alongside continuing workforce participation must be supported by Government to secure a sufficient flow of capable individuals into research training." "the extension provisions under the existing APA scheme have been severely compromised over the past ten years with the Commonwealth effectively now funding a tiny minority of short-term extensions. This bears no relationship to the very real exigencies of research, which even with the best project management, can be subject to unexpected delays. A continuation of this approach risks a systemic debilitating reduction in the level of scientific ambition of PhD projects."(p.2)													
37	Federation of Australian Scientific & Technological Societies			X		30%					X			Recommended submission
	R3: " Fold the International Postgraduate Research Scheme into the APA scheme to allow universities to award scholarships to the highest calibre students irrespective of their nationality." [Not supported by CAPA]													
38	Murdoch University		X			\$30K					X		X	
	Cites capa via ddogs sub													
39	Australian Deans of Built Environment and Design		X			\$26K					X		X	
	referred to but not cited													
	"Current (2008) APA funding of HDR students (full-time) is \$20,007. In contrast, students under the Australian Postgraduate Awards Industry (API) receive a stipend of \$26,140. Next to this, the 'poverty line' as determined in December 2007 was \$19,4541. This places enormous pressure on students merely to survive in the community."(pp.2-3)													
	"RECOMMENDATION: ADBED would urge the Commonwealth to provide full-cost provision within all national competitive grant funding (ARC, NHMRC etc) and to consider the development and implementation of a national early career research Fellows scheme."(p.7)													
	"RECOMMENDATION: ADBED would urge the Commonwealth to develop and implement a national and internationally competitive program of post-doctoral and research fellowship schemes targeted at HDR graduates and early career researchers; and develop a national scheme to directly support the expansion of Built Environment and Design research clusters within each of their institutional schools and faculties."(p.8)													
	"RECOMMENDATION: ADBED would urge the Commonwealth to develop and implement key succession planning schemes to support the training and mentoring of early and middle career researchers."(p.10)													
40	Professor Nigel Laing													
	R1: "The balance of DEEWR funding for PhD students needs to be moved away from completion payments three to five years after the PhD student has completed. The current system is a disincentive for supervisors to take on PhD students."(p.1)													

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			ns	3.5 Y + ext						
41	CRC Association Inc									
[Overview of role of CRCs in research education]										
42	Batchelor Institute of Indigenous Tertiary Education									
<p>R2: "In the case of Abstudy, which is absolutely essential for Indigenous students, it should be able to support a wider variety of travel to and from the training institution – not only that required for formal training units, but also personal development courses, seminars and conferences."</p> <p>"a) Enable research candidatures to be more flexible in the time required for completion, and enable the temporary movement of students in and out, but with a specified cut-off.</p> <p>b) Pay higher rates of Abstudy according to achievement of milestones</p> <p>c) Providing funding for Indigenous researchers to live in on-campus accommodation either free or subsidised</p> <p>d) Provide a dedicated allowance for a computer, necessary software and text books.</p> <p>e) Provide a paid mentor or buddy scheme"(p.2)</p> <p>"There does not appear to be a shortage of opportunities for qualified Indigenous research graduates. Rather there seems to be more positions than highly qualified Indigenous researchers. At the moment this unmet demand is felt both within academia and outside. Opportunities outside academia are both broad – such as in government institutions where research would form only part of a position, and narrow, such as in specific Indigenous organisations researching specific issues.</p> <p>The current mean age of Indigenous students completing research awards in Batchelor Institute is a lot higher than those in mainstream Australian tertiary institutions [approx. 50 years]. This is to be expected, given the fact that most have had to overcome poor secondary education and completed their first degree at a later age, and then generally work in paid employment to pay off debt before reconsidering further studies in academia Until the schooling problems for Indigenous students at primary and secondary levels are addressed it is not unrealistic to expect that for some ten or so years into the future, Indigenous researchers will be just starting a research career when many non-Indigenous researchers are thinking of finishing theirs. In some institutions this will require a change in attitudes, in others this will not."(p.3)</p>										
43	Australian Course in Advanced Neuroscience									
<p>"1) That the inquiry acknowledges the important role to be played by disciplinespecific research-training courses provided to Australian university scientists. Such research training programs contribute to Australia's competitiveness in science and research.</p> <p>2) That the inquiry acknowledges that advanced research training courses for university researchers can be very effectively provided by independent, notfor-profit entities.</p> <p>3) In recognition that such research training courses exist exclusively to advance the calibre of university-based research, such courses should enjoy the same tax deductible status (i.e. DGR status) as a university.</p> <p>4) Provision should be made for the NHMRC and ARC to provide a fraction of their funds to support courses that seek to improve skills that underpin research competitiveness."(p.4)</p>										
44	Genetics Society of AustralAsia Inc								X	
<p>"Until a few years ago Australia produced highly competitive graduates, well educated and consequently capable of contributing in scientific research. Note that the word used is "educated" rather than "trained". It is essentially impossible to "train" a person to be innovative, but a good intellectual environment best provides a basis on which suitable minds may build to become effective in research. The recent pressure to graduate a PhD student in three and a half years or less usually leads to elimination of the phase of the education that is required for the identification of a hypothesis and the use of the scientific method in rigorous testing. A true scientist must be self directed and more flexible time is required.</p> <p>The effectiveness of current Commonwealth research training schemes is mixed. The outcome of the current scheme is that many graduates are incapable of participating appropriately in scientific research of the sort that will lead to real advances. Short-term, blinkered projects that are geared to stay within politically manipulated goals preclude student freedom that has been proved to be essential for the development of truly innovative research. We maintain it is necessary for a PhD student to have the freedom to pursue a research project to the next scientifically appropriate stage however "worthless" that direction may initially appear.</p> <p>While this is particularly true in research education, it should also be a possibility that is widely available throughout science. Without it, for example, restriction enzymes and telomerase would not have been discovered because the former required an interest in why bacteriophage would grow on some bacteria and not on others, and the latter</p>										

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			ns	3.5 Y + ext					
	investigated the very odd macronuclear chromosomes of a protozoan. Neither of these areas could have been set as "National priorities" at the time and consequently the immense power of modern molecular biology would be unavailable (restriction enzymes) and one of the potentially most significant advances in cancer research (telomerase) would not have been made."(p.1) "...it is pertinent to note that overseas Postdoctoral Fellows normally would be expected to reside in Australia under class 418 Education visas which are now particularly disadvantageous to those with families – the majority."(p.2)								
45	Australian Academy of Science	Cites capa							
	"Keeping Australia's top young researchers above the poverty line is crucial to reduce suboptimal performance due to late night and weekend shifts in supplementary casual work. Professor Ian Chubb, Vice Chancellor and President of the Australian National University, recently noted that the student income support system for basic living costs has not been properly reviewed since 1992.8 The Council of Australian Postgraduate Associations (CAPA) have also released data showing that while average weekly earnings had almost doubled in the past 15 years, the stipend for PhDs had increased by a mere \$5747, from \$14,260 to \$20,007.9 This rate will slip below the poverty line by the end of 2008. The Academy advises that the current APA stipend rates for 2008 (\$20,007 for full-time students and \$10,710 for part-time students) are not adequate."(p.5) "Young women in research face particular problems, with a huge drop-out rate during child-bearing years testament to the insufficient support available to women. Female scientists are receiving inadequate quality of childcare and insufficiently flexible employment after return from maternity leave. Additionally, women often face greater challenges in gaining independence in research."(p.8)								
46	Professor Terry Evans et al							Recommended submission	
	"Currently, full-time domestic candidates are normally supported by government or university scholarships worth about \$70,000 to \$90,000 tax free (over 3.5 years). In our 2005 survey other sources of funding were reported (by 13% of respondents) from various government instrumentalities, industry and philanthropic agencies. Some of these are in the nature of 'top-ups' to scholarships. Sixty-seven percent of those (30%) reporting receiving no such funding were part-time; there is very little, if any, financial recognition for their time investment and financial expenditure during candidature. Part-time candidates reported having already spent between \$3500 and \$7000 of their private funds on their doctorates at the time of the survey. Some employers also assist with costs and/or 'study leave', but this is usually minimal at best; our research shows that time is what part-time candidates crave most. Given that fully employed self-funding candidates often voluntarily choose research topics that are of benefit to their employers and/or professions, and to Australia more broadly, it is time for a new policy direction. What is required is what might be called an Industry Research Training Scheme (IRTS). The purpose of which is to provide a framework for Government support for candidates, universities and employers to work together to develop both research capacity and research outcomes of benefit to Australian workplaces and professions ('industry' needs to be interpreted broadly). The IRTS needs to encourage flexible support strategies and services that explicitly identify and accommodate the range of needs, expertise and circumstances of fully employed candidates throughout their (generally) part-time candidature. It should encourage prospective doctoral candidates to negotiate projects with their employers or potential employers that are of explicit benefit; employers need to be given incentives to invest in these projects; and universities need to be rewarded (perhaps with IRTS places attracting a premium) for delivering high quality doctoral supervision and support to workplace-based candidates. Universities should also be able to negotiate to meet part of the candidates' salary costs in order to be able to employ for academic work, thus bolstering the 'real world' expertise in the academy. The IRTS scheme needs to be seen as an Australian Government, university and industry partnership that provides incentives to employers to support candidate-employees with paid doctoral leave, including, for example, company tax relief for business or equivalent grants to the public and voluntary sector. The IRTS and its strategies should be explicitly directed to include disciplines where such partnerships are uncommon (for example, Education, Nursing and Social Work). While particular circumstances will vary, the critical principle is that all parties involved recognise the investment being made—research work performed by the candidate, the salary and infrastructure provided by the employer or funding agency, the expertise and support from the university, the investment by Government; and value the benefits accrued—increased research output, expanded and sustained national research capacity, greater university-industry relationships, and PhDs for the candidates." (pp.3-4)								

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			ns	3.5 Y + ext						4 Y			
47	Council for Humanities, Arts and Social Sciences	Cites capa	X		\$26K				X			Recommended submission	
[Recommended submission]													
48	La Trobe University	Cites capa		X	\$26K			X		X		Recommended submission	
"A recent CAPA survey suggests that the best postgraduate scholarships are living below the poverty line. We do not believe the brightest should be placed in positions of compromise between their research commitment and their ability to support themselves... We believe that there should be greater provision for more flexible awards, eg. part time awards, as well as awards which positively encourage collaborative partnerships with industry and non-profit groups along the model of the APA (Industry) awards." (p.3) "The lower rungs of the research and teaching career structure have become increasingly casualised, so that junior academics may find themselves trapped in onerous short-term employment: 5-month or 10-month contracts or lectureships paid on casual and contract hours and teaching new units each semester. The nature of this workload is such that young university staff must generate 13-26 new lectures each semester, teach up to 20 hours per week and mark the work of perhaps 100 students generating perhaps the equivalent of 5000 words per semester each." (p.5).													
49	Research School of Physical Sciences and Engineering, ANU			X	\$25K								
"To address shortages in the PhD-trained skills areas, we propose funding international students who are attracted from overseas in a similar way to the support given to Australian and New Zealand students through RTS funding. Other Government schemes have been opened up to equal international competition including APA Industry scholarships and ARC Fellowships, and we believe that the same principle should be applied to Commonwealth-funded APAs....It is proposed that APA awards be transferable to IPRS awards." (p.2) [Proposal not supported by CAPA].													
50	Department of Innovation, Industry, Science and Research												
[Detailed submission, with useful background from the Department.]													
51	Innovative Research Universities Australia	Cites capa	X		\$30K				X		X	Recommended submission	
"Figures recently released by the Council of Australian Postgraduate Associations (CAPA) show that for the first time the stipend rate for APAs will slip below the poverty line by the end of 2008. IRU Australia is strongly of the view that the APA stipend needs to be increased to at least \$30,000 per annum, tax free, if it is to provide any real incentive for talented Australians to choose to undertake research training versus other competing career options. The stipend should also be annually indexed to ensure that it keeps pace with inflation." (p.9) R2: "Introduce a HECS-HELP debt remission scheme for Australian students completing research higher degrees" (p.11) R3: "Ensure that government research training programs provide appropriate encouragement to Indigenous Australians, students from rural and regional Australia and disadvantaged Australians to undertake and successfully complete research higher degrees." (p.12) R5: "State governments to introduce policies to provide full exemption from tuition fees in government primary and secondary schools for dependents of international research students." (p.14) R6: "a) Introduce revised policy enabling co-supervised PhD students to enrol simultaneously at two universities, with the student load and completion similarly split between the two institutions. b) Introduce policy mechanisms to encourage the international mobility of domestic PhD students, including targeted funding support to universities." (p.16) R7: "b) Review and scale up the current suite of government funded programs which provide support for research student and recent graduate linkages with the broader innovation system." (p.18) "IRU Australia shares the views of other bodies, including the Council of Humanities, Arts and Social Sciences and the Council of Australian Postgraduate Associations that the current high cost/low cost categorisations by discipline which determine the quantum of funding received for each RTS place are quite arbitrary. They need to be reviewed on the basis of evidence of the contemporary cost structures associated with research training in different fields of study." (p.19)													

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			ns	3.5 Y + ext						4 Y	30%		
R9:	"Establish a national taskforce, with representation from key stakeholders including universities, government and research councils, to oversee the development and implementation of a national research career initiative aimed at making academic careers more attractive to quality research graduates." (p.20)				30%								Recommended submission
52	Ms Jan Thomas et al				30%								Recommended submission
	[Recommended submission]												
53	National Tertiary Education Union	Cites capa		X	30%	X	X	X	X	X	X	X	Recommended submission
	[Recommended submission]												
54	The Australian Technology Network		X		\$25K	X							Recommended submission
R2:	The adoption of a national PhD Placement programme which will enhance employment of PhDs in business and lead to increased innovative capacity and R&D investment in Australian firmsR6: A rationalisation of government policy that addresses the disadvantage PhD Students currently operate under by removing the assessment of part-time APA Scholarships as assessable income for both PAYE and recipients of income support under the Social Securities Act.R7: An increase in the postgraduate stipend from \$19,616 to a minimum of \$25,000 per yearR8: Extension of the duration of all Commonwealth-funded HDR scholarships by 6 months, including those funded through ARC, NHMRC and all other national funding agencies or programs and the Scholarship supplement increased in line with this extension. (p.2)"The ATN believes that the current financial support is not adequate to attract and retain the number of post graduate students that will be required to deliver the nation's innovation agenda, and recommends that the Government increase the postgraduate stipend from \$19,616 to a minimum of \$25,000 per year. Further, we recommend a rationalisation of government policy that addresses the disadvantage PhD students currently operate under by removing the assessment of part-time APA Scholarships as assessable income for both PAYE and recipients of income support under the Social Securities Act." (p.2)												
55	Group of Eight Limited		X		ns								
	[[refer also Innov. Submission]]												
56	The University of Melbourne	referred to but not cited	X		ns	X	X	X	X	X	X	X	
	"The higher education sector must recognise that research training demographics vary, even within the Go8 universities. Any assumption that RHD candidates are full-time, early career and young is clearly unsafe. Untaxed stipends to support Graduate Research should be more accessible to part-time candidates (presently only full-time scholarships are untaxed), and scholarships should be made available to allow short periods of full-time activity by part-time students. In short, much greater flexibility should be attached to research training support." (p.3)												
57	Australian Council of Deans of Agriculture	referred to but not cited			70-120%*								
R1:	that the Government changes its policy of doubling the number of scholarships in favour of better funded scholarships, on the grounds that we have difficulty in filling the existing number of scholarships at the current stipend rate.												
R2:	that the level of stipend be raised to at least graduate employment salary levels, ie an increase of 70-120%, and perhaps abandoning the tax-free status.												
R3:	that associated research support funds need also to be tripled, at least, to provide reasonable assistance towards the costs of the research and research training. (p.1)												
58	Professor Peter Drummond												

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			ns	3.5 Y + ext						
	<p>"An essential challenge in the current climate is the over-emphasis on short-term positions, without essential guarantees on employment quality issues of central importance, like: academic freedom to allow curiosity driven science; freedom of speech so researchers can communicate to the press; long-term tenure so that outspoken staff are not summarily sacked; freedom from discrimination that is enforceable in practical terms; affirmative action to eliminate 'glass ceilings' for female researchers; reasonable teaching loads to allow research time in teaching positions. Without these guarantees, considered normal practise in most industrialized nations, we will remain something of a research backwater." (p.2)</p>									
59	National Tertiary Education Union (UQ branch)	Cites capa		X	30%	X	X			
R3:	<p>"In addition to a 30% increase in stipend; all scholarships and awards should be exempt from assessable income for taxation and income support purposes (including, importantly, part time awards); APA duration should be extended to four years (full time equivalent) to match the term of candidature; Greater flexibility should be allowed for recipients to go part time." (p.2)</p> <p>"Review and reform of the ARC and NHMRC funding criteria, allowing; full funding of research, including; full salary with on-costs and superannuation at the institution's scale reflecting the seniority and achievement of the researcher, and capacity for funding adjustment to allow a justified promotion; full recovery of research costs, including infrastructure, research facilities and services, and the time contribution of tenured staff; removal of eligibility restrictions on fellowships, particularly the number of years since PhD completion; research of specifically Australian interest should not be rated against more global work on the basis of publication in international journals. A separate allocation with separate criteria should be made for this work; acceptance of non-tenured researchers as chief investigators; funding for the preparation of proposals." (p.13)</p>									
60	Dr Steve Madden				\$35K					
	<p>"Whist working in the US ...I employed 3 fresh Australian PhD graduates and one post Doctoral fellow. The lowest cash component of salary paid to any of these 4 people was US\$100,000 per annum. Research in an Australian university just cannot compete with this and needs to provide some other key inducements that are not currently present. (p.4)</p> <p>R2: Need to make academic salaries competitive with at least the public service R3: Must provide better employment stability and a realistic career progression, starting at the minimum at the 5+ years out from PhD timeframe. My feeling is that fresh postdoctoral researchers will tolerate a few years of fixed term contract employment if there is some realistic prospect of permanency in the 5 year timeframe. To accomplish the employment stability it is necessary to hugely reduce reliance on competitive funding for paying salaries. (p.6)</p>									
61	Australian Academy of the Humanities	Cites capa			ns					
	<p>"The radical increase in reliance upon competitive grant funding models has seen an increase of casual and fixed term research staff in Australian universities with repercussions for job stability and continuity. When considered alongside the several mechanisms that allocate funding between disciplines in a skewed way, the opportunities for career advancement in certain disciplines, including the humanities sector, remain uncertain, erratic and unstable. (p.16)</p>									
62	National Tertiary Education Union (CQU Branch)									
R5:	<p>Apply a weighting to research training funds for regional universities. In setting the weighting two factors should be taken into account; firstly, the costs of travel, accommodation and incidentals incurred to attend conferences or meet with their supervisor/s and, secondly, the established capacity and infrastructure in the institution to support the researcher's career path.</p> <p>R6: Research students who undertake studies in rural universities should be provided with an additional support, not only to attract more students but also to encourage them to interact more closely with their peers in larger universities.</p> <p>R7: Government research grants to reward collaboration with regional universities, especially if the research is performed in the local community or the research is closely connected to a regional community.</p> <p>R8: All universities MUST recognize the supervision of students from other universities via work load calculations.</p> <p>R9: Special grants be provided for supervisors to visit their student or vice versa. (p.2)</p>									

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			ns	3.5 Y + ext						
63	RMIT University				\$25K / \$40K*					
64	Australian Association for Research in Education			X	30%					
R1:	Encourage more students to undertake research training in areas of strategic importance to Australia through substantial increases in the level of living stipend in Australian Post-graduate Awards (APA)...									
	<ul style="list-style-type: none"> <li>the Federal Government recently announced funding for an extra ca 5000 APAs per year;</li> <li>currently APA stipends are allocated at ca \$20,000 per student per year;</li> <li>we propose that these extra places be targeted to areas of national research priority, those where the need for research graduates is strong (eg manufacturing and resources) and where it is difficult to recruit students because of strong employment opportunities;</li> <li>we also propose that such targeted APAs attract an increase in the stipend of at least \$10,000 per year over current levels, and more likely \$20,000 per year, to provide the incentives for students not only to choose research training instead of immediate employment but also to engage in research that aligns specifically with national needs. Such increases would ultimately increase the total costs of APAs by \$50 or \$100m per year respectively. Annual increases would relate to the phased introduction of the new APA s;</li> <li>the levels of stipend increase and timing of their introduction would need to be determined following further evaluation of appropriate priority research areas.</li> <li>we also propose that the incentives driven by such stipend increases should not be diluted by removing the current tax-free status of APAs." (p.3)</li> </ul>									
R2:	Australian Association for Research in Education									
	<ul style="list-style-type: none"> <li>AARE recommends an increase in the number of RTS places available to Australian universities in order to increase availability to Education research students</li> <li>AARE recommends Government create a flexible research training scheme that facilitates and encourages: <ul style="list-style-type: none"> <li>inter-university collaboration;</li> <li>networks of professionals working part-time on research;</li> <li>appropriate support structures, entry and exit points, and</li> <li>mechanisms to encourage movement in both directions between Education professions and the academy</li> </ul> </li> <li>AARE recommends that APA stipends be increased so that their value to recipients increases by 30% on current levels, and be indexed thereafter</li> <li>AARE recommends an increase in the length of APA funding to 4 years with a sixmonth optional extension</li> <li>AARE recommends a review of ranking criteria for APA and RTS places to take account of diverse entry points into HDR programs, especially in professional fields such as Education</li> <li>AARE recommends that the Government conduct a systematic review of programs for the development of research capabilities across the disciplines[...]</li> <li>AARE recommends an adoption of the term 'research education' in preference to 'research training', in order to acknowledge and to address the complex work of developing advanced level research capacities for a rapidly changing, complex knowledge economy. (pp.2-3)</li> </ul>									
65	Charles Sturt University									
66	Sydney University Postgraduate Representative Association	Cites capa	X		50%	X		X		Recommended submission

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			ns	3.5 Y + ext						
R1:	THAT the definition of completions be altered so that the date of completion is the date of award of the research degree.									
R2:	THAT RTS support for Commonwealth Supported doctoral places be returned to five years full time and two and half years for research masters.									
R3:	THAT increased flexibility be built into RTS to allow students to re-commence candidature or receive extended RTS support.									
R4:	THAT measures be introduced to require and fully fund a requirement for each institution to have a minimum resources policy based on CAPA's model policy (p.3).									
R5:	THAT the stipend rate for Australian Postgraduate Awards (APAs) be increased by 50%.									
R6:	THAT the APA be appropriately indexed.									
R7:	THAT APAs continue to be administered by Universities.									
R8:	THAT the duration of all APAs be increased to at least 4 years (full-time equivalent) to match the term of candidature.R9: THAT all scholarships and awards be exempted from assessable income for taxation and income support purposes (including part-time awards), along with amending Commonwealth scholarship guidelines to give recipients greater flexibility in going part-time.									
R10:	THAT APAs return to being transferable between universities.									
R11:	THAT Austudy and Youth Allowance be made available to all postgraduate students.									
R12:	THAT APAs include and/or increase relocation allowances.									
R13:	THAT All APA holders be eligible for rent assistance.									
R14:	THAT eligibility for Health Care Cards be expanded so to include APA and scholarship holders.									
R15:	THAT Every student undertaking a RHD receive an APA.									
R16:	THAT the VSU legislation be rescinded and that secure funding be reinstated for all student organisations.									
R17:	THAT additional funding be made available to increase the participation of designated equity groups. (p.7)									
67	Heart Foundation									
68	Macquarie University Postgraduate Representative Assoc									Recommended submission
[Submission includes valuable examples of individual student concerns]										
69	Council of Deans of Nursing and Midwifery									
"A raft of initiatives that provide more flexible opportunities for scholars and post doc fellows to work and research at the same time need to be included in the range of traineeships. The first class honours, or equivalent, criteria for APAs is inappropriate for health disciplines and reflected in the very low uptake of APA in these disciplines. This is primarily because the majority of students want to get clinical experience before embarking on research (in the case of nursing, most of which is applied clinical research)." (p.3)										
70	Research Australia	Cites capa			\$25K			X		Recommended submission
R1.	Increase the size and duration of National Health and Medical Research Council/Australian Research Council grants to provide greater certainty to training institutions and to make research careers more attractive.									
R2.	Develop a co-ordinated program to fund research and research training infrastructure across the health and medical research sector, recognising the real cost of research and training the next generation of health and medical researchers.									
R3.	Introduce specific scholarships for students undertaking an Honours program of research.									
R4.	Provide more opportunities for part-time, distance-education, multi-institution or industry-based PhDs, particularly for health professionals.									
R5.	Increase the value of Australian Postgraduate Awards to reflect the cost of living and competition from graduate opportunities. A stipend of at least \$25,000 should be considered, as well as provision for international conferences and travel.									
R6.	Support a number of short-term 'Transition Fellowships', either through the National Health and Medical Research Council or universities, to tide the best candidates over for 6 months. These would support the preliminary activities leading up to post-doctoral research.									

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			3.5 Y + ext	4 Y									
71	Minister for the Environment, Heritage and the Arts												
[Refer also submission to Innovation Review]													
72	Council of Deans and Directors of Graduate Studies (DDoGS)	Cites capa	X		30%					X			Recommended submission
73	Deakin University		X		30%					X			
<p>R1: the government takes a more flexible approach to funding higher degree by research places;</p> <p>R2: the number of higher degree research places for an institution should be negotiated through the compacts in line with the objects of the university;</p> <p>R3: each institution should demonstrate that it has adequate resourcing and support mechanisms for its proposed HDR cohort.</p> <p>R4: APA stipends are increased by at least 30% per annum, tax free and are appropriately indexed in future</p> <p>R5: That the length of APA funding be increased to 3.5 years with a six month optional extension.</p> <p>"In addition, Deakin recommends that top quality graduates be encouraged to pursue higher research degrees by introducing a waiver of their undergraduate HECS debt upon successful completion of their doctoral program. This would be a substantial incentive which would not impose any current increase in spending." (p.3)</p>													
74	University of the Sunshine Coast			X	30%						X		
75	Department of Climate Change												
<p>"In the past 18 months there has been a dramatic increase in demand by government and industry for climate knowledge support. More research personnel are needed to develop models and theory, to interpret observations, data time-series and experiments, and to work with industry and decision makers to interpret results correctly. At present the number of graduates beginning Ph.D. studies in earth system science is inadequate for both present and future demand. It is vital that the universities build and adequately support undergraduate and postgraduate programs, and enhance institutional cooperation.</p> <p>The scale of the problem is enormous and the time to address the systemic restrictions on research capacity is now." (p.3)</p>													
76	Monash University				\$35K*								
<p>"As noted in the DDoGS submission there are a number of discipline areas where it is particularly difficult to recruit full-time PhD students in sufficient numbers to cover Australia's future workforce needs. Many of these areas are able to attract part-time students in their late 30s and early 40s with families and mortgages to support. For them, the APA stipend of approximately \$20,000 per annum is too low. Monash would like to suggest a special scholarship that would allow such candidates to switch from being part-time without scholarship to full-time for up to two years with scholarship support of \$35,000 per annum. These special scholarships could be reserved for particular areas of shortage where it is important we fast-track qualified people into the workforce. They might also receive a completion bonus. The government should also consider a waiver for any fringe benefit tax incurred by businesses or institutions that employ staff undertaking research degrees." (p.4)</p>													
77	Department of Agriculture, Fisheries and Forestry												
78	Flinders University				50%					X		X	

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			ns	3.5 Y + ext						
79	The University of Adelaide									
80	Griffith University	Cites capa	X		\$26K			X		
	<p>"Figures released by the Council of Australian Postgraduate Associations4 (CAPA) show that for the first time the stipend rate for APAs will slip below the poverty line by the end of 2008. Griffith University strongly recommends that the APA stipend be reviewed and adjusted upward by a minimum 30 per cent so that it is at least equivalent to the APA (industry) award amount of \$26,140." (p.3)R1: Australia set a target of up to 40 percent of all commencing PhD students to come from overseas within five years, provided this is accompanied by more collaborative arrangements with high quality international partners and does not diminish national commitment to domestic PhD provision ; and International Postgraduate Research Scholarships (IPRS) should be doubled to 700 per year by transferring 1,400 of the new 4,800 Australian Postgraduate Research Awards over a four year period.R2: Increase the APA stipend rate by at least 30 percent (tax free) and extend the length of funding to at least 3.5 years with provision for a six month extension for students to remain on and write-up articles for journal publication.R3: For domestic PhD graduates, introduce a remission of the Higher Education Contribution Scheme debt for previous studies.R4: That funding of additional places under the Research Training Scheme be designated as a high priority, equal in standing to the provision of additional APAs.R5: It is recommended that the funding period for an RTS place be extended to 4.5 years with an additional six months (i.e. 5 years) possible for students to remain on and write-up articles for journal publication.R6: That a PhD in government internship program be considered as a sub-program of the National Student Internship Scheme.R7: That the CTS be retained and that additional means of achieving commercialisation and industry outcomes for PhD students be examined including the 'public space' concept and Knowledge Transfer Partnerships.R8: That Australia develops a policy to encourage mobility for domestic PhD students to encourage them to spend time overseas during the course of their studies. It is recommended that such funding could be negotiated with institutions as part of their compact agreements whereby a university would commit to offering a specified number of international opportunities. "It is possible for universities to strike up a joint supervision agreement but in the absence of a nationally agreed model this is cumbersome and time-intensive. Given that student mobility is now a high priority for PhD students it is strongly recommended that they should have the ability to enrol in two institutions simultaneously with a supervisor at each institution as might occur under an international 'cotelle' arrangement. The [final] issue also relates to mobility and the ability of universities to entice students to change institutions near the end of their candidature with a generous PhD completion scholarship. Such practice is highly unethical and not always in the student's academic interest. It is recommended that this practice be discouraged by requiring universities to pay a 'transfer fee' to the original host institutions should they wish to recruit PhD students that are close to completion." (pp.5-6)</p>									
81	Institute Postdoctoral Researchers Association	referred to but not cited			ns					
82	Universities Australia	referred to but not cited			\$26K					
	<p>"While the doubling of APAs is a welcome step, Universities Australia notes with concern that this year the level of the APA stipend will fall below the Henderson Poverty Line for the first time. Given the increasing accommodation, transport and other cost pressures faced by research students, Universities Australia supports calls from the Council of Australian Postgraduate Associations for an increase in the APA stipend to \$26,000 per annum." (p.12)</p>									
83	CSIRO									

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			ns	3.5 Y + ext						
84	The University of Notre Dame									
85	Queensland Government	Cites capa			ns					
	"Currently, Australia is facing a shortage of skilled professionals in a large number of industries. Similarly, Australian universities have one of the oldest workforces of any industry in the country, and as current academics reach retirement age, more PhD graduates will be required to fill these positions. In order for current research training schemes to support future demand for qualified professionals, the Commonwealth Government must provide adequate financial support for those engaged in research. This includes funding provided to students undertaking research PhDs and Masters. During the recent Federal election campaign, the Australian Labor Party pledged to more than double the number of Australian Postgraduate Awards (APAs) from 1,580 to 3,500, to be offered by 2012. While this was welcomed by the higher education sector, the amount provided by each APA needs to be reviewed. APAs are currently funded at \$20,007 per annum and research undertaken by the Council of Australian Postgraduate Associations shows that students on these scholarships will fall below the poverty line. The demand for research degrees has dropped in recent years, and increasing APA funding could help to arrest this decline." (p.4)									
86	Charles Darwin University									
87	Australian Research Council College of Experts	X			ns					Recommended submission
	"Members of the College strongly believe that an extension of the tenure of scholarships and normative completion times is needed in the Australian system. The current system provides insufficient encouragement for many of our most creative and innovative university graduates to embark on a research career. This situation could be ameliorated by introducing an element of creativity in the schemes providing scholarship support for our best graduates at a level that is reasonable and attractive and tenable for a flexible duration from three to five years." (p.2)									
88	Australian Council of Deans of Education Inc					X				Recommended submission
	"...emerging problems with the research workforce in Education that could have long-ranging consequences for Australian Education [include:]Few Honours Students in Education - 11.7% of all domestic students enrolled in Australian Universities are in the field of Education, but they comprise only 1.6% of honours students. In 2005, there were only 175 honours students in Education across Australia.Few Doctoral Students enrol full-time - 8.7% of all domestic doctorate-by-research students are in the field of Education, but they comprise only 3.7% of full time research doctoral students, some 77% of them being enrolled part time.Older Doctoral Students - Of all commencing research doctorate students in Education in 2005, 70% were 40+ and 27% were 50+. This compares with 31.1% and 11.6% respectively across all fields.Older Academic Staff in Education - 40% of Education academics are over 55 years of age (25% for the sector as a whole), while only 11% are under 40 years (27% for the sector as a whole). These statistics highlight that students who undertake research degrees are not necessarily young and full-time, proceeding more or less directly from undergraduate honours degrees, and without major personal financial commitments." (pp. 1-2)									
89	Medical Deans Australia and New Zealand				ns					

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			ns	3.5 Y + ext					4 Y				
90	Council of Australian Postgraduate Associations	Cites capa		X	30%	X	X	X	X	X	X	Recommended submission :-)	
91	Swinburne University of Technology				ns	X	X	X					
<p>"Australia must address 'the brain drain' to global opportunities so to retain our brightest and most innovative talent. An increase in RTS places would assist in retaining local talent especially if opportunities for scholarships were increased and made more flexible. Australian Postgraduate Awards (APAs) should be made more flexible and made available on a part-time basis." (p.3)</p> <p>"Given that many research students study part-time and do not have the benefits of a scholarship to free them entirely from work commitments, we argue for a 'package' of centrally funded short term scholarships to assist the completion of the degree (such as a write up scholarship; a data collection scholarship; appropriate international experience relevant to the completion of the degree)." (p.3)</p> <p>"We suggest a tripartite model where nationally funded research training occurs at three levels, namely:</p> <ol style="list-style-type: none"> <li>1.National level: cluster groups based on common threads, such as substantive areas or discipline groupings, or methodological approaches; technical training; multidisciplinary groupings according to stage with respect to candidature;</li> <li>2.University level: a central program offering seminars and workshops on a range of topics from RHD policy and procedures, what counts as research, progress, thesis writing, publication, ethics and IP, research literacies, quantitative approaches, career opportunities, examination, supervision matters as well as leadership and management;</li> <li>3.Faculty level: a range of discipline specific (or candidature issue specific) offerings to all research candidates, such as writing workshops, completion 'camps', technical strategies, English language support, oral presentations, ongoing research options for honours and Masters by coursework students." (p.3)</li> </ol>													
92	Dr Adam Cawley									X			
93	Associate Professor David Clark-Murphy												
[Offers examples in support of improvements for early career researchers]													
94	The Australian Institute of Nuclear Science and Engineering		X										
[Outlines the role of Institute of Nuclear Science and Engineering in supporting research, and some of the challenges they face].													
95	Professor Brian Fitzgerald												
[Addresses a number of challenges in supporting early career researchers]													
96	The University of Western Australia		X		30%						X		
R3: UWA recommends that the Commonwealth and the States work together to invest in research infrastructure to underpin the research and research training environment of Universities and thus increase their overall productivity.													

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			ns	3.5 Y + ext						
	R9: UWA recommends that APA stipends are increased by at least 30% per annum, tax free and that they are appropriately indexed in future. R10: UWA recommends that APAs be awarded for 3.5 years with an optional six month extension. R11: UWA recommends an increase in the number of IPRS awards to reflect the growth and demand in our international student cohort, and believes that each award should fully fund the fees of the awardee. R12: UWA recommends a review of the Endeavour Scholarship Programs to improve the accessibility and international competitiveness of the scheme. R13: UWA recommends that all ECRs have access to developmental programs and that universities clarify the circumstances in which they would be paid for their teaching services. R14: UWA recommends a review of all government-funded programs that provide industry training for HDR students, with the aim of expanding the training to other modules and making it available to ECRs.									
97	Australian Catholic University				ns					
	[Key points include improvements in postgraduate stipend rates, better relevance of skills development efforts, issues in offshore research and issues surrounding thesis examination]									
98	Government of South Australia									
	"The Government of South Australia would, therefore, strongly support mechanisms that: 1. increase opportunities for research in the social sciences 2. provide career paths for young researchers and 3. enable academics to build and maintain an active research profile." (p.7) "Programs such as the Australian Government's proposed Researchers in Business initiative that could support early-career researchers to build strong links with end-users, be they business, government or NGOs. Researchers participating should be given every incentive to work outside of institutions and should not be penalised for taking breaks in their research careers to pursue innovative projects which is a current deficiency in existing fellowship schemes that also impacts on researchers taking parental leave." (p.10)									
99	Australian Education Union									
	"A sufficient number of trained scientists, science researchers, science educators, as well as an overall scientifically educated workforce is reliant upon achieving the foundations of a knowledge and love of science learning and research during the primary and secondary school years." (p.1)									
100	The University of Queensland			x	30%	x		x		Recommended submission
	"The Australian PhD system is (in economic terms) very "efficient": Australian PhD completion times and completion rates compare very favourably with international data. Current data from UQ and the USA show the percentage of PhD candidates commencing in 1997 who had completed by 2007. A 10-year period is considered optimal for capturing candidates who have had interruptions due to unforeseen circumstances and/or have been enrolled part-time. The most recent figures are: - National Science Foundation Doctoral Completion Study (USA, 2008) 56.7% - The University of Queensland PhD Cohort Analysis (2008) 69.0%" (p.3) "In the UK and Australia in the mid-1990s, it was fashionable to assume that the appropriate PhD duration was 3 years. While some successful PhD outcomes [can] be achieved in 3 years, it is not a <u>standard</u> that can be applied to all. When [t]hat fashionable assumption became embedded in policy and funding decisions, it has negative effects on the opportunities for: - pursuing anything other than the thesis itself (preferably on a 'safe' topic); - appropriate coursework to broaden the disciplinary knowledge of graduates; - the deep acquisition of generic skills; - disseminating the results of their work through publications and conferences, - gaining industry and/or international experience." (p.4)									

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			ns	3.5 Y + ext						
101	National Health and Medical Research Council									
102	Dr Kevin Ryland									
	"The purpose of this submission is to provide an analysis of the trends in the doctoral population between 1998 and 2006, which may help the committee in its considerations" (p.1)									
103	Professor Allan Borowski									
	"The extension of a fees exemptions to students undertaking a "taught" doctorate (substantial coursework beyond 30 per cent of the degree plus thesis will, I believe, represent an appropriate response, in part at least, to concerns about the quality of PhD programs and their graduates." (p.1)									
104	Melbourne College of Divinity									
	"the conditions for award of an APA at a legislative level should perhaps be relaxed, with more freedom granted to the institution to determine eligibility. The availability of scholarships such as APAs is an important factor in encouraging candidates to pursue research studies." (p.1)									
105	Minister for Defence Science and Personnel				ns					
	"In developing a co-ordinated campaign consideration should be given to providing adequate remuneration, which I understand is very low by industry and public sector standards... An ability to move seamlessly in and out of the university system into industry and our publicly funded research organisations without compromising their service or superannuation entitlements would allow researchers to broaden their individual skills and share their knowledge base with Australian industry and public sector. In addition augmentation of Australia's current scholarship and fellowship arrangements, both in terms of numbers and value, is warranted." (p.4)									