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Purpose This procedure outlines the University of Tasmania’s provision of academic supervision and support for HDR candidates, describing:

- a) the responsibilities of supervisors, supervisor registration and re-registration, and establishing and changing supervisory teams to ensure all HDR candidates receive high quality supervision during candidature; and
- b) managing candidature, supervisor-candidate relationships and developing the skills needed by the academics involved.

It applies to all higher degree by research (HDR) candidates, registered supervisors or those seeking to be registered, Graduate Research Coordinators (GRC) and heads of academic units (HoAU).

Applicable governance instruments

Instrument	Section	Principles
Research Training Ordinance		
Research Training Policy	1 Admissions and enrolment 3 Academic support, resources and intellectual climate 4 Candidature progression, development, and completion	1.1 3.1 – 3.2 4.1 – 4.4
Research Policy	2 Responsible conduct of research	2.1 – 2.2
Compliance Policy	2 Conflict of interest	2.2
People Policy	2 Inclusion, diversity, and equity	2.2
Behaviour Policy	1 Behaviour	1.1
Data and Information Governance Policy	1 Privacy	1.1
<i>Education Services for Overseas Students (ESOS) Act (2000)</i>		
The Australian Code for the Responsible Conduct of Research (2018)		
ACGR Principles for Respectful Supervisory Relationships		
<i>Higher Education Support Act (2003)</i>		
Australian Qualifications Framework		
<i>ACGR Good Practice Guidelines for Disclosing and Managing Interests in Graduate Research</i>		

Procedure

1. Supervisors

- 1.1. Supervisors are responsible for the design and establishment of research projects.
- 1.2. Supervisors are responsible for guiding and encouraging a candidate to complete course requirements consistent with the *Australian Qualifications Framework* and in accordance with the *Research Training Ordinance* relevant to the discipline and appropriate for the degree.
- 1.3. Supervisors are the primary sources of support and expert guidance to HDR candidates.
- 1.4. Supervisors and GRCs are expected to understand and comply with all relevant University delegations, ordinances, policies, procedures, and codes of conduct relating to research and research training.
- 1.5. Supervisors are responsible for guiding candidate to conduct their research in accordance with the *Australian Code for the Responsible Conduct of Research*.
- 1.6. Supervisors are responsible for supporting opportunities for:
 - a) the production of high-quality research outputs based on the candidate's research;

- b) professional development; and
 - c) end-user engagement.
- 1.7. Supervisors are responsible for maintaining a high quality of supervision and are bound by the [University's Behaviour Policy](#).

2. Supervisor role types

- 2.1. A *primary supervisor* is an academic employee of the University, who is responsible for ensuring a candidate is aware of and understands all academic, administrative, and regulatory requirements they must meet. A primary supervisor will provide leadership to the HDR supervisory team. They will ensure a candidate receives appropriate guidance in their project and support toward successful completion of their thesis and its examination.
- 2.2. A *co-supervisor* is an academic employee of the University or adjunct or clinical title holder who will work closely with a primary supervisor to support, guide, and advise a candidate in the conduct of their research project, drawing on their specific research expertise.
- 2.3. An *experienced supervisor* is an academic employee of the University or adjunct or clinical title holder who will mentor less experienced supervisors on the supervisory team. They will have at least two years supervision experience and have been on a supervisory team that has supervised at least one HDR candidate to submission of a pass grade thesis within the maximum degree period.
- 2.4. A *research advisor* will provide specialist knowledge and/or expertise to a candidate, although they may not be active in research. A research advisor may be internal or external to the University (such as an industry partner), is not a registered supervisor and is not required to meet the supervisor registration eligibility criteria.

3. Primary supervisor qualifications and other requirements

- 3.1. As a primary supervisor, a person will be all of the following:
- a) a permanent or contract academic employee of the University whose tenure is reasonably expected to exceed the duration of candidature for all students under their supervision;
 - b) meet the eligibility conditions specified in the *Research Training Ordinance* and be an active registered supervisor; and
 - c) have relevant research expertise, be active in research in the same or related discipline as the candidate's project, and have reportable research outputs in the relevant disciplinary area at the time of appointment as supervisor of a candidate.
- 3.2. A supervisor will normally not be permitted to be the supervisor for more than the equivalent of seven full-time candidates.
- 3.3. The University is supportive of Early Career Researchers (ECRs) becoming primary supervisors, where their expertise aligns with that of the candidate's research, and they are appropriately supported by an experienced supervisor (see section 2.3). The composition of the supervisory team is the responsibility of the relevant Academic Unit, and approved by the Head of the Academic Unit. Endorsing a contract ECR to be primary supervisor fits within that remit.
- 3.4. An HDR candidate at the University of Tasmania will not be eligible to register as a supervisor until they have completed their Higher Degree and that degree is conferred.
- 3.5. A primary supervisor will not normally be an adjunct or clinical title holder.
- 3.6. In exceptional circumstances deemed in the best interest of a candidate, an academic unit may request approval from the Pro Vice-Chancellor for Graduate Research (Pro Vice-Chancellor) for an

adjunct or clinical title holder to act as primary supervisor. This request will:

- a) be made in writing by the HoAU; and
- b) include a statement of support and justification.

4. Supervisor registration and re-registration

- 4.1. The Pro Vice-Chancellor is responsible for maintaining a register of supervisors, including monitoring of satisfactory performance.
- 4.2. Academics who seek to supervise HDR candidates must apply to the Pro Vice-Chancellor to be admitted to the Register of Supervisors (Register) by submitting the [Supervisor Registration](#) form.
- 4.3. A supervisor registration or re-registration application must be endorsed by the HoAU and submitted for consideration by the Pro Vice-Chancellor.
- 4.4. When determining eligibility to be registered or re-registered as a supervisor, the HoAU and the Pro Vice-Chancellor will, in accordance with the *Research Training Ordinance*, consider:
 - a) the nature of the person's association with the University;
 - b) academic qualifications;
 - c) research activity; and
 - d) supervisory performance.
- 4.5. Professional staff and external research advisors who seek to become formal, registered supervisors of HDR candidates are required to apply for adjunct or clinical title status prior to registering as a supervisor in accordance with the *Academic Promotions, Honorary and Adjunct Titles Policy*.
- 4.6. A supervisor is registered for a maximum period of seven years, at which time registration will lapse. Registration is conditional upon maintaining eligibility as set out in section 3 and 4 of this procedure.
- 4.7. A supervisor with a lapsed registration will need to apply for [supervisor re-registration](#).
- 4.8. Where a supervisor with lapsed registration does not re-register within four weeks of registration lapsing, and the supervisor has actively enrolled candidates, the GRC will advise the supervisor to re-register. Where a supervisor does not act on that advice, the HoAU will make arrangements to find alternative supervision for affected HDR candidates.
- 4.9. The HoAU will regularly monitor and review supervision performance.
- 4.10. The Pro Vice-Chancellor, on advice from the HoAU, will consider a report of unsatisfactory performance of a supervisor and take action in accordance with the *Research Training Ordinance* and *Schedule A: Potential consequences of unsatisfactory supervision performance*.

5. Supervision workload and load distribution

- 5.1. Supervisor load distribution within a supervisory team (totalling 100 percent for each HDR candidate) is negotiated amongst the supervisory team and endorsed by each supervisor's HoAU and should reflect percentage contribution to supervision of the HDR candidate.
- 5.2. Supervision teams will comprise teams of two or three supervisors. The primary supervisor will have a load of a least 50 percent with the remaining load being split with the other member(s) of the supervisory team. Except where approved by the Pro Vice-Chancellor, no supervisor will have less than 20 percent load share.

- 5.3. Requests can be made to the Pro Vice-Chancellor for teams of four supervisors, only where a fourth supervisor is:
 - a) critical to the successful supervision of the project; and
 - b) representing a key research-end user involved in the project, or the project involves two or more University of Tasmania Colleges.
- 5.4. In the case of four supervisors, the primary supervisor will be 40 percent and each co-supervisor is 20 percent.

6. Allocation of supervisors and conflict of interest considerations

- 6.1. The HoAU is responsible for assessing the suitability of and approving an HDR candidate's supervisory team.
- 6.2. The candidate and primary supervisor will be from the same academic unit of enrolment.
- 6.3. Where the primary supervisor has not supervised a candidate throughout their candidature to successful completion, the HoAU will ensure that at least one experienced supervisor is included in the team as a co-supervisor to provide mentoring, guidance and support.
- 6.4. Members of a candidate's academic support structure (i.e supervisory team members including Research Advisors and the GRC) will not include anyone that is a spouse, partner, family member or other close associate deemed to have a major actual, perceived or potential conflict of interest that may influence the supervisory practice.
- 6.5. If a close personal or intimate relationship develops between a staff member and a candidate, it must be declared in accordance with the [Behaviour Policy](#) and [Conflict of Interest and Gifts and Benefits Declarations Procedure](#). Appropriate management strategies are required to be put into place to avoid or mitigate the risks of power imbalance or other consequences.
- 6.6. In accordance with the *Research Training Ordinance* and *Schedule B: Conflicts of Interest in Supervision*, actual, perceived and potential conflicts of interest within and between supervisors and/or the candidate will be:
 - a) avoided where possible; or
 - b) declared and managed appropriately, in accordance with the [Conflict of Interest and Gifts and Benefits Declarations Procedure](#).
- 6.7. Where actual, perceived or potential conflict exists on a candidate's supervisory team, excluding the types of conflict listed in 6.4, which cannot be supported:
 - a) the proposed supervisory team, in consultation with the HoAU, will complete the University [Conflict of Interest and Gifts and Benefits Declarations Form](#) and develop a Supervision Conflict of Interest Management Action Plan; and
 - b) supervision by a supervisor who has declared a conflict of interest will only continue where the candidate has agreed to the supervision arrangements and the terms of the Supervision Conflict of Interest Management Action Plan.
- 6.8. When approving an HDR candidate's supervisory team, the HoAU will ensure that:
 - a) each member of the proposed supervisory team:
 - i. is registered as a supervisor;
 - ii. has a workload and terms of employment that allow them to supervise HDR candidates; and
 - iii. has no candidates overtime, unless with good cause; and

- b) the HDR candidate's supervisory team will:
- i. meet the eligibility criteria in accordance with the Research Training Ordinance;
 - ii. be willing to supervise the candidate;
 - iii. have sufficient and relevant experience in the candidate's research topic; and
 - iv. not have a conflict, or if so, declare and complete a [Conflict of Interest and Gifts and Benefits Declarations Form](#) and put in place an appropriate Supervision Conflict of Interest Management Action Plan (see section 6.7 above).

- 6.9. Composition of a candidate's supervisory team must be finalised before an offer of admission can be made.
- 6.10. If, between offer and commencement, a primary supervisor is no longer available to supervise an HDR candidate, the academic unit will ensure suitable arrangements for ongoing supervision are in place and that they are agreed to by the applicant before they commence.
- 6.11. Where the academic unit is unable to provide suitable supervision arrangements, the letter of offer may be withdrawn.

7. Changes to the supervision team

- 7.1. A candidate may request a change to their supervision arrangements, by submitting the [Change of Supervisory Team](#) form.
- 7.2. To support continuity of supervision through the Confirmation of Candidature milestone, a request to change supervisory arrangements in the three months prior to, and during the Confirmation of Candidature period will not normally be approved.
- 7.3. The HoAU may instruct GRO to action a change in supervision arrangements in cases where:
- a) poor performance or concerns regarding staff conduct are identified;
 - b) after attempts to resolve difficulties have been exhausted and there is an irrevocable breakdown in a candidate-supervisor relationship;
 - c) a supervisory team of a candidate is no longer fit-for-purpose;
 - d) a supervisor ceases their employment with the University before the candidate completes their HDR degree;
 - e) a primary supervisor is unavailable for two or more consecutive months and a temporary primary supervisor is required to ensure ongoing management of candidature; or
 - f) a supervisor has been removed from the Register by the Pro Vice-Chancellor.
- 7.4. A change in primary supervisor may be permanent or temporary.
- 7.5. An application to change the supervisory team arrangements is required to be endorsed by the new primary supervisor, GRC, and HoAU.
- 7.6. Where supervisors from multiple academic units of enrolment are nominated, the HoAU for each nominated supervisor will provide their endorsement before the change is made.
- 7.7. If a permanent change in a supervision team results in a new primary supervisor being appointed from a different academic unit of enrolment, a candidate's enrolment will be transferred to that academic unit as set out in the *HDR Candidature Management and Enrolment Variation Procedure*.

8. Planning and management of candidature

- 8.1. The responsibilities and expectations of each supervisor, and the team collectively, will be discussed and established with the candidate as early as possible in candidature.
- 8.2. A primary supervisor, or co-supervisor/s, if they are absent, will meet with the candidate regularly (physically or electronically) and document the meetings.
- 8.3. Where a supervisor has not been able to contact a candidate for more than two weeks following a scheduled meeting, they will advise the GRC, who will attempt to contact the candidate. If after a further week, the GRC has not been able to contact the candidate they will advise the HoAU and GRO. GRO will then advise the candidate that their enrolment is at risk of cancellation in accordance with the *Research Training Ordinance*.
- 8.4. A primary supervisor will ensure the candidate is aware of and understands the compulsory requirements of candidature and when they must be completed including:
 - a) the Candidate Induction module;
 - b) research integrity module;
 - c) Essentials Training module;
 - d) human/animal ethics training modules (where relevant);
 - e) the research plan;
 - f) relevant coursework;
 - g) confirmation of candidature; and
 - h) the annual reviews of progress.
- 8.5. Supervisors will give advice on the necessary completion dates of successive stages of work and will monitor tangible evidence of a candidate's progress against agreed project milestones, so that the thesis may be submitted within the maximum degree period, consistent with the *HDR Academic Progress Procedure*.
- 8.6. Supervisors will ensure that candidates have received appropriate training in safe working practices relevant to the field of research and that they adhere to the relevant guidelines established by the University.

9. Managing candidature research integrity

- 9.1. Supervisors will ensure candidates are aware of the [research](#) and [academic](#) integrity requirements of the University and assist candidates to understand the application of those requirements to their research.
- 9.2. Supervisors are responsible for providing candidates with guidance in all matters relating to responsible research conduct in accordance with the *Research Policy*, and the *Australian Code for the Responsible Conduct of Research*.
- 9.3. Supervisors will inform themselves of the risks involved in their candidate's research and assist candidates to carry out appropriate risk assessments as required by law or University ordinance, policy, and procedure.

10. Graduate Research Coordinators

- 10.1. Graduate Research Coordinators (GRC) are appointed in each academic unit in accordance with the *Research Training Ordinance*.
- 10.2. A GRC will have advanced knowledge of University delegations, ordinances, policies, procedures, and codes of conduct relating to research, research supervision and candidature management.
- 10.3. The nomination of a GRC is made using the [GRC Nomination](#) form, and endorsed by the HoAU.
- 10.4. The Pro Vice-Chancellor will appoint the HoAU nominee where the conditions are met in accordance with the *Research Training Ordinance* and they are of the view the nominee is otherwise capable of fulfilling the role.
- 10.5. If the Pro Vice-Chancellor does not appoint the HoAU nominee, the HoAU will nominate another suitably qualified academic in accordance with *Research Training Ordinance*.
- 10.6. Where an academic unit has more than one GRC, each GRC will act as an alternate for the other.
- 10.7. Where an academic unit has only one GRC, the HoAU will nominate an appropriately qualified member of academic staff to act as an alternate GRC.

11. Pastoral care, managing conflict and resolving difficulties

- 11.1. Supervisors will provide broad pastoral care and support to manage conflicts and resolve difficulties.
- 11.2. Where possible, candidates should work with their primary supervisor to resolve issues of concern as soon as they arise during their candidature.
- 11.3. Candidates at any time may also take advice and seek support from the Postgraduate Advocate of the Tasmania University Student Association and the Safe and Fair Community Unit. Student support resource contact details and information is available from the [Safety, Health and Wellbeing](#) website.
- 11.4. An Aboriginal and Torres Strait Islander candidate may access advice and support from the Office of the Pro-Vice Chancellor of Aboriginal Leadership for any matters concerning their candidature.
- 11.5. Where a candidate has been unable to resolve a problem/s with their supervisor/s, they should continue to seek to resolve the problem/s by working with the following in the order presented:
 - a) GRC
 - b) HoAU
 - c) Associate Dean Research Performance.
- 11.6. If a candidate is still unable to resolve the issues of concern, a formal complaint should be directed through the [Safe and Fair Community Unit](#) portal.

12. Professional development activities for supervisors and GRCs

- 12.1. A person new to supervision will complete a supervision training program within 12 months of their entry on the Register.
- 12.2. Registered supervisors will participate in at least one supervision professional development opportunity per annum.
- 12.3. Registered supervisors who are not employees of the University are encouraged to participate in professional development activities offered at the University.

Related procedures

HDR Admissions & Enrolment Procedure

HDR Candidature Management & Enrolment Variation Procedure

HDR Academic Progress Procedure

Conflict of Interest and Gifts and Benefits Declarations Procedure

Behaviour Procedure

Research Ethics Procedure

Authorship Procedure

Research Data Management Procedure

Open Access Procedure

Research Integrity Complaints Procedure

Versions

Version	Action	Approved by	Business Owner/s	Approval Date
1	Approved	Deputy Vice-Chancellor (Research)	Dean of Graduate Research	1 Dec 2020
2	Approved	Deputy Vice-Chancellor (Research)	Dean of Graduate Research	9 May 2022
3	Approved	Deputy Vice-Chancellor (Research)	Dean of Graduate Research	8 May 2023
4	Minor amendments approved (position title changes)	Director Governance and Compliance	Pro Vice-Chancellor for Graduate Research	19 January 2024
5	Approved	Deputy Vice-Chancellor (Research)	Pro Vice-Chancellor for Graduate Research	9 May 2024

Definitions

[Candidate Management Advisor](#) | [overtime](#)

Schedule A: Potential consequences of unsatisfactory supervision performance

A. Schedule sub-heading

Unsatisfactory performance indicators	Potential consequence
Supervisor has had a number of candidates request transfer to another supervisor and the subsequent investigation confirms issues with supervision practice that must be resolved	May be required to undertake professional development in supervision practice, May have load capped, or May be removed from the register
Supervisor has had a number of candidate withdrawals to completions and the subsequent investigation confirms issues with supervision practice that must be resolved	May be required to undertake professional development in supervision practice, May have load capped, or May be removed from the register
Supervisor has had a number of candidates who are regularly overtime in a way which demonstrates lack of effective progress monitoring and the subsequent investigation confirms issues with supervision practice that must be resolved	May be required to undertake professional development in supervision practice, May have load capped, or May be removed from the register
Supervisor has been identified as ineligible to supervise due to not meeting one or more of the eligibility criteria	May be removed from the register
Supervisor has been found in serious breach of research misconduct	May be removed from the register
Supervisor has been found guilty of staff misconduct	May be removed from the register

Schedule B: Conflicts of interest in supervision

The University incorporates [Best Practise Guidelines](#) from the Australian Council of Graduate Research in the management conflicts of interest in supervision.

A. Conflict of interest with the candidate

Category of Conflict	Type of Conflict	Level of Conflict
Working relationship	<ul style="list-style-type: none"> Supervisor has employed the candidate or been employed by the candidate within the last five years 	Minor
	<ul style="list-style-type: none"> Supervisor is the direct line manager of the candidate (or vice versa) 	Major
	<ul style="list-style-type: none"> Supervisor is in negotiation to directly employ or be employed by the candidate 	Major
Personal relationship	<ul style="list-style-type: none"> Supervisor is a relative of the candidate 	Major
	<ul style="list-style-type: none"> Supervisor is a friend / associate / mentor of the candidate 	Minor
	<ul style="list-style-type: none"> Supervisor and the candidate have an existing or previous emotional relationship of de facto, are co-residents or are members of a common household 	Major
Legal relationship	<ul style="list-style-type: none"> Supervisor is or was married to the candidate 	Major
	<ul style="list-style-type: none"> Supervisor is legally family to the candidate (eg a stepfather, sister-in-law etc) 	Major
	<ul style="list-style-type: none"> Supervisor is either a legal guardian or dependent of the candidate or has power of attorney for the candidate 	Major
Business, professional and/or social relationship	<ul style="list-style-type: none"> Supervisor is currently in or has had a business relationship with the candidate in the last five years (eg a partner in a small business) 	Major
	<ul style="list-style-type: none"> Supervisor is in a social relationship with the candidate, such as co-Trustees of a Will or godparent 	Major
	<ul style="list-style-type: none"> Supervisor has a current professional relationship with the candidate, such as shared membership of a Board or Committee (including editorial and grant decision boards) with the candidate 	Minor

C. Conflict of interest with another supervisory team member (including Research Advisors)

Category of Conflict	Type of Conflict	Level of Conflict
Working relationship	<ul style="list-style-type: none"> Supervisor A was a candidate of Supervisor B within the past five years (or vice versa) 	Minor
	<ul style="list-style-type: none"> Supervisor A has directly employed or was employed by Supervisor B in the past five years 	Minor
Personal relationship	<ul style="list-style-type: none"> Supervisor A is a relative of Supervisor B 	Major
	<ul style="list-style-type: none"> Supervisor A and Supervisor B have an existing or previous emotional relationship of de facto, are co-residents or are members of a common household 	Major
Legal relationship	<ul style="list-style-type: none"> Supervisor A is or was married to Supervisor B 	Major
	<ul style="list-style-type: none"> Supervisor A is legally family to Supervisor B (eg a stepfather, sister-in-law etc) 	Major
	<ul style="list-style-type: none"> Supervisor A is either a legal guardian or dependent of the supervisor or has power of attorney for Supervisor B 	Major
Business, professional and/or social relationship	<ul style="list-style-type: none"> Supervisor A is currently in or has had a business relationship with Supervisor B in the last five years (eg a partner in a small business) 	Major

D. Conflict of interest with the Graduate Research Coordinator

Category of Conflict	Type of Conflict	Level of Conflict
Working relationship	<ul style="list-style-type: none"> GRC is also a Supervisor of the candidate 	Major
	<ul style="list-style-type: none"> GRC is the direct line manager of the candidate (or vice versa) 	Major
Personal relationship	<ul style="list-style-type: none"> GRC is a relative of the candidate or the supervisor 	Major
	<ul style="list-style-type: none"> GRC and the candidate or supervisor have an existing or previous emotional relationship of de facto, are co-residents or are members of a common household 	Major
Legal relationship	<ul style="list-style-type: none"> GRC is or was married to the candidate or supervisor 	Major
	<ul style="list-style-type: none"> GRC is legally family to the candidate or supervisor (eg a stepfather, sister-in-law etc) 	Major
	<ul style="list-style-type: none"> GRC is either a legal guardian or dependent of the candidate or supervisor or has power of attorney for the candidate or supervisor 	Major
Business, professional and/or social relationship	<ul style="list-style-type: none"> GRC is currently in or has had a business relationship with the candidate or supervisor in the last five years (eg a partner in a small business) 	Major
	<ul style="list-style-type: none"> GRC is in a social relationship with the candidate or supervisor, such as co-Trustees of a Will or godparent 	Major