



Charles Sturt
University

Researcher Development Guide 2023 (up to end June)

Office of Research Services & Graduate Studies

**For further information please contact
researcherdevelopment@csu.edu.au**

Charles Sturt University - TEQSA Provider Identification:
PRV12018 (Australian University). CRICOS Provider: 00005F.

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Plan your researcher development

up to end June 2023

The Researcher Development team in the Office of Research Services and Graduate Studies have a range of programs, workshops and resources for all researchers, including academics, supervisors and graduate research candidates.

Research skills and training are an important part of developing as a researcher. This Researcher Development Guide includes our programs and workshop offerings up to end June 2023.

We categorise our services using the Researcher Development Framework (see Figure 1). This framework describes the knowledge, behaviours and attributes of successful researchers. Please use this framework to assess your strengths and identify areas for further development.

- A. Knowledge and intellectual abilities** to do research.
- B. Personal effectiveness** to be an effective researcher.
- C. Research governance and organisation** to apply standards and requirements of research.
- D. Engagement, influence and impact** to work with others and ensure wider impact of research.

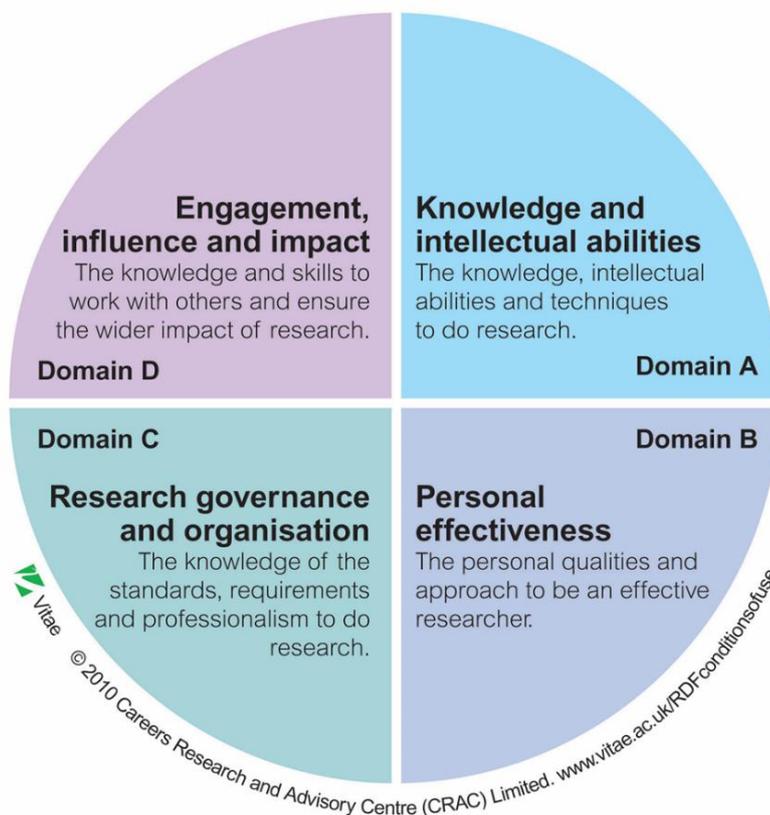


Figure 1. Researcher Development Framework

Researcher Development Programs

at a glance (up to June 2023)

A. Knowledge & intellectual abilities <i>Knowledge and intellectual abilities and techniques to do research</i>	B. Personal effectiveness <i>The personal qualities and approach to be an effective researcher</i>	C. Research governance & organisation <i>The knowledge of the standards, requirements and professionalism to do research</i>	D. Engagement, influence & impact <i>The knowledge and skills to work with others and ensure the wider impact of research</i>
Research Impact Base Program Research Masterclasses StartUp U	PostAc Research Bootcamp Research Central Shut up & write!	GrantEd Program	2MCE Radio 3MT & Pitch it Clever! 12 Weeks to Publication APR Internships Charles Sturt Ready to Launch Research Communications DocFest Graduate Research Conference IMNIS Mentoring Program REACH Peer2Peer Research Career Development Supervisor Training Supervising Indigenous HDRs

All researchers, including supervisors and graduate research candidates can review our programs in more detail below. Follow the hyperlinks to register, express your interest, or to learn more.

Note: Graduate research candidate or Higher Degree Research (HDR) candidate studies a Masters (Research), Professional Doctorate or PhD program.

A. Knowledge & intellectual abilities

Knowledge and intellectual abilities and techniques to do research

Research Impact Base Program

Join the Base program to learn the tools and skills you need to communicate and engage with industry. Cruxes' Base program is a hands-on, experiential learning program delivered on-line. It's aimed at individual researchers, such as graduate research students, and postdocs and early career researchers, but it's valuable for researchers at any stage of their career wanting to create a positive impact from their research.

Audience: Graduate research candidates, PostDocs, ECRs, MCRs

Length: 3 months

EOIs Open: Jan 2023

Program start: March 2023

More info: <https://research.csu.edu.au/research-support/researcher-development/other-programs>

Research Masterclasses

Created as a collaboration between the Charles Sturt Innovation Hub, the Office of Research Services and Graduate Studies and Campus Plus, the Research Masterclass series of workshops aims to provide researchers with a baseline level of skill in the following areas, available at selected campus locations and accessible in live streaming.

- Market Validation
- Consumer Research Workshop
- Value Proposition
- New Product Ideation

Audience: All researchers and professional staff

Length: Half day max

Program dates: March–June 2023

More Info: innovate@csu.edu.au

StartUp U

A ten Webinar series to give research teams the tools they need in planning a spin-off their research. This program series supports teams with practical skills and new ways of thinking.

Topics in this series include:

- Lean canvas – how to assess your idea, discovery or invention
- Startup valuation
- Selling to Grow
- Investor Finder
- Term Sheet Negotiation
- LinkedIn for Founders

Audience: All researchers, professional staff + external community members

Length: Half day max for each session

Program dates: March–June 2023

More Info: innovate@csu.edu.au

B. Personal effectiveness

The personal qualities and approach to be an effective researcher

PostAc

PostAc® is a learning platform to help you explore post graduate research employment options.

Audience: Graduate research candidates, PostDoc, ECRs

Program date: open

More info: <https://research.csu.edu.au/research-support/current-research-students/research-skills-and-career-development/cards/job-opportunities/job-opportunities>

Research Bootcamp

Writing Bootcamps are held every month (1st of every month 10am-4pm, where possible). We meet online and spend dedicated time working alongside other researchers to independently progress research goals. This may be critically reviewing and summarising the literature, writing up findings, redrafting a chapter, mapping the methodology, or writing a journal article. Everyone is welcome.

Audience: All researchers

Length: 6 hours 10am-4pm (AEST), 1st of every month

Program start: 1 February 2023

More info: <https://research.csu.edu.au/research-support/researcher-development/research-literacy>

Research Central

Research Central is an online community of practice for Graduate Research candidates. The community is designed for regular interaction to build research skills and to meet other Graduate Research candidates.

Audience: Graduate research candidates

Length: 10 weeks per term

EOIs Open: December 2022 for Term 1

Program dates: Feb-May, May-July, July-Sept, Oct-Dec

More info: researcherdevelopment@csu.edu.au

Shut up & Write! (SUW!)

SUW! is an online meeting to help focus your research efforts and support you in a group environment. The idea of SUW! comes from San Francisco. Originally it was aimed at non-academic writers such as creative writers and journalists. Writers would (and still do) meet in a cafe for a solid hour of writing, followed by a break and coffee and then another block of writing. Drop in and join us for SUW! anytime!

Audience: All researchers

Length: 2 hours x 3 times/week

Program start: 8 February 2023

More info: <https://research.csu.edu.au/research-support/researcher-development/research-literacy>

C. Research governance & organisation

The knowledge of the standards, requirements and professionalism to do research

GrantEd Program

Write a stand-out research grant proposal, ahead of the deadline, with expert mentoring and strategic advice while you write and a tribe to support you. The program combines an online course with practical guidance to develop and write a full grant proposal.

Audience: ECRs, MCRs

Length: 3 months

EOIs Open: Nov 2022

Program start: March 2023

More info: <https://research.csu.edu.au/research-support/researcher-development/other-programs>

D. Engagement, influence & impact

The knowledge and skills to work with others and ensure the wider impact of research

2MCE Radio

Each month, the radio program *Changing the World with CSU Researchers* features two student researchers who discuss the problems their research is investigating, the approaches they are using to collect data, the key findings that have emerged, and how their work is changing the world.

Audience: Graduate research candidates

Length: 15 mins each

EOIs open: Ongoing

Program dates: Monthly

More info: <https://research.csu.edu.au/research-support/researcher-development/other-programs>

More info: <http://2mce.org/podcastfilter/changing-the-world/>

Three-Minute Thesis Competition (3MT)

Each year thousands of PhD candidates from across the world, including from our own Charles Sturt University, come together to explain to a non-expert audience in plain language the premise of their research in just three minutes with one PowerPoint slide!

Audience: PhD and Professional Doctorate graduate research candidates

Length: 3 minutes x 1 slide

EOIs Open: December 2022

Competition heats: During DocFest conference May 2023

More info: <https://research.csu.edu.au/research-support/promo/3MT>

12 Weeks to Publication

Do you have a journal article in mind, but you just haven't found the time to write it. To support you in your journal writing and submissions we are offering the 12 weeks to Publication academic writing program again in 2023 to develop and write a full journal article draft. The program is based on the highly successful workbook by Wendy Belcher: [Writing Your Journal Article In 12 Weeks](#).

Audience: All researchers

Length: 13 sequential (3 hour) workshops

EOIs Open: December 2022

Program start: March 2023

More info: <https://research.csu.edu.au/research-support/researcher-development/other-programs>

ARP Internships

APR Internships connects PhD students with industry through short-term internships across all sectors, disciplines and universities. These opportunities empower students to thrive in a practical research environment and for businesses to innovate and be future-ready.

Audience: PhD graduate research candidates

Length: 1 session

EOIs Open: open

Program date: open

More info: <https://research.csu.edu.au/research-support/researcher-development>

Charles Sturt Ready to Launch

A program to help accelerate ideas to execution in 10 weeks, by providing an essential customer development methodology called 'lean startup.' Lean Startup adds incremental value to the business idea or scaling of a business by providing the insights and actions to build a venture with a scalable and repeatable sales & marketing focus. This will be the 10th cohort of Ready to Launch, having supported close to 100 early stage businesses or entrepreneurs.

Audience: Graduate research candidates, researchers, professional staff + external community members

Length: 10x2-3 hour sessions, plus additional work between sessions

EOI's: January-February 2023

Program dates: March-May 2023

More info: innovate@csu.edu.au

DocFest Graduate Research Conference

The DocFest Graduate Research Conference offers the opportunity to share research experiences with the broader research community. Participate in this annual conference as a presenter, keynote speaker or panellist. There are also opportunities to volunteer behind the scenes as a reviewer, judge or session facilitator, for example.

Audience: Graduate research candidates, supervisors, support staff and prospective students

Length: 5 x 1/2 days

Abstracts Open: December 2022

Conference: 22-26 May 2023

More info: <https://research.csu.edu.au/research-support/researcher-development/docfest22>

IMNIS Mentoring program

The Industry Mentoring Network in STEM (IMNIS) is a one-year mentoring and professional development program that partners motivated PhD students and early-career researchers (mentees) with influential, high level industry leaders (mentors). This is a prestigious, award-winning industry engagement initiative of the Australian Academy of Technology and Engineering (ATSE).

Audience: Graduate research candidates, ECRs

Length: 1 year

EOIs Open: January 2022

Program start: July 2023

More info: <https://research.csu.edu.au/research-support/researcher-development>

Pitch it Clever!

Pitch it Clever! is an annual competition run by Universities Australia challenging researchers to communicate their research and why it matters to non-specialist audiences through a short video pitch.

Audience: Graduate research candidates, ECRs

Length: 1–2-minute video

EOIs and competition dates: Announced in 2023

More info: <https://theconversation.com/congratulations-to-the-pitch-it-clever-winners-for-2022-186821>

REACH Peer2Peer Mentoring Program

The Charles Sturt University REACH Peer-2-Peer (P2P) Graduate Research mentoring program is designed improve the overall student experience, promote a feeling of belonging, and to create opportunities for beginning students (mentees) to engage with fellow (later stage) students (mentors). Join the program as a mentee or mentor.

Audience: Graduate research candidates

Length: 1 session

EOIs Open: ongoing
Program start: ongoing
More info: <https://research.csu.edu.au/research-support/researcher-development>

Research Communications

The Office of Research Services & Graduate studies manages two newsletters, Interact2 organisation sites, and the graduate research Facebook site. Be proactive, contribute regularly and share your research news, tips or network events or opportunities within our research community.

Audience: All researchers
Length: 1 line to 1 paragraph
More info: <https://research.csu.edu.au/research-support/communications>

Research Career Development

Develop essential skills beyond hands-on research, including managing workload, developing a research strategy and track record, publishing, securing research funding, and working with others.

Audience: All researchers
Length: 6 x 2-hour online workshops + supported tasks
EOIs Open: December 2022
Program start: April 2023
More info: <https://research.csu.edu.au/research-support/researcher-development/other-programs>

Supervising Indigenous Higher Degree Research (microcredential)

The course is aimed at academics who are supervising either Indigenous HDR students, or non-Indigenous HDR students undertaking research in Indigenous spaces. This course is designed for academics who have little experience with Indigenous research and methodologies but who have an interest in supervising higher degree by research students - Australian Indigenous and non-Indigenous - who are undertaking Indigenous research.

Audience: Supervisors
Length: 1 month
Program start: April & September
More info: researcherdevelopment@csu.edu.au

Supervisor Series

The Supervisor Series is for new and existing Supervisors. Nine on-line (via I2) self study units need to be completed as a pre-requisite to attending the five on-line (via zoom) modules to be listed as a Supervisor on the University Register of Supervisors.

Audience: Researchers
Length: ~20+ hours
Program start: February & November (intensive training), regular training April-September
Registration: via the [Research Training calendar](#)
More info: <https://research.csu.edu.au/supervision/professional-development>

Supervision Training (Honours)

Enrolling in the Honours Supervision Series at Charles Sturt University will allow you to develop the skills and knowledge necessary to provide high-quality supervision to Honours students. This series of six modules will cover a range of topics, including setting expectations, establishing productive working relationships, managing the research project requirements and milestones through to examination, working with industry partners, and how to effectively communicate with and motivate students and overcome challenges. The series will provide you with an opportunity to meet and interact with other academics who are also interested in providing high-quality supervision.

Audience: Researchers
Length: ~10 hours
Program start: July 2023
Registration: via the [Research Training calendar](#)
More info: researcherdevelopment@csu.edu.au

List of Programs

Review our programs up to end June 2023 (in alphabetical order).

Program	Audience	RDF Domain
12 Weeks to Publication	All researchers	D. Engagement, influence & impact
2MCE Radio	Graduate research candidates	D. Engagement, influence & impact
3MT	PhD, Professional Doctorate graduate research candidates	D. Engagement, influence & impact
APR Internships	Graduate research candidates	D. Engagement, influence & impact
Charles Sturt Ready to Launch	Graduate research candidates, researchers, professional staff, external community members	D. Engagement, influence & impact
Graduate Research Conference	Graduate research candidates, ECRs, supervisors, support staff and prospective students	D. Engagement, influence & impact
GrantEd Program	ECRs, MCRs	C. Research governance & organisation
Network in STEM (IMNIS)	Graduate research candidates, ECRs	D. Engagement, influence & impact
Pitch it Clever!	Graduate research candidates, PostDoc, ECR	D. Engagement, influence & impact
PostAc	Graduate research candidates, PostDoc, ECR	B. Personal effectiveness
REACH Peer2Peer	Graduate research candidates	D. Engagement, influence & impact
Research Bootcamp	All researchers	B. Personal effectiveness
Research Career Development	PostDoc, ECR, MCR, ECR	D. Engagement, influence & impact
Research Central	Graduate research candidates	B. Personal effectiveness
Research Communications	All researchers	D. Engagement, influence & impact
Research Impact Base Program	Graduate research candidates*, PostDocs, ECRs, MCRs	A. Knowledge & intellectual abilities
Research Masterclasses	All researchers, professional staff	A. Knowledge & intellectual abilities
Shut up & write!	All researchers	B. Personal effectiveness
StartUp U	All researchers, professional staff + external community members	A. Knowledge & intellectual abilities
Supervising Indigenous HDRs	Supervisors	D. Engagement, influence & impact
Supervisor Series	Supervisors	D. Engagement, influence & impact
Supervisor Training (Honours)	Supervisors	D. Engagement, influence & impact

Researcher Development Workshops

at a glance (up to June 2023)

Registration Open 01 December 2022

All researchers, including supervisors and graduate research candidates can review example of our workshops up to end June 2023 below. For more information or to register visit the Research Training calendar: <https://research.csu.edu.au/research-support/professional-development/calendar>.

A. Knowledge & intellectual abilities

Knowledge and intellectual abilities and techniques to do research

Academic writing style
Analytical writing
Clinical trial design
Coding qualitative data *Why, why not, and how to do it well*
Data analysis *The big picture of choosing statistical software*
Data visualisation
Develop your Systematic-Like Literature Review
Editing & proofreading
EndNote series
Excel series
Foundation to supervision
How to make qualitative studies offer big contributions to knowledge
How to write a Business Case
Introduction to accessing ABS data and other important datasets
Mind & idea mapping
NVivo
Paraphrasing the literature
Plain English writing for academics
Planning surveys and designing questionnaires series
R tutorial series
Reading the literature critically
Reading with purpose
Strategic Literature Searching
Structuring and writing journal articles
Structuring your literature review series
Use SAGE Research Methods Online
Writing more clearly series

B. Personal effectiveness

The personal qualities and approach to be an effective researcher

Developing and sticking to writing goals and increasing productivity
Managing your milestones
Overcoming procrastination
Slow & steady: A sustainable approach to time pressure and time management
Wellbeing series

C. Research governance & organisation

The knowledge of the standards, requirements and professionalism to do research

Attracting funding
Authorship and Copyright for Theses and Publication
Basic principles of IP and Commercialisation
Commercialising healthtech & healthcare related products
Ethics Café
Health Apps and Big Data: commercial opportunities
How to carry out a competitor analysis
How to commercialise social science ideas
How to correctly define the Technology Readiness Level (TRL) of your invention
How to grow your R&D funding
How to increase the commercial potential of your research
How to negotiate mutually beneficial deals
How to raise Capital for your spin-out
How to write better tenders
IP and data integrity: getting it right from the start
Opportunity assessment: How to pick winners and manage risk
Project & priority management
Understanding market fit
Understanding regulatory pathways
Understanding your value proposition
What does a new drug commercialisation pathway entail?
When does science stop and drug development start?
Why commercialise? Benefits, impact and research dollars

D. Engagement, influence & impact

The knowledge and skills to work with others and ensure the wider impact of research

Communicating the impact of your research
Communicating via email
How and when to engage with Industry: setting up for success
How do SMEs and MNCs approach transactions?
How to be Defence Ready
How to develop effective and successful strategic partnerships
How to find and manage a successful collaboration
How to improve your Industry Engagement
How to improve your University Impact
How to write an abstract
LinkedIn for Researchers and Professional Staff
Metrics and Your Research Impact
Navigating peer review: *How to get published with your writing, ideas, integrity and emotions intact*
Public Speaking *Online & in person*
Publishing your Research
Use CRO & ORCID to Promote your Research

List of Workshops

Registration Open 01 December 2022

Review our workshops up to end June 2023 (in alphabetical order).

Note: ORSGS = Office of Research Services & Graduate Studies

Workshop Title	Facilitator	RDF Domain
Academic writing style	Researcher Development	A. Knowledge & intellectual abilities
Analytical writing	Researcher Development	A. Knowledge & intellectual abilities
Attracting funding	Guest Presenter	C. Research governance & organisation
Authorship and Copyright for Theses and Publication	Library	C. Research governance & organisation
Basic principles of IP and Commercialisation	Guest Presenter	C. Research governance & organisation
Clinical trial design	Guest Presenter	A. Knowledge & intellectual abilities
Coding qualitative data <i>Why, why not, and how to do it well</i>	ORSGS	A. Knowledge & intellectual abilities
Commercialising healthtech & healthcare related products	Guest Presenter	C. Research governance & organisation
Communicating the impact of your research	Guest Presenter	D. Engagement, influence & impact
Communicating via email	Researcher Development	D. Engagement, influence & impact
Data analysis <i>The big picture of choosing statistical software</i>	ORSGS	A. Knowledge & intellectual abilities
Data visualisation	ORSGS	A. Knowledge & intellectual abilities
Develop your Systematic-Like Literature Review	Library	A. Knowledge & intellectual abilities
Developing and sticking to writing goals and increasing productivity	Guest Presenter	B. Personal effectiveness
Editing & proofreading	Researcher Development	A. Knowledge & intellectual abilities
EndNote series	Library	A. Knowledge & intellectual abilities
Ethics Café	HREC	C. Research governance & organisation
Excel series	Guest Presenter	A. Knowledge & intellectual abilities
Health Apps and Big Data: commercial opportunities	Guest Presenter	C. Research governance & organisation
How and when to engage with Industry: <i>Setting up for success</i>	Guest Presenter	D. Engagement, influence & impact

Workshop Title	Facilitator	RDF Domain
How do SMEs and MNCs approach transactions?	Guest Presenter	D. Engagement, influence & impact
How to be Defence Ready	Guest Presenter	D. Engagement, influence & impact
How to carry out a competitor analysis	Guest Presenter	C. Research governance & organisation
How to commercialise social science ideas	Guest Presenter	C. Research governance & organisation
How to correctly define the Technology Readiness Level (TRL) of your invention	Guest Presenter	C. Research governance & organisation
How to develop effective and successful strategic partnerships	Guest Presenter	D. Engagement, influence & impact
How to find and manage a successful collaboration	Guest Presenter	D. Engagement, influence & impact
How to grow your R&D funding	Guest Presenter	C. Research governance & organisation
How to improve your Industry Engagement	Guest Presenter	D. Engagement, influence & impact
How to improve your University Impact	Guest Presenter	D. Engagement, influence & impact
How to increase the commercial potential of your research	Guest Presenter	C. Research governance & organisation
How to make qualitative studies offer big contributions to knowledge	ORSGS	A. Knowledge & intellectual abilities
How to negotiate mutually beneficial deals	Guest Presenter	C. Research governance & organisation
How to raise Capital for your spin-out	Guest Presenter	C. Research governance & organisation
How to write a Business Case	Guest Presenter	A. Knowledge & intellectual abilities
How to write an abstract	Researcher Development	D. Engagement, influence & impact
How to write better tenders	Guest Presenter	C. Research governance & organisation
Introduction to accessing ABS data and other important datasets	ORSGS	A. Knowledge & intellectual abilities
IP and data integrity: <i>Getting it right from the start</i>	Guest Presenter	C. Research governance & organisation
LinkedIn for Researchers and Professional Staff	Guest Presenter	D. Engagement, influence & impact
Managing your milestones	Researcher Development	B. Personal effectiveness
Metrics and Your Research Impact	Library	D. Engagement, influence & impact
Mind & idea mapping	Guest Presenter	A. Knowledge & intellectual abilities
Navigating peer review: <i>How to get published with your writing, ideas, integrity and emotions intact</i>	Guest Presenter	D. Engagement, influence & impact
NVivo	Guest Presenter	A. Knowledge & intellectual abilities

Workshop Title	Facilitator	RDF Domain
Opportunity assessment: <i>How to pick winners and manage risk</i>	Guest Presenter	C. Research governance & organisation
Overcoming procrastination	Researcher Development	B. Personal effectiveness
Paraphrasing the literature	Researcher Development	A. Knowledge & intellectual abilities
Plain English writing for academics	Researcher Development	A. Knowledge & intellectual abilities
Planning surveys and designing questionnaires series	ORSGS	A. Knowledge & intellectual abilities
Project & priority management	Guest Presenter	C. Research governance & organisation
Public Speaking: <i>Online & in person</i>	Guest Presenter	D. Engagement, influence & impact
Publishing your Research	Library	D. Engagement, influence & impact
R tutorial series	ORSGS*	A. Knowledge & intellectual abilities
Reading the literature critically	Researcher Development	A. Knowledge & intellectual abilities
Reading with purpose	Researcher Development	A. Knowledge & intellectual abilities
<i>Slow & steady: A sustainable approach to time pressure and time management</i>	Guest Presenter	B. Personal effectiveness
Strategic Literature Searching series	Library	A. Knowledge & intellectual abilities
Structuring and writing journal articles	Researcher Development	D. Engagement, influence & impact
Structuring your literature review series	Researcher Development	A. Knowledge & intellectual abilities
Understanding market fit	Guest Presenter	C. Research governance & organisation
Understanding regulatory pathways	Guest Presenter	C. Research governance & organisation
Understanding your value proposition	Guest Presenter	C. Research governance & organisation
Use CRO & ORCID to Promote your Research	Library	D. Engagement, influence & impact
Use SAGE Research Methods Online	Library	A. Knowledge & intellectual abilities
Wellbeing series	Guest Presenter	B. Personal effectiveness
What does a new drug commercialisation pathway entail?	Guest Presenter	C. Research governance & organisation
When does science stop and drug development start?	Guest Presenter	C. Research governance & organisation
Why commercialise? <i>Benefits, impact and research dollars</i>	Guest Presenter	C. Research governance & organisation
Writing more clearly series	Guest Presenter	A. Knowledge & intellectual abilities