

Sir Roland Wilson Foundation

Scholarship Program Return to Service Policy

Purpose

To outline the framework for scholars to return to service at their Departments

Overview

The 'Return to service' phase of the Sir Roland Wilson Scholarship program is integral to the success of the program. Departments and agencies have invested heavily in Sir Roland Wilson Foundation Scholars. Scholars will be returning to the service with a new skill set and home departments can capitalise on these skills and use the scholars to their best advantage. The reintegration of the scholars to their home departments needs to be a considered and well managed process.

Definitions

Scholars – Sir Roland Wilson Scholarship holders

Foundation – Sir Roland Wilson Foundation

Department – APS Department sponsoring the scholar

Deed of Agreement – agreement between each scholar and their Department

Scope

This policy applies to all Sir Roland Wilson Scholars

Policy Statement

- The planning for a scholars return to service should include the Scholar, Mentor, Executive Director of the Foundation and the Department.
- Departmental Secretaries will be notified by the Sir Roland Wilson Foundation chair of the scholar's return to service.
- Scholars should be encouraged to complete a career management plan on return to the Department, including participation in management/leadership courses where appropriate.
- Departments are to be encouraged to plan for a scholars return recognising that the scholars have developed new skills and abilities.

- Scholars are to be encouraged and supported to maintain links to the ANU and the Sir Roland Wilson Foundation. This could include the following:
 - Dual appointments between the APS and the ANU
 - Participating in ANU Academic events
 - Participating in SRW and Alumni events
- SRW scholars will be encouraged to maintain relationships with the Foundation, Alumni, current scholars and ANU. Scholars will be encouraged to involve their Department in events and research agendas.

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Scope

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Procedure

- A formalised discussion including the Scholar, Mentor, Executive Director of the Foundation and the Department should occur not less than two months before anticipated completion date and should cover:
 - The skills the scholar can now offer to the department.
 - How these skills can be best utilised
 - The expectations of the scholars to stay involved with the academic community and options for achieving this
 - How revisions to the thesis may be managed
- The SRW Foundation Chair will write to the relevant Departmental Secretary outlining achievements of the scholar to date and seeking their support for a planned reintegration of the scholar to their department which will capitalise on the experience.
- Upon return to the Department, Scholars are to be encouraged to complete a career management plan with their supervisor, including participation in management/leadership courses where appropriate.
- SRW scholars will be encouraged to maintain relationships with the Foundation, Alumni, current scholars and ANU. Scholars will be encouraged to involve their Department in events and research agendas.