



Australian
National
University

Sir Roland Wilson Foundation

Scholars Handbook

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Sir Roland Wilson Foundation

srw.foundation@anu.edu.au

The Australian National University

Canberra ACT 0200 Australia

www.anu.edu.au

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Welcome

Sir Roland Wilson Foundation Board

On behalf of the Sir Roland Wilson Foundation Board, I am delighted to welcome you as a Sir Roland Wilson Foundation scholar.

The Sir Roland Wilson PhD scholarship, and the Sir Roland Wilson Pat Turner scholarship are some of the most prestigious scholarship programs in the country, and you have joined an incredibly talented community of scholars and alumni.



We encourage you to take on this unique opportunity to develop your academic skills, while remaining connected to your agency and engaging in meaningful policy discourse.

Sir Roland Wilson Foundation scholars become leading contributors to public policy, strengthening best practice evidence-informed policy and improving research across the public sector. Scholars return to the public service with important academic connections and networks to lead the development of evidence-based public policy.

Along with the academic opportunities, the scholarship program offers a range of additional activities that we hope will enrich your experience.

We are proud to offer a range of events to connect you with other scholars, as well as public service and private sector leaders.

We look forward to following your scholarship journey over the next few years, and supporting you to develop your leadership and research capability.

Dr Martin Parkinson PSM AC

Chair, Sir Roland Wilson Foundation Board

1. Getting Started

1.1 Sir Roland Wilson and Pat Turner Scholars 2022

As a Sir Roland Wilson Foundation (the Foundation) scholar, you have joined a community of high performing public servants and academics who will be pivotal in shaping our country's future through contributions to policy, leadership, management and administration. The scholarship you have been awarded is an opportunity to grow academically, professionally and personally.

Every cohort of scholars enjoys the benefits of being part of a small, hand-selected group of high-performers. You will have a number of opportunities to meet other scholars and alumni and to build an enriching, supportive and long-lasting network.

We are pleased to welcome you to the Foundation and are looking forward to supporting you while you undertake your scholarship. We will follow your careers with interest after you return to your agency.

1.2 Enrolment Confirmation

Once you have received your offer of a place in your approved program of study, you must forward the offer to the Foundation as soon as possible at srw.foundation@anu.edu.au. If you are undertaking coursework, please send your enrolment details to the Foundation each semester.

1.3 Governance Arrangements

The Foundation's scholarships are governed by the Conditions of Award (listed below) for all Australian National University (ANU) scholars.

- Conditions of Award for the SRW PhD scholarships:

<https://www.anu.edu.au/study/scholarships/find-a-scholarship/sir-roland-wilson-foundation-phd-scholarship>

- Conditions of Award for the SRW Pat Turner coursework scholarships:

<https://www.anu.edu.au/study/scholarships/find-a-scholarship/sir-roland-wilson-pat-turner-scholarship-coursework>

- Conditions of Award for the SRW Pat Turner research scholarships:

<https://www.anu.edu.au/study/scholarships/find-a-scholarship/pat-turner-higher-degree-research-scholarship>

All scholars enter into a Deed of Agreement with their agency which outlines the individual financial arrangements for the scholar while on scholarship. For more information on the APSC Guidelines, please see here: (Link to APSC guidelines on SRW website)

2. APS Mentor

2.1 The Mentoring Relationship

All scholars are expected to have a senior public servant as their mentor while undertaking the scholarship. Scholars are encouraged to consult with their agency to determine a suitable mentor. Mentors should be at the SES Band 2 or 3 level (or equivalent).

Mentors can play a significant role in a number of ways during your scholarship, including:

- helping to keep you connected to your agency;
- ensuring that your academic work will contribute to your agency and the wider APS; and
- facilitating appropriate career development opportunities throughout and at the conclusion of your scholarship.

To do this, your mentor is expected to act as your 'champion' in your agency, and is encouraged to:

- maintain regular contact, including meeting with you at least twice a year;
- help you to coordinate presentations of your work to the appropriate audience at your agency;
- invite you to important events in your agency;
- assist you to obtain access to relevant data and or people if appropriate;
- ensure you have access to career advice, particularly during the last year of your scholarship;
- support you during your transition back to the public service; and
- facilitate your reintegration with your agency after your return.

3. Opportunities

3.1 Activities and Events

In addition to your academic commitments, the Foundation hosts a number of activities and events throughout the year which scholars are expected to attend.

These activities and events may include Foundation sponsored public events, professional development activities and social networking events. Our activities and events are opportunities to share knowledge, ideas and research, celebrate scholar and alumni achievements, and to develop your academic and APS networks.

- **Scholar Orientation:** typically a one-day event to provide new scholars with key information about their scholarship program. This is an opportunity to meet other scholars and hear from current scholars about the transition to academic life.
- **Commencement Dinner:** formal welcome of the new SRW PhD and SRW Pat Turner Scholar cohort, attended by ANU/Charles Darwin University (CDU) executive and APS representatives.
- **Scholar Symposium:** typically a two-day event for scholars to develop their leadership skills and hear from academics, alumni and APS leaders about their research and professional experiences. The symposium is a unique opportunity to discuss issues of national significance with leaders across a variety of fields.
- **Wilson Dialogue:** a public forum where high profile speakers discuss topics of national and global significance. Previous speakers include the Hon. Tanya Plibersek MP, the Minister for Indigenous Australians Ken Wyatt AM, former Prime Minister Kevin Rudd AC and former Prime Minister John Howard AO AC.
- **Pat Turner Scholar Forum:** a one-day program tailored specifically for Pat Turner scholars to hear and learn from influential leaders on building networks, developing leadership skills and increasing capacity to promote evidence-informed policy in the APS.
- **Secretaries Dinner:** our formal celebration of scholar and alumni achievements,

attended by APS Secretaries and mentors, and ANU/CDU executive and senior faculty.

- **Board meetings:** during their scholarship, scholars are invited present to the Foundation Board about their research or coursework program and related activities (e.g. publications, fieldwork, conference presentations and international travel).

The Foundation office will invite you to these events using Microsoft Outlook Calendar and Eventbrite, so please make sure that you check your ANU/CDU email regularly (and sync the calendar to the appropriate platform).

4. Professional Development

4.1 Professional Development Fund

During your scholarship, you will be encouraged to seek out additional professional development and networking opportunities at ANU/CDU and in your agency. The Foundation provides up to \$5,000 for each scholar for Professional Development activities. This funding assists with the reintegration process and in maintaining cross-institutional links

PhD scholars from either scholarship program can apply to access the Professional Development Fund during the final year of scholarship (i.e. the third year of the PhD, or fourth year if an extension has been approved), or the first year back in their agency.

Pat Turner coursework and Master by Research scholars can apply to access the Professional Development Fund at any point during the scholarship program and the first year back in their agency.

For more information and instructions for accessing the Professional Development Fund, please see [Protocol and Proposal Form: Professional Development Fund](#).

4.2 Additional Opportunities

ANU also offers several training and development opportunities, which students can access through their research school or college or by accessing the student services and resources listed below:

- [Academic skills](#) (ANU)
- [Language and learning support](#) (CDU)
- [Libraries](#) (ANU)
- [Research writing](#) (ANU)
- [Study skills](#) (CDU)
- [ANU PARSA](#)

- [ANU NECTAR](#)
- [Leadership programs](#) (CDU)
- [Regional University Centres](#) (CDU)
- [Tjabal Centre for Higher Education](#) (for Pat Turner scholars)

Scholars bring a wealth of experience. You are encouraged to identify opportunities to share your ideas, knowledge and research, and develop your academic and APS networks. For example, in the past scholars have undertaken the following activities:

- organised conferences, seminars, workshops, guest lectures and masterclasses;
- participated in the Three Minute Thesis (3MT) competition;
- joined college/school committees/groups and activities;
- created study groups and cross-sector advisory panels; and
- published in academic journals, media articles, blogs etc.

5. Travel

5.1 International Travel – PhD Scholars

Sir Roland Wilson and Pat Turner PhD scholars can apply to access the Foundation's International Travel Fund of up to A\$40,000 for each scholar over the duration of the scholarship. It is expected that during the course of your PhD you will travel overseas to inform your research.

A travel program may be developed for the purpose of:

- data collection through fieldwork;
- visiting academics/research centers of interest to your project;
- attending methodological courses (i.e. statistics summer courses); and
- attending/presenting at international conferences.

A successful short travel program will usually combine more than one purpose to make the most of the time spent overseas. For example, a scholar may choose to attend a conference in Toronto, participate in a three-day workshop after the conference in Washington, and then visit a research center in Colorado for one week. You are strongly encouraged to make contact with your academic and public sector counterparts while travelling.

Longer travel programs can be developed where scholars may choose for example, to base themselves in Norway for three months, in order to conduct field research nearby. Alternatively, a scholar may be invited to an international university as a visiting scholar and will stay there for a period of time.

The Foundation also allows scholars to request the use of up to 25% of this funding for domestic travel that supports your research.

For more information and instructions for accessing the International Travel Fund, please see [Protocol and Proposal Form: ANU/CDU International Travel Fund](#)

5.2 Domestic Travel – Pat Turner Scholars

The Foundation will support interstate travel for Pat Turner scholars to Canberra for our annual signature events, including the Scholar’s Symposium and the Secretaries Dinner. Please note the Foundation does not pay for flights to attend such events if you are based outside of Australia.

The Foundation will arrange and pay for flights and accommodation, and will reimburse agreed taxi/Uber fares.

For more information and instructions for accessing the Domestic Travel Fund, please see [**Protocol and Proposal Form: ANU/CDU Domestic Travel.**](#)

6. Data Access

6.1 Data Access – PhD Scholars

Sir Roland Wilson and Pat Turner PhD scholars can apply to access the Foundation's Data Access Fund of up to A\$10,000 for each scholar during the first year of scholarship. This fund aims to partially meet some of the costs which may be associated with accessing data from Australian Government agencies.

If your research plan includes accessing data from an Australian Government agency this must be negotiated prior to your Thesis Proposal Review (TPR). Your TPR occurs in your first year on scholarship and requires you to identify your methodology for acquiring, accessing or producing data required to complete the research.

If you have identified that your research may require access to large data sets, you must work with the agency(s) supplying the data. This includes completing a [Data Feasibility Assessment](#) to identify any associated costs, timeframes, and a plan to request access to that data. If costs will be incurred, you must also identify whether there is any funding available through your ANU or CDU College, and/or through your agency.

Once you have Data Feasibility Assessment is complete, you may complete and submit your Data Access Proposal Form to the Foundation. We strongly suggest you discuss this proposal with the Foundation prior to submission.

For more information and instructions for accessing the Data Access Fund, please see [Protocol and Proposal Form: Data Access](#) for more information.

7. Publications While on Scholarship

7.1 Publications

Throughout your scholarship, you are encouraged to promote your work and engage with other academics by publishing in academic and peer reviewed journals, presenting at conferences, writing articles and using social media. As public servants, you must keep in mind that any publications can constitute unofficial public comment. You need to ensure your published articles or commentary complies with the APS Values and Code of Conduct, and follows your agency's approval processes and guidelines. You should also consider:

- the content or tone of your publication, including whether it may raise doubts on your impartiality in your APS role;
- whether you could be perceived as representing or being endorsed by your agency;
- if your publication includes confidential information; and
- if your publication constitutes a real or perceived conflict of interest.

You should consult the following Australian Public Service Commission guidelines when publishing:

- [*APS Values and Code of Conduct in Practice*](#)
- [*Making public comment on social media: A guide for employees*](#)

Please contact your academic supervisor and/or APS mentor as well as the Foundation team if you are unsure.

8. Scholarship Extension

8.1 Extending Your Program

PhD scholars may request an extension to their three-year program of up to 12 months. This extension provides continuation of your salary and extends your date for returning to your agency. Please note this extension is separate from any offered by ANU/CDU.

Extensions must be applied for at least 6 months prior to the scholar's expected completion date. Scholars are strongly encouraged to consult with their APS mentor and academic supervisor as well as the Foundation before requesting an extension. If you decide to proceed, applications for an extension must be accompanied by a letter from your academic supervisor and from the Foundation. Please use the [Extension Letter Template](#).

The completed letters of support will be sent by the Foundation to your agency. If granted, your Deed of Agreement will be updated to reflect the conditions of the extension and the expected completion date. The amended Deed of Agreement needs to be signed and a copy sent to the Foundation.

9. Submission of PhD Thesis

9.1 PhD Submission

PhD scholars are required to submit their theses in accordance with their university procedures. Please note these requirements do vary between schools and disciplines and you must ensure your research is designed from the outset to meet all requirements. Speak to your supervisory panel if you are unsure about discipline-specific requirements.

- [ANU Procedure: Higher Degree by Research: Submission and Examination of Theses](#)
- [CDU Higher Degree by Research \(HDR\) Examination Procedures](#)

Scholars may wish to acknowledge the Foundation in their thesis document and presentation. A sample acknowledgment text is below:

This research has been supported by the Sir Roland Wilson Foundation Scholarship Program. I am extremely grateful for the support of the Commonwealth [DEPARTMENT NAME], through the Sir Roland Wilson Foundation Scholarship Program at [The Australian National University/Charles Darwin University], which enables members of the Australian Public Service—including me—to undertake academic research, encourages the development and deepening of links between academic and public policy, and acknowledges the importance of academic research to ensuring high quality, evidence-based policy-making. Of course, the views expressed in this research are mine alone, and do not reflect those of the [DEPARTMENT NAME] or the Australian Government.

10. Return to Service and Graduation

10.1 Return to Service

The transition and return to service phase of the scholarship is integral to the success of the SRW scholarship program.

Agencies invest heavily in you as a Sir Roland Wilson or SRW Pat Turner scholar. Upon your return to the APS, there is a requirement that you complete a Return of Service whereby you remain working for the APS for a period of time equal to the length of your scholarship (as a minimum). The Foundation advocates and supports your reintegration back into the APS as part of a considered process.

Twelve months prior to your expected return, you should initiate discussions for your transition back to the APS with your APS mentor, as well as other senior leaders from your agency. These discussions should include how your skills can be best used and options for ongoing involvement in academia. The Foundation can also provide advice, and you should also reach out to your agency learning and development area.

You are also encouraged and supported to maintain links to ANU/CDU and the Foundation beyond your research. This could include:

- including maintaining your academic networks in your agency's individual development agreement;
- dual appointments between the APS and the ANU/CDU, including fellowships and other similar types of arrangements;
- involving your agency in events and research agendas;
- participating in ANU/CDU academic events; and
- participating in Foundation and Alumni events.

For PhD scholars and alumni interested in Fellowships, please speak to the Foundation for advice and guidance on arrangements and see: [Protocol and Proposal Form: Fellowships](#).

10.2 Graduation

Congratulations on completing your degree! Students do not usually need to apply to graduate. However the Foundation suggests that six months prior to your intended graduation please check the ANU guidelines for graduation <https://www.anu.edu.au/students/graduation/applying-to-graduate> and with your ANU College. For CDU students, please see <https://www.cdu.edu.au/current-students/student-admin/graduations>

If you are attending an in-person graduation, please also advise the Foundation.

10.3 The Alumni Network

Once your degree has been conferred, you are eligible to join the Foundation's active alumni cohort. The Alumni Advisory Group (the Group) represents the interests and views of a growing alumni community and contributes to the activities of the Foundation and its partners: The Australian National University (ANU), Charles Darwin University (CDU) and the Australian Public Service (APS). These activities may include, but are not limited to alumni programs and activities, partner relations and engagement, communications, program development and events. The Group assists the Foundation in achieving its goals and objectives, as outlined in the [Strategic Plan 2020–2025](#). It actively supports the Foundation's purpose of bringing together partners to build research-informed public policy capability and leadership. In particular, it supports the Foundation to build influential alumni networks and focus the Foundation's events and activities to achieve greater impact.

Foundation alumni also provide extensive mentoring, and collaborate on programs including reading groups and communities of practice. On completion of your scholarship, the Foundation will be in touch with you to discuss how you might like to contribute to the alumni network.

Contacts

General Enquiries

E: srw.foundation@anu.edu.au

Senior Program Coordinator – Pat Turner Scholarships

Georgina Nash

E: Georgina.Nash@anu.edu.au

W: 02 6125 4674 M: 0415 073 356

Executive Assistant

Cassandra Peisley

E: Cassandra.Peisley@anu.edu.au

W: 02 6125 2220 M: 0403 218 147

Executive Director

Sally-Anne Henfry

E: Sally-Anne.Henfry@anu.edu.au

W: 02 6125 0462 M: 0477 921 478

Associate Director

Rebecca Gibb

E: Rebecca.Gibb@anu.edu.au

M: 0455 480 640

Communications and Engagement Manager

Liz Long

E: elizabeth.long@anu.edu.au

W: 02 6125 6523 M: 0415 683 332

