

Subject Outline



Subject Title	Professional Development
Subject Code	RM7003
Study Period	

Contents

1

1 Subject Details

1.1 Subject Outline Preparation

Q1. This subject is offered across more than one campus and/or mode and/or study period within the one calendar year.	Yes	No
Q2. If yes (Q1), the design of all offerings of this subject ensure the same learning outcomes and assessment types and weightings.	Yes	No
Q3. If no (Q2), [Type here] has authorised any variations, in terms of equivalence.		

1.2 Subject Outline Peer Reviewer

Name	Dr Laretta Grasso
	Manager, Graduate Research Operations

A Masters of Philosophy (MPhil) degree from James Cook University is designed to prepare graduates for a wide variety of careers. MPhil graduates are internationally recognised as highly qualified researchers. The skills you develop during your MPhil will enable you to develop yourself professionally within your existing sector, or to apply your research, critical thinking, and problem-solving skills to new contexts. Most Higher Degree by Research (HDR) candidates will go on to have careers outside academia, and career opportunities expand if they use their candidature for skills development. The first professional appointment after graduation will be determined not only by the research-specific technical skills gained during candidature but also the transferable generic skills and personal attributes. The JCU Graduate Research School (GRS) therefore makes available a flexible skills development program intended to provide a framework for skills acquisition. Candidates, in consultation with their advisors, will be supported to undertake professional development activities that equip them for careers in the knowledge economy and that accord with our HDR Graduate Attributes. Attainments as part of RM7003 Professional Development are recorded on the Australian Higher Education Graduate Statement (AHEGS), enabling future employers to see the nature and scope of professional development undertaken by the candidate.

MPhil candidates may opt into RM7003 Professional Development at any time during their candidature, up until the Pre-Completion milestone. If you wish to opt in please indicate in the Pre-completion Form.

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All candidates are encouraged to work with their advisory team to design a professional development program that best suits their career aspirations. The GRS makes available a range of professional development workshops and series, although candidates are not obliged to undertake any of these. Candidates may assemble their Flexible and Recommended professional development program in any way they wish, with the support of their advisory team. Specially developed online HDR modules in understanding knowledge, methodologies and various kinds of communication are offered by the GRS (from 2022 onwards) and may be included in either the Flexible or Recommended components. In addition, candidates may consider any other suitable development opportunities from external agencies, such as the e-Grad School, ACSPRI, MOOCs, etc.

The Flexible Component of the subject should be discussed and developed by the candidate and their advisory team using the Professional Development Audit and Plan before Confirmation of Candidature. This audit is recorded in the paperwork for Confirmation of Candidature, and is an opportunity for the candidate and advisory team to note current skills and forecast those that are needed for both the project and the career aspirations.

The Flexible Component includes any Conditional Components specified in the candidate's Conditions of Candidature and/or in correspondence from the Graduate Research School or the Enrolling Organisational Unit. Such conditional components may be counted towards the completion of the Flexible Component of the professional development program and may comprise elements such as, but not limited to:

- An English writing support program resulting from the Post-Entry Language Assessment (PELA);
- Participation in the Academic Writing and Editing (AWE) Program;
- Skills and safety courses required to conduct the research, e.g. diving, boating, first aid;
- Research ethics workshops required to obtain required human or animal ethics approvals for the research;
- 'StatsHelp' program pre-requisites (or online equivalents); and
- Specialised training at the JCU Advanced Analytical Centre or the Marine and Aquaculture Research Facilities (MARF)

1.5.3 Teaching

Candidates may count new tertiary teaching (lecturing and tutoring), for which they are being mentored, towards RM7003. Note that subjects that the candidate has taught prior to MPhil enrolment may not be counted. However, if the candidate is being mentored by an academic, they may count the contact hours that they have taught. This information will be formally recorded on the AHEGS at graduation.

1.5.4 Leadership and Initiative

Candidates may choose to complete their Flexible component under the Leadership and Initiative category. This category encourages candidates to engage in professionally beneficial activities during candidature, and have these formally acknowledged on their AHEGS. Candidates may undertake a wide range of activities for which a points system applies; this category does not require hours to be counted. Candidates may exceed 3 points if they wish. Points are awarded on a sliding scale, where some activities (such as running a writing circle) attract more points (3), than attending a conference (1). The activities include but are not limited to:

- Establishing and running a writing circle or Shut Up And Write Group (3 points)
- Establishing and running a journal club (3 points)
- Chairing a committee to organise and run a conference for peers (3 points)
- Publishing a journal article (3 points)
- Being an HDR Ambassador (3 points)
- Running skills training (for example, R training) for peers (3 points)
- Presenting a paper or a poster at a conference (3 points)

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4. Career capability (CC)

- a. Graduates are able to identify their transferable skills (e.g. problem solving, critical thinking, time management, and written and oral communication) gained throughout their HDR candidature and apply these to diverse professional settings
- b. They can work within specified budgetary and material parameters to produce outcomes that effectively answer research questions in a timely way
- c. They recognise and develop personal attributes known to be valued by employers, such as initiative, honesty, autonomy, judgement, resilience and adaptability.

5. Integrity and Social Responsibility (IS)

- a. Graduates commit to truth, accuracy, and social and environmental responsibility as researchers and as members of one or more disciplinary communities
- b. They understand and respect interdisciplinary and diverse cultural perspectives when engaging with education, business, industry, government, non-government and other sectors of society beyond the academy
- c. They can appreciate the social, environmental, cultural, gender and philosophical perspectives informing research and practice in their disciplinary and professional contexts at different levels and scales.

1.8 Student feedback on subject and teaching

For general information about processes for Candidate feedback and grievances at JCU, Candidates should consult the JCU website: <https://www.jcu.edu.au/chancellery/Candidate-complaints>

JCU staff value and appreciate Candidate feedback as a source of evidence about the quality of our courses so you are strongly encouraged to provide considered feedback on all aspects of your HDR candidature. JCU has several methods of systematically capturing the experiences of HDR candidates.

Every year, recent JCU graduates are invited to complete the Postgraduate Research Experience Questionnaire (PREQ), part of the nation-wide Australian Graduate Survey owned by Graduate Careers Australia. The Graduate Research School, in conjunction with the Colleges, periodically also undertakes anonymous surveys as well as focus groups with enrolled HDR candidates for the purpose of obtaining feedback.

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2.2 Assessment Guidelines

Assessment for this subject is based on participation in Fixed and Flexible activities as well as any Conditional components. Candidates may also opt to undertake activities in the Recommended category, entirely at their discretion, in consultation with their advisory panel, although the Recommended category is not required for assessment. The subject is finalised as part of the Pre-Completion milestone.

Candidates should ensure that they check into face-to-face GRS workshops using our QR code. Any modules undertaken in SkillsJCU will be captured as long as the candidate has completed any associated quizzes. Candidates do not need to provide evidence of attendance at GRS workshops that they have signed into, or modules completed via SkillsJCU. However, candidates should keep records of workshop attendance external to the GRS. In many cases, these records can be a simple email, certificate or letter. Please contact grs@jcu.edu.au if you are unsure.

3 Grade for RM7003 Professional Development

3.1 Submission of assessment

On receipt of the Pre-Completion milestone documentation the Graduate Research School will check that the Flexible component and any Conditional components of RM7003 been completed. The Graduate Research School will then seek the approval of the Dean of Graduate Research, who will confirm the grade for RM7003 of 'Satisfactory'.

3.2 Grading System

There is only one grade for RM7003 Professional Development, as follows:

Satisfactory: The candidate has completed a program of professional development that meets the content and time requirements for both the Fixed and Flexible components of this subject (including any Conditional components) in accordance with this subject guide at the time of their Pre-Completion milestone.

3.2.1 Academic Misconduct

False claims about the completion of professional development modules will be treated as Academic Misconduct and handled in accordance with the JCU Academic Misconduct Policy.