Adelaide University

2026 Graduate Research and Innovation Training (GRIT) Handbook

Adelaide University respectfully acknowledges the Kaurna, Boandik and Barngarla First Nations Peoples and their Elders past and present, who are the First Nations' Traditional Owners of the lands that are home to our campuses located in Adelaide, Magill, Mawson Lakes, Waite, Roseworthy, Mount Gambier and Whyalla.

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1. Introduction

1.1 What is GRIT?

GRIT: Graduate Research and Innovation Training

The University provides graduate researchers with access to a specialised training and development program called GRIT: Graduate Research & Innovation Training. Administered by the Graduate Research School, GRIT cements the University's commitment to creating a high-quality research training experience that equips graduate researchers to become leaders in their chosen fields, whether in academia or other chosen pathways. The GRIT program is embedded into the Doctor of Philosophy (PhD) and Master of Philosophy (MPhil) degrees and has been designed to be completed in parallel with your research.

The GRIT program and corresponding development opportunities are open to *all* graduate research students, including Master of Research students and those transitioning from the foundation universities. With a wide range of topics and learning options, it covers the essentials while enabling tailorable learning to each graduate researcher's experience, research and future pathway.

1.2 Benefits of engaging with GRIT

At Adelaide University, we are committed to helping you become a skilled, confident and well-rounded researcher, ready for a career within or outside academia.

The GRIT program is a core part of your research degree. It supports your development from enrolment through to thesis submission and beyond, helping you build the skills and confidence to successfully undertake your research, navigate your research degree experience and achieve your future career aspirations.

GRIT gives you access to a wide range of development opportunities and experiences designed to:

- Connect you with peers and support your transition through graduate research life.
- Broaden your research training experience.
- Expand your technical and professional skillset.
- Enhance your graduate research experience and support a timely completion.
- Build confidence and increase competitiveness for future employment opportunities.
- Support your career goals.

GRIT is a compulsory requirement of the PhD and MPhil degree, while giving candidates the flexibility to design a tailored program. Proactive and regular engagement with your development throughout your degree will support a positive, expansive experience and keep you on track to meet GRIT requirements. You'll have access to a number of tools, supports and resources to enable your engagement, many of which are identified throughout this handbook.

2. Requirements

2.1 All Doctor of Philosophy and Master of Philosophy students

The GRIT framework requires completion of four fixed activities to ensure all Adelaide University graduate research students receive a comprehensive induction, are aware of their rights and responsibilities as researchers and have knowledge essential to their degree at Adelaide University:

Fixed Activity	Completion required by
Research Integrity	One month from commencement date (or FTE)
Graduate Researcher Induction	Initial Review
Aboriginal and Torres Strait Islander Research Methodologies (coming soon)	Thesis submission
Respectful Relationships in Research Training (coming soon)	Thesis submission

2.2 Doctor of Philosophy students

Minimum of 100 hours, which includes:

- 20 hours of fixed activities
- At least 80 hours of eligible flexible activities across all three domains
- At least 10 hours in each domain

2.3 Master of Philosophy students

Minimum of 60 hours, which includes:

- Approximately 20 hours of fixed activities
- At least 40 hours of eligible flexible activities across all three domains
- At least 5 hours in each domain

GRIT Program Requirements

	Total GRIT Hours	Total Fixed Hours	Minimum Flexible Hours	Minimum per Domain
Doctor of Philosophy (PhD)	100	20	80	10
Master of Philosophy (MPhil)	60	20	40	5

2.4 Master of Research students

Building research skills through GRIT activities is encouraged and welcomed, but not compulsory. Completion of the Graduate Researcher Induction is required.

2.5 Graduate researchers who commenced at The University of Adelaide

If you commenced at the University of Adelaide, you are only required to participate in GRIT if you were required to participate in the Career and Research Skills Training (CARST) program. Your CARST activities have been appropriately mapped to the GRIT framework and recognised for GRIT credit. You must continue to complete and record eligible activities until the GRIT requirements for your degree program are satisfied (100 hours for PhD, 60 hours for MPhil).

While the fixed activities are not required, if you did not previously complete the online Postgraduate Research Induction course at the University of Adelaide, you will be required to complete the Adelaide University Graduate Researcher Induction. Similarly, you must complete the Research Integrity course if you have not yet done so. If you were granted an exception from CaRST, you are exempt from GRIT.

2.6 Graduate researchers who commenced at the University of South Australia

If you commenced at the University of South Australia, you are not required to participate in GRIT, but GRIT activities are available and encouraged. If you did not complete the Higher Degrees by Research Online Orientation module at the University of South Australia, you are required to complete the Adelaide University Graduate Researcher Induction. Similarly, you must complete the Research Integrity course if you did not complete the Research Integrity module at the University of South Australia.

2.7 Graduate Research Development procedure

The Graduate Research Development Procedure captures further information about program requirements and provides information about supervisors' and Adelaide University's responsibilities for your development.

3. The GRIT Framework

3.1 A flexible framework for your development

In addition to the fixed activities identified in Section 2.1, you can choose a combination of training and graduate researcher experience activities to suit your own research and professional development needs. Eligible activities are organised across three Researcher Development Domains within the GRIT framework: Enabling Quality Research, Expanding Professional Practice, and Shaping the Future. Each Domain also contains focus areas, each with a range of researcher skills. Appendix A contains additional information about the Domains, Focus Areas and Skills.

4. Planning your development

GRIT allows graduate researchers to develop essential research skills from enrolment to thesis submission and beyond. Rather than following a set curriculum, GRIT empowers you to design your own personalised and tailored professional development plan that aligns with your background, career aspirations, research and evolving training needs.

Your GRIT program is shaped by an iterative process of reflection and planning. You can start the planning cycle at any time, however there are a number of benefits to planning your development as you plan your research project. The development planning cycle entails the following key steps:

1. Identify Your Skills & Development Goals

Consider your current skills, research milestones and career goals to identify your strengths and areas for improvement (e.g. methods, writing, communication, leadership) using the Development Needs Analysis (DNA) in the GRIT platform. By linking these skills to the GRIT framework, the DNA supports you to explore options and plan development aligned with your goals.

2. Explore Development Opportunities

Search for activities through the GRIT platform and external providers that support your priority areas for growth. These may include workshops, online courses, mentoring, conferences, practical experiences and more.

3. Create Your Development Plan

Draft a realistic plan that aligns with your research timeline and development priorities. Outlines activities, timeframes, resources, and expected outcomes. Consider potential obstacles and strategies to overcome them. Share your plan with your supervisory panel and/or mentor for feedback at your Initial Review.

4. Engage in development opportunities

Enrol in, attend, and actively participate in the selected activities. Engage fully to maximise learning and network opportunities with peers and researchers across disciplines and career stages. Use the GRIT platform booking summary to track your upcoming activities.

5. Record & Track Your Development

Review your completed activities in the GRIT platform to track your progress. Record externally attended activities using the self-record function to maintain an accurate development history.

6. Reflect & Revise

Reflect on your learning and celebrate your progress. Reflect on what didn't go to plan, how you have developed, and how this informs your research and career goals. Use the GRIT feedback surveys or self-record forms to guide your reflections. Reflecting with others, such as your supervisors and peers, can also bring new perspectives to your learning. Review and adjust your development plan at progress reviews and recommence the cycle to keep on track and continue enhancing your learning.

5. GRIT activities

The Adelaide University Graduate Research School (AUGRS) works collaboratively with Adelaide University academic and administrative units, and external training providers to offer training and development opportunities at no cost to graduate researchers. These opportunities are designed to support different learning styles and preferences, enabling deep, self-directed learning. We also seek to offer activities at a range of times, on different days, so that you can find an opportunity that suits your schedule.

AUGRS sponsored development opportunities include:

- A range of in-person, online and livestreamed workshops, seminars and webinars
- An online library of internal and external self-paced, pre-recorded workshops and modules
- Industry programs and placements
- Coordination of the University's Three Minute Thesis (3MT®) competition

We are committed to supporting all graduate researchers to achieve their developmental goals. If you have additional needs or accessibility requirements tailored support is available. Student Services can help ensure equitable access to learning, and development activities, through an Access Plan which documents reasonable adjustments for inclusive learning.

Adelaide University acknowledges that learning happens in a number of different ways; accordingly, GRIT is organised into two broad categories: **training** and **graduate researcher experiences**. Together, these two categories ensure that the GRIT program supports both your professional development and your hands-on growth as a researcher.

5.1 Training

Training refers to structured learning opportunities, such as workshops, seminars, and online courses, that build specific skills or knowledge. These can be internal or external, live or recorded as long as they contribute to expanding your knowledge and skillset. You can explore the GRIT program of training activities – and many more from teams across Adelaide University - through the 'Find & Book' sessions page in the GRIT platform.

Many Adelaide University units offer relevant development activities, with key offerings provided by:

- **Colleges** – offer discipline-specific training, methods, and technical or academic skills relevant to your field.
- **The Library** – provides training and support for literature searching, systematic or scoping reviews, referencing, and research data support.
- **Intersect** – delivers training in digital and computational skills such as coding, data analysis, and research technologies.

Additional opportunities are also available through Careers and Employability as well as Student Services, which focus on employability and personal wellbeing throughout your candidature.

5.2 Graduate Researcher Experiences

Graduate researcher experiences capture the practical, real-world skills that are acquired while doing research activities like publishing your research, organising events, and engaging in professional and technical committees. The types of Graduate Researcher Experiences you can claim are available in Appendix B of this Handbook or through the 'Find & Book' sessions page in the GRIT platform.

5.3 Online Courses

A range of online, self-paced courses are available to graduate researchers to support your professional development throughout your research degree. These courses allow you to build skills at your own pace, revisit recordings, and access practical tools across multiple domains, when you need them.

- GRIT MyLearning courses
- Adelaide University Library Online MyLearning Courses
- Research Impact: Creating Meaning and Value Course (Epigeum)
- Adelaide University edX courses
- Elsevier Researcher Academy
- LinkedIn Learning

For further information and access details please search in the GRIT platform.

5.4 Undertaking activities beyond Adelaide University

To broaden and further personalise your experience we also encourage you to explore training and professional development opportunities beyond those offered by Adelaide University. These opportunities may count toward meeting GRIT requirements when supported by appropriate evidence and submitted as a self-recorded activity through the GRIT platform.

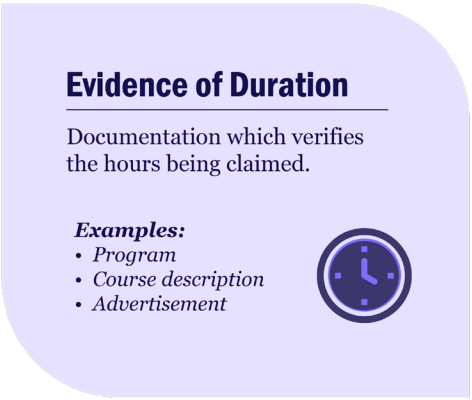
For example, the following activities can all be recognised for GRIT participation:

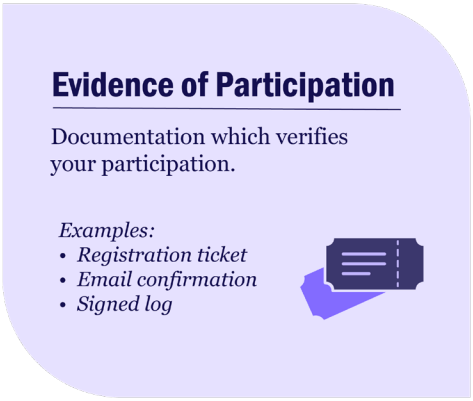
- Formal training undertaken through workshops, in-person and online courses, and other structured training programs offered by other universities or professional bodies.
- Graduate Researcher Experiences you undertake, such as attending and presenting at conferences, attending industry focused networking events, and publishing your research.
- Commercialisation and engagement activities including arrangements with external organisations that enable learning related to your research, like industry placements.
- Continuing professional development (CPD) activities designed to help you manage and enhance your growth, abilities and learning as a professional.

In some instances, these external opportunities may involve some cost. Please check potential fees with the relevant external training provider.

5.5 Evidence Requirements

As GRIT is a formal degree requirement, all activities–internal or external–must be supported by sufficient evidence of your participation, and the duration in order to be recognised for GRIT credit. Activities available through the GRIT platform will be added to your record on your behalf. In many cases, no evidence is required for these activities. In some instances, such as online courses, you will be able to upload a certificate as evidence of your completion. Before undertaking any external activity that you'd like to claim for GRIT credit, please ensure you can secure sufficient evidence of the relevance and your participation.





6. What is not eligible?

While many activities can count toward GRIT, some are not eligible.

These include:

- Activities completed prior to your candidature start date
- Activities that don't align with the framework, or are unrelated to your research, successful completion of your degree, or future career
- Activities where you can't supply evidence of completion and duration
- Any activities that you have already claimed for credit.
- Activities that directly contribute to your major research project, e.g. literature reviews, experimental research, field work, research proposals, and thesis preparation
- Attendance or presentation at normal/routine research group, lab, or team meetings or individual meetings with your supervisor
- Standard reviews of progress (i.e. the Initial Review, Confirmation of Candidature Review and Mid candidature Review)
- Informal training and private study (i.e. supervisor equipment or software demonstration, reading books, watching YouTube videos)
- Informal mentorship/supervision of another student or researcher
- General social events or informal catchups such as morning or afternoon teas organised by your research or local university area
- General volunteer work that isn't research related

If you have questions about activity eligibility or would like assistance identifying GRIT activities relevant to your needs, contact the Graduate Researcher Development team at grit@adelaide.edu.au.

7. GRIT online and recording activities

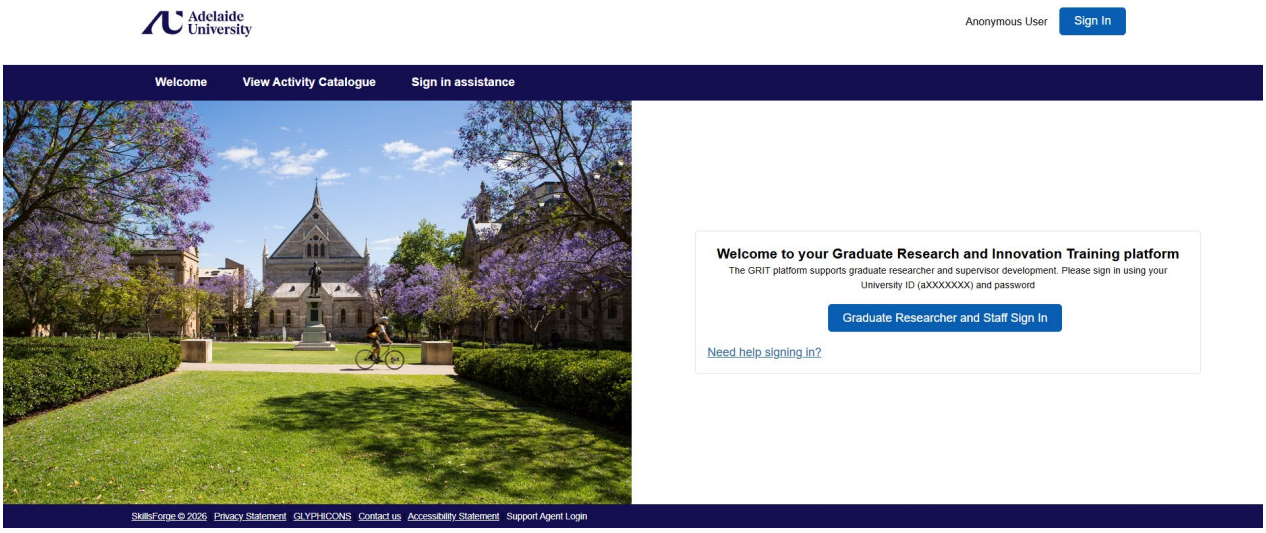
7.1 The GRIT platform

The GRIT platform supports you to manage and track your ongoing professional development throughout your research degree.

Use the GRIT platform to:

- Analyse your current skills and identify potential development priorities aligned to your research and career aspirations through the Development Needs Analysis (DNA). It is recommended that you complete the DNA prior to your Initial Review of Progress and to revisit your DNA at each progress review.
- Identify, register for and access relevant development opportunities from the broad range available through Find and Book Activities
- Track your upcoming and completed development activities, including overall progress towards your development goals, with the Booking Summary and Completed Activities
- Provide feedback and reflect on your development through the Feedback Survey
- Self-record development opportunities you've undertaken and that aren't captured in your GRIT completed activities record
- At the relevant time, you can also submit a request for GRIT Completion to confirm you've met the GRIT program requirements.

Login to the GRIT platform at grit.adelaide.edu.au.



How do I sign in?
All graduate researchers automatically receive a GRIT account when they commence candidature. Your University ID (aXXXXXXX) and password are used to access your account.

For more information
Access the quick reference guides here.
If you have a technical question or issue with the GRIT platform, please contact grit@adelaide.edu.au.

7.2 Completing GRIT

It is your responsibility to keep your GRIT record up to date in the GRIT platform. Doing so enables you to monitor and plan your development, seek input from your supervisors—who can also view your completed activities record—and discuss your progress. Your GRIT record will be subject to regular audits by the Graduate Research Development team at progress reviews to ensure you are on track to complete your GRIT requirements prior to thesis submission. If a recording error is identified, the team will contact you by email to inform you and let you know what's needed to have the activity and credits correctly recorded. If an activity is deemed ineligible for credit, the credits will not be restored to your record, and an explanation will be provided.

Recommended Flexible Hours for Progress Reviews

	Initial Review	Confirmation of Candidature Review	Mid-Candidature Review	Completion Review
Doctor of Philosophy (PhD)	20	40	60	80
Master of Philosophy (MPhil)	10	20	40	40

*Please note that this figure only shows flexible hours. For The University of Adelaide foundation graduate researchers the requirment is 100 total hours prior to thesis submission, as fixed activities are not required.

GRIT Completion:

Once you have recorded a sufficient number of hours to satisfy the GRIT requirements for your degree program, you will need to follow the steps below:

- You will initiate a review request of your GRIT completion via the GRIT platform.
- The Graduate Research Development team will be notified and initiate a GRIT completion review process.
- Upon successful completion of this review, your GRIT milestone will be updated, and you will be emailed a GRIT completion certificate.
- If any concerns are discovered during this review, the Graduate Research Development team will contact you as described above.

You must complete the GRIT requirements for your degree program prior to thesis submission (refer to Section 2 of this handbook for further information).

8. Housekeeping

8.1 Managing your GRIT Participation

The GRIT platform is your one-stop-shop for your development. Keep informed about GRIT activities, special programs and other relevant professional development opportunities with the search section of the GRIT platform and through the fortnightly newsletter direct to your inbox, *The GRIT Lens*.

8.2 Eligibility

All currently enrolled graduate researchers are able to book and attend GRIT workshops. Some activities are targeted at specific stages in your candidature (early, mid, or late). This information can be found on the GRIT Platform in the activity description.

8.3 Booking

Most activities can be booked through the GRIT platform. Activities that are open to the wider university community may require booking via an external system, but clear instructions for all activities are provided on the GRIT platform. Attendance requires prior booking.

Once you are booked, you will receive a confirmation email. Be sure to add this session to your calendar so that you do not forget to attend. A reminder email will also be sent prior to the scheduled time. Whilst the platform doesn't send a calendar invite, you can configure GRIT to share your course bookings with your calendar application. Go to calendar settings in the GRIT Platform under the Development Activities tab, click on Set-up Calendar Sharing and follow the steps.

8.4 Attendance

For workshops and training booked through attendance is added directly to your GRIT record, generally within 3-5 business days.

For in-person sessions: It is your responsibility to sign into the session to gain credit. Please bring your AU student ID to every session.

For online sessions: Attendance will be recorded via Zoom. Ensure your name and student ID number (aXXXXXXX) are entered correctly.

After the session, please allow 3-5 business days for your attendance to appear on your record. Once processed, your status will show as either 'Attended' 'No-show', or 'Excused' in your Booking Summary. Until attendance is processed, the status will display as 'not processed yet'.

8.5 Cancellation

If you are no longer able to attend a workshop you have registered for, please cancel your place as soon as possible via the GRIT platform as there are often waitlists and your place will be offered to another graduate researcher. If notice is less than 24 hours, please email grit@adelaide.edu.au or the relevant provider. You can view and manage your bookings on the My Booking Summary page under the 'Train & Develop' tab.

8.6 Waiting List

If a workshop is fully booked, you can join a wait list. If a place becomes available or new dates are added, you will be contacted by email and offered a place. You can choose to accept the offer or decline and remain on the waiting list. The wait list informs us of demand, so it is helpful to add your name if you are interested in attending.

8.7 Costs

GRIT workshops are offered to graduate researchers free of charge. On occasion, we may advertise an opportunity that does charge a fee; these costs will be clearly indicated. No graduate researcher needs to participate in paid activities to successfully complete GRIT requirements.

8.8 No-Show Policy

Registration for an event is a commitment to attend. Registrants who cancel their registration more than 24 hours before the first session of an event will not be penalised. Registrants who fail to attend an event without notice will be marked as a "No Show" for the event and will not gain GRIT credit. Multiple no shows may influence your opportunity to participate in future programs managed through expressions of interest. Some workshops and courses have multiple sessions; graduate researchers should only register if they are able to attend from beginning to end.

A graduate researcher may be excused due to illness or another extenuating circumstance. To be excused, students must contact grit@adelaide.edu.au within 5 working days after the start of a course.

8.9 Active Participation

Online GRIT workshops often require active participation, such as contributing to discussions, asking questions, and engaging in break-out room activities to enhance your learning. Attendees are expected to join sessions on time and have their camera and microphone on during interactive and break-out room components. Students who do not actively participate may be removed from online sessions and will not receive GRIT credit for the session. If you require any reasonable adjustments to access a training opportunity due to a disability, medical condition or other requirements, please let us know.

8.10 Feedback

Following each GRIT activity organised by the Researcher Development Team, participants are invited to complete a short online evaluation which can be completed through the GRIT platform. Your feedback is highly valued, as it helps us improve the program and ensure quality and relevance of future activities for all graduate researchers.

8.11 Etiquette

The GRIT program is collectively delivered by content experts and training specialists within and external to the University. It is important to show them courtesy and respect by being prompt for all events, arriving 5 minutes prior to the start time. Presenters have the right to refuse your entry if they feel you have missed too much of the session. Come prepared to each session (instructions will be provided should pre-reading or other pre-work be required). Turn phones and mobile devices to silent. All members of the University community are expected to behave in alignment with University values, and be respectful of presenters, other participants and staff at all times. This includes not recording the session or using AI to capture session information.

8.12 Recording activities

As noted in section 8.4, many activities will be automatically added to your GRIT record upon completion. However, some activities will require you to self-record the activity and provide evidence of completion. Instructions for each activity are provided on the GRIT platform; please review these carefully before adding a self-recorded activity.

8.13 Contacting the Team

The Graduate Researcher Development team are located within the Adelaide University Graduate Research School. As a small team who are often supporting development activities for students, supervisors and research staff, we cannot always respond immediately to enquires via telephone or in-person. We appreciate if your first point of contact is via email at grit@adelaide.edu.au and to allow up to 2 business days for a response.

9. Graduate Researcher Development team

GRIT is supported by a small, dedicated team, all with genuine interest in supporting graduate researchers' development.

Katy Dolman
Senior Manager, Graduate Researcher Development and Experience

Megan Prideaux
Team Lead, Researcher Development

Dr Khatora Opperman
Researcher Development Officer

Dr Charlotte Le Lan
Researcher Development Officer

Kavishka Indraratana
Project Officer, Researcher Development

Appendix A – Researcher Development Framework

The Researcher Development Framework provides a flexible structure to support graduate researchers in planning and recording their skill development throughout candidature.

The framework is organised into **three Researcher Development Domains:** Enabling Quality Research, Expanding Professional Practice and Shaping the Future. Graduate researchers select activities that suit their individual development needs and map these to a domain, if not already mapped, by working backward from the skill or capability gained.

The Researcher Development Framework is presented below.

Enabling Quality Research Domain

Focus Area	Skill Detail	Descriptions
Digital Literacy	Specialist research software	Select, learn, and effectively use analytical tools and software platforms for research purposes.
	Data management	Organise, store, and document research data in compliance with governance and ethical requirements.
	Computing options for research (VMs, HPC etc)	Understand computational infrastructure from virtual machines to high-performance computing clusters and when to use each option.
	Digital innovation (including AI tools)	Identify, evaluate, and integrate emerging digital technologies and Artificial Intelligence tools into research practice ethically and with integrity.
Managing Research	Research ecosystems (local, national and international)	Understand the networks of institutions, funding bodies, regulatory bodies, communities and researchers that shape the research environment.
	Applying for grants	Identify funding opportunities, develop compelling proposals, and navigate application processes effectively.
	Diversifying research funding	Understand and strategically approach diverse sources of financial support including grants, industry partnerships, and alternative mechanisms.
	Managing research budgets	Develop, plan, and monitor expenditure against research budgets, and ensure compliance with funding conditions throughout research projects.
	Post-award processes	Understand administrative requirements following successful grant applications, including reporting obligations and milestone management.
	Research project management	Plan, coordinate, and oversee research activities from conception to completion while managing timelines and resources.
	Risk management	Identify, assess, and mitigate potential risks to research success across methodological, ethical, and operational domains.
Research Knowledge	Disciplinary expertise	Deep knowledge and understanding of a specific field of study, including its theories, methods, and current developments.
	Strategic, critical and creative thinking	Analyse complex problems, evaluate evidence objectively, and develop innovative approaches to investigating and resolving research questions and challenges.
	The research publishing landscape	Understand how academic publishing works, including journal selection and peer review processes, and develop strategies for successful publication.
	Research writing	Craft clear, compelling, and well-structured academic texts that effectively communicate research to various audiences.

Research Methodologies	Quantitative methodologies	Investigate, choose and implement quantitative research approaches including experimental design, survey methods, and statistical analysis techniques for data collection and interpretation.
	Qualitative methodologies	Investigate, choose and implement qualitative research approaches including interviews, ethnography, and content analysis.
	Research statistics	Understand and apply statistical concepts, methods, and software tools necessary for analysing quantitative data and interpreting results accurately.
	Academic literature searching	Systematically find, evaluate, and organise scholarly sources using databases, search strategies, and reference management tools.
	Research co-design and lived experience	Collaborate meaningfully with stakeholders and community and organisational partners in the design, conduct, application and impact of the research.
Responsible Research	Writing with research integrity	Understand and apply ethical standards in research communication, including accurate reporting, proper attribution, and transparent methodology.
	Responsible use of AI tools	Understand when and how to ethically and effectively integrate artificial intelligence technologies while maintaining academic integrity and research quality.
	Human research ethics	Understand and apply ethical principles, approval processes, and ongoing responsibilities when conducting research involving human participants.
	Animal research ethics	Understand and apply ethical principles, approval processes, and best practices for research involving animal subjects.
	Research legislation and compliance	Understand and effectively navigate legal and regulatory requirements and institutional obligations that govern research activities.
	Intellectual property and copyright	Understand and apply ownership rights, licensing, and legal considerations around research outputs, data, and creative works.
	Reflexivity in research practice	Critically examine individual assumptions, biases, and positioning and their impact on the research process and findings.

Expanding Professional Practice Domain

Focus Area	Skill Detail	Descriptions
Keeping well	Wellbeing in the research environment	Understand, develop and apply strategies to maintain health and wellbeing while navigating the opportunities, pressures and challenges of research.
	Work-life balance for researchers	Develop an understanding of and strategies to navigate boundaries and competing demands, while pursuing research and personal goals while pursuing research goals.
	Emotional intelligence for researchers	Recognise, understand, and manage emotions in yourself and others within academic and professional contexts.
	Overcoming imposter syndrome	Understand the contextual causes of imposter syndrome and develop strategies for addressing self-doubt and building confidence in your abilities as a researcher and scholar.
	Principles and practice of diversity and equity in research	Create inclusive research environments and ensure equitable participation across diverse communities and perspectives.
Professional Expertise	Working well with others (communication & negotiation)	Communicate, negotiate and problem-solve collaboratively and respectfully with people from a diverse range of disciplines, backgrounds and experiences
	Working in research environments	Navigate academic cultures, understand institutional dynamics, and adapt to different research contexts effectively.
	Managing your time	Proactively set and meet deadlines by planning, organising and prioritising research tasks to effectively achieve research project outcomes.
	Networking	Build and maintain professional relationships that support research collaboration, career development, and knowledge exchange.
	Mentoring	Guide and support less experienced researchers and seek mentorship for individual professional development.
Thinking Big	Research leadership	Develop skills in inspiring, directing, and coordinating people, teams and projects while fostering collaborative and productive research environments.
	Community leadership	Engage with and contribute to broader communities beyond academia, including public engagement and knowledge translation.
	Career planning and management	Strategically approach identification of career goals, the development of relevant skills, and make informed decisions about professional pathways.
	Planning a long-term research program	Develop coherent, sustainable research strategies that build systematically over time and create meaningful impact.

	Professional branding and creating a research profile	Articulate individual research identity, build visibility, and establish a professional reputation within and beyond academia.
	Incorporating sustainability goals and principles into research	Integrate environmental, social, and economic sustainability considerations into research design, practice and translation.
	Aligning research with international, local and institutional goals	Connect your research with broader strategic priorities and contribute to larger societal and organisational objectives.
	Futurism and innovative thinking in research	Develop awareness of future trends, identify emerging opportunities, and develop creative approaches to complex research challenges.

Shaping the Future Domain

Focus Area	Skill Detail	Descriptions
External Engagement	Community and public engagement	Connect research with a broad range of communities and partners, communicate findings accessibly, and involve the public in research processes.
	Collaborating with Industry	Build partnerships with commercial, community and government organisations, understand industry needs, and translate research for practical application.
	Entrepreneurship	Identify commercial and social entrepreneurship opportunities from research and innovation, develop business concepts, and navigate the relevant sector ecosystems.
	Research, policymaking and grey literature	Understand how research informs policy decisions and engage with government reports, white papers, and non-academic publications.
Sharing Research with the world	Writing for non-specialist readerships	Translate complex research concepts into clear, engaging content for general audiences across various media formats.
	Speaking to non-specialist audiences	Communicate complex research concepts clearly and compellingly to diverse audiences.
	Maximising research impact	Develop a strategic approach to sharing research with relevant, diverse audiences to create meaningful change
	Media and social media expertise for researchers	Engage with media, manage online presence, and use digital platforms to communicate research effectively.
	Commercialising research	Understand pathways for bringing research innovations to market, including potential considerations and impacts to research practice.
	Presenting your research	Communicate research findings clearly and persuasively through various presentation formats, including research visualisation, and to different audiences.
Teaching	Innovative approaches to teaching in higher education settings	Develop engaging, effective pedagogical methods for university-level education that incorporate current research and technology.
	Innovative approaches to teaching and training in general settings	Design and deliver educational content for diverse learning environments beyond traditional academic contexts.

Appendix B – Graduate Researcher Experiences

The below table includes learning and development experiences that enhance the knowledge and skills of a graduate researcher and are eligible for GRIT credit.

For activities to be eligible for GRIT they must be completed within candidature and have sufficient evidence to verify your participation, and the hours claimed. A maximum of 30 credits can be claimed in any single activity category.

To record these activities within the GRIT platform, please refer to the Self-recording user guide within the Help section of the GRIT platform, specifically the listed self-record subsection. Please note that multiple sessions can be added to an individual activity form within the GRIT platform by using the +/- function in the date/time section. We recommend grouping attendance at recurring events to minimise the number of individual entries.

Activity	Description	Examples	Evidence	Credits & Domain
Certification	Formal, technical and research-specific certification or training that supports your research tools, methods, or compliance requirements.	• Bioresources certification • Archival handling • Radiation safety training • MRI safety • Research-relevant hardware or software certification	A record or log detailing the topic, dates, and duration of participation, signed by the organiser or your supervisor.	**Credits** Up to 6 credits **Domain** Enabling Quality Research
Commercialisation & Entrepreneurship	Activities that support the translation of research into commercial, entrepreneurial, or innovation outcomes.	• Business plan or pitch development • Startup formation • Patent filing or licensing • Venture Catalyst • CSIRO ON programs • ThincStart	An email signed by the organiser or your supervisor confirming duration and participation.	**Credits** Up to 6 credits per eligible activity **Domain** Shaping the Future
Competition – participant	Participation in a formally recognised academic or innovation pitch competition.	• 3MT • eChallenge • Visualise Your Thesis • Hackathon • FameLab	Program, advertisement, or email confirmation listing name and date	**Credits** 6 credits per competition **Domain** Shaping the Future

External Research visit	Research visit or placement at an external institution or facility.	• Visiting scholar placement • Synchrotron • Testing Laboratory	Email or letter confirmation from partner or supervisor	**Credits** Up to 6 credits per eligible activity **Domain** Shaping the Future
Fieldwork	Research conducted outside the institution that is primarily focused on data collection or research development.	• Sample collection • Courtroom observation • Ethnographic interviews • Clinical assessment • Archival work • Geographical surveying	Email or letter signed by partner or supervisor confirming participation and hours.	**Credits** Up to 6 credits Can only be claimed once. **Domain** Enabling Quality Research
Industry Engagement	Short-term engagement with external organisations that informs research, policy, or practice.	• Industry visits • Policy Meetings • Consulting • Government engagement • Clinical engagement	A document/letter/email signed by third party confirming the details of the engagement.	**Credits** Up to 6 credits per eligible activity **Domain** Shaping the Future
Industry Internship/Placement	Structured research placement with defined responsibilities and deliverables.	• 3+ month research internship • Research placement	A letter or email confirming the arrangement and duration.	**Credits** Up to a maximum of 30 credits **Domain** Shaping the Future
Journal Clubs and Discussion Groups	Regular interaction with a research community to discuss scholarship.	• Journal clubs • Discussion groups • Communities of practice • Reading groups	Booking receipt or flyer	**Credits** Corresponds to session duration **Domain** Enabling Quality Research

Leadership role/academic service or university citizenship role	Formal leadership or service that contributes to the research or university community.	• Mentor • Committee convenor • Student representative • Laboratory or safety representative	Appointment letter or supervisor/committee sign-off	**Credits** 6 credits per 6-month term **Domain** Expanding Professional Practice
Mentee as part of an official program	Participation as a mentee in a formal mentoring program.	• IMNIS Program • Writers SA Mentoring • Adelaide Graduate Research • Women in STEM Careers • Stone & Chalk Mentoring • Alumni Mentoring Program	Certificate, supporting documentation or email confirming your participation in the mentoring program.	**Credits** Up to 6 credits **Domain** Expanding Professional Practice
Networking Event	Attendance at research-related events within or outside of your discipline to develop internal and external networks.	• Gallery openings • Innovation hub networking • Start-up Pitch nights • Alumni networking events • Industry focused event • Art showcases	A booking receipt or flyer for event.	**Credits** Corresponds to event duration **Domain** Expanding Professional Practice
Peer Review	Formal review of research outputs or applications.	Invited peer review of: • Research articles • Grant applications • Creative portfolios • Conference abstracts • Research poster	Letter or email from the inviting organisation.	**Credits** Up to 3 credits **Domain** Enabling Quality Research
Public Engagement and Creative Outputs	Activities that promote public understanding of research.	• Exhibitions • Performance • Public laboratory tour • Museum installation • Science Alive • Gawler Show	Program, flyer, or organiser confirmation email.	**Credits** Up to 6 credits **Domain** Shaping the Future

Publication – non-peer reviewed (technical/academic)	Scholarly or technical writing without formal peer review.	• Conference proceedings • News or magazine article • Blog posts • Exhibition catalog • Government publications	The published output showing your contribution.	**Credits** 3 credits per publication **Domain** Shaping the Future
Publication – peer-reviewed	Scholarly work that has undergone formal peer review.	• Research articles • Review article • Written exegesis • Official reports • Methodology article	The peer-reviewed publication listing your name as author.	**Credits** 6 credits per publication **Domain** Shaping the Future
Research Activity Attendance	Attendance at formal research-related events.	• Conferences • Artist Talk • School seminar • Forum	Ticket, program or signed log of dates and hours.	**Credits** Corresponds to duration, up to a maximum of 3 credits per day. **Domain** Enabling Quality Research
Research Application	Preparation or submission of applications required to conduct research.	• Ethics application • Governance application • Grant application • Archival access applications • Patent application • Travel scholarship	Email confirming application or approval, or a copy of the application.	**Credits** Up to 10 credits **Domain** Enabling Quality Research
Research Presentation	Preparation and delivery of formal research presentations.	• Oral presentation • Poster presentation • Plenary or Key note • Grand Rounds	Program, speaker advertisement or email confirmation listing name and date.	**Credits** Up to 2 hours per 1 hour of presentation time or part there of. **Domain** Shaping the Future

Research tour	Visits to research-relevant institutions or facilities.	• Museum tours • Laboratory tours • Facility tours	Ticket or confirmation email.	**Credits** Corresponds to tour duration **Domain** Enabling Quality Research
Research Volunteering	Volunteering at a research-related event. General volunteer work is not eligible.	• Creative performance • Conferences • Exhibitions • Symposia • Film screening	Third-party signed confirmation.	**Credits** Up to 6 credits **Domain** Expanding Professional Practice
Researcher Profile Creation	Creation of an official researcher profile.	• ORCID • Aurora • AU researcher profile	A screenshot or link to your researcher profile.	**Credits** 1 credit **Domain** Expanding Professional Practice
Session Chair	Chairing or moderating a formal research session.	• Career panels • Policy roundtables • Research seminars • Emcee	Program, flyer, or organiser confirmation.	**Credits** Up to 3 credits **Domain** Shaping the Future
Session Organiser	Planning and coordinating a research-related session or event.	• Symposiums • Workshops • Panels • Public debates	Program, ticket, or supervisor sign-off.	**Credits** Up to 5 credits **Domain** Shaping the Future
Teaching	Delivery or development of teaching and learning activities.	• Tutoring • Lecturing • Course development • Course coordination	An email from the coordinator confirming the arrangement and hours contributed.	**Credits** 10 credits per semester **Domain** Shaping the Future

Technical and Professional Committees	Participation in formal technical or professional committees.	• Editorial boards • Ethics committees • Advisory groups • Professional bodies • Working groups	Meeting minutes or a signed log of participation.	**Credits** Corresponds to meeting duration **Domain** Shaping the Future
Training Masterclass	Intensive expert-led training or workshop with a professional.	• Composition masterclass • Negotiation or mediation • Machine learning & AI • Methodology bootcamps	Certificate or email from coordinator confirming participation and duration.	**Credits** Corresponds to training duration **Domain** Enabling Quality Research

Further enquiries

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