Uncertain times: Adaptability in the areas of work, study and research.

Wednesday 24th June 2020 | 9am – 5pm (AEST) | Online via Zoom

	Please note: If you wish to contact the PGECR symposium committee at any time during this event, please send an email to **PGECRSymposium@usq.edu.au**.
Time	
9:00 am – 9:10 am	**Welcome** to the 25th Postgraduate and Early Career Researcher Group Research Symposium Acknowledgement of Country Douglas Eacersall & Cristy Bartlett Zoom link - Password: 380505
9:10 am – 9:45am	**Keynote Presentation:** Someone said it couldn't be done (Dr Ben Allen) **Abstract:** A full time research role in your field of choice is the dream of many but the reality of few. They are as rare as hens teeth, but they are available and within reach if you work hard enough. Patience and a good amount of 'luck' is also required. Upon closer inspection, however, 'luck' is better characterised as karma returned as dividends for conscientious effort to collaborate and get involved in as many things as possible. In this presentation I will share a little bit about my career journey, including the ups, downs, zigs, and zags that have led me to where I am now, and the key principles and factors that – I think – influence research success. Zoom link - Password: 380505
	Session 1
9:45 am – 10:45am	**STREAM 1** **Session Chair:** Jennifer Luke | **Chat moderator:** Megan Forbes Zoom link - Password: 380505 1. **Karl Matthews -** Uncertain times: Adapting to knowledge management shifts in your work, study and research. 2. **Megan Forbes -** Lessons in adaptability during fieldwork. 3. **Marlyn McInnerney -** Clash of the concepts: How to adapt to living in a leaky boat.	**STREAM 2** **Session Chair:** Douglas Eacersall | **Chat moderator:** Naomi Ryan Zoom link - Password: 102101 4. **Margaret Bremner -** I'm new, how do I get to know you?: Onboarding in a pandemic. 5. **Cecily Jensen Clayton -** Imposter syndrome and uncertainty: Exploring an increasing phenomenon within the New World Order. 6. **Dale Cox -** Adapting to identity changes during the ethnographic data collection process
10:45 am – 11.00 am	**Morning break (Zoom will remain open for informal networking)**
	Session 2
11:00am – 12:00pm	**STREAM 1** **Session Chair:** Megan Forbes | **Chat moderator:** Jennifer Luke Zoom link - Password: 380505 7. **Jennifer Luke -** Staying on target: building resilience and adaptability as a HDR student and beyond. 8. **Ruth Wagstaff -** Adaptability as a form of life-long learning – A personal reflection. 9. **Jasvir Nachatar Singh -** Is it business as usual in unprecedented times? A critical personal reflection as an international early career researcher in Australia.	**STREAM 2** **Session Chair:** Naomi Ryan | **Chat moderator:** Douglas Eacersall Zoom link - Password: 102101 10. **Susan Abel -** Social media use for relational maintenance in long distance families. 11. **Shweta Goyal -** Work-life balance is a lie – and COVID-19 is destroying it. 12. **Stephen Mears -** Transdisciplinarity in context: conceptual paper investigating a workplace-related phenomenon to facilitate the needs of informal learning.
12:00 pm – 12:30 pm	**Lunch break & optional structured networking session** Zoom link - Password: 380505

	Session 3	
12:30 pm – 1:30 pm	**STREAM 1** **Session Chair:** Jennifer Luke | **Chat moderator:** Megan Forbes Zoom link - Password: 380505 13. **Peter Ayriss -** Doctoral supervision and COVID-19: Lessons and adaptions. 14. **David Thorpe** - Maintaining interaction with engineering management research students in uncertain times. 15. **John Bell -** Developing strategic plans for research – USQ as a case study.	**STREAM 2** **Session Chair:** Douglas Eacersall | **Chat moderator:** Naomi Ryan Zoom link - Password: 102101 16. **Jenny Lewis -** Leading in uncertain times. 17. **Moataz Mahmoud -** Business resilience imperatives for industry 4.0. 18. **Natalia Veles** - Adaptability of the university professional staff working in cross-boundary third space environments: Learnings from an intercultural multiple case study in Australia and Singapore.
	Session 4	
1:30 pm – 2:30pm	**STREAM 1** **Session Chair:** Megan Forbes | **Chat moderator:** Jennifer Luke Zoom link - Password: 380505 19. **Andy Bell** - Pivoting health profession education into the online space: A pedagogical perspective 20. **Stephen Bird** - Podcasts as an eLearning educational tool. 21. **Michael McGarry** - Knowledge sharing and virtual peer-to-peer learning in community of practice for police.	**STREAM 2** **Session Chair:** Naomi Ryan | **Chat moderator:** Douglas Eacersall Zoom link - Password: 102101 22. **Brad Perks** - An exploration of teachers' and students' perspectives and practices related to critical literacy and the media: Action research to support, English as an additional language or dialect. 23. **Darren Dickson** - Adaptive space in language teaching organisations; Is there a place for 'headspace' for organisation? 24. **Raid Mahmood -** Effect of liquid suction heat exchanger on a mechanical refrigeration system using alternative refrigerants: Computational investigation.
	Session 5	
2:30 pm – 3:30pm	**STREAM 1** **Session Chair:** Jennifer Luke | **Chat moderator:** Megan Forbes Zoom link - Password: 380505 25. **Rena MacLeod** - Befriending fear in the academy: A psychoanalytical, spiritual journey through precarious times. 26. **Ellen Larsen** - Early career researcher identity development - A time of uncertainty in a context of performativity. 27. **Kym Davis** - Forget the plan… or a funny thing happened on the way to becoming a Dr.	**STREAM 2** **Session Chair:** Douglas Eacersall | **Chat moderator:** Naomi Ryan Zoom link - Password: 102101 28. **Katherine Herbert** - Academic uptake of learning and teaching professional development: A literature review identifying the strategies, attributes and constructs associated with professional practice. 29. **Hisham Bakr** - Innovative strategies to manage change: Alliances between travel multinational corporations (MNCs) and outsourcing corporations, support communities, maximise innovation, sustainability, and contributions to corporate social responsibility. 30. **Maiwand Rohani -** Addressing education barriers of Afghan nomadic community through innovation and technology: The Kuchies (Afghan Cameleers).
3:30 pm – 3:45 pm	**Afternoon break (Zoom will remain open for informal networking)**	

Session 6	
3:45 pm – 4:45 pm	**STREAM 1** **Session Chair:** Megan Forbes | **Chat moderator:** Jennifer Luke Zoom link - Password: 380505 31. **Ruth Wagstaff** - Why did the peer reviewer make that comment? A systematic approach to critically analysing peer reviewer manuscript comments. 32. **Tara East** - Authors becoming tricksters: Writing anthropogenic fiction during a pandemic. 33. **Patrick Danaher -** Ancestor worship, seminal thinkers and kindred spirits: Scholarly adaptability by nine researcher role models in diverse contexts of intellectual uncertainty
4:45 pm – 5:00 pm	**OVERVIEW, CONCLUSION & THANKS** Douglas Eacersall & Cristy Bartlett Zoom link - Password: 380505

Keynote Presentation: Someone said it couldn't be done.

Presenter: Ben Allen
Position: Senior Research Fellow
Research area: Wildlife management
Personal fact: I once was stranded on a tropical island and had to survive for 17 days.

Bio: Ben is a second-generation wildlife ecologist who has been employed primarily in the government sector as a dingo ecologist, conservationist and manager since 2005. Ben is now a Senior Research Fellow at the University of Southern Queensland (USQ) in Australia, a Research Associate with Nelson Mandela University (NMU) in South Africa, and International Partnerships Officer with the Australasian Wildlife Management Society (AWMS). Ben is a human-wildlife conflict expert that investigates practical solutions to a variety of complex wildlife management problems around Australia and internationally, often in extensive livestock grazing systems and peri-urban areas.

Session 1 – STREAM 1

1.
Presenter: Karl Matthews
Position: Post Doc Researcher / Consultant
Research Area: Knowledge Management
Personal fact: Could play the violin (now out of practice).

Title: Uncertain times: Adapting to knowledge management shifts in your work, study and research.

Abstract: This paper presents an extension to the knowledge management (KM) model explored in my PhD research (Matthews, 2019). This KM model explains the KM shift we are currently undergoing, accelerated by the COVID pandemic, in how we manage our knowledge. This paper presents the shift of KM technologies toward more e-connected versions, into what I call 5th, 6th and 7th generational technologies encouraged by uncertain times of COVID social distancing. Thus this paper presents a view of future KM interactions for work, study and research.

2.
Presenter: Megan Forbes
Position: PhD Candidate
Research Area: Psychology
Personal fact: After living and working on four continents I've been calling Australia home for the last 14 years.

Title: Lessons in adaptability during fieldwork.

Abstract: This paper explores the lessons I learnt about adaptability during my PhD fieldwork in South West Queensland. Fieldwork has been described as one of the "most disagreeable activities humanity has fashioned for itself" (Shaffir & Stebbins, 1990, p. 1). By contrast, despite the challenges I encountered during my fieldwork, I would describe it as one of the most meaningful experiences of my life. Overcoming these challenges, often in consultation with community mentors, helped me to develop the skills I needed to conduct and complete my fieldwork. This included philosophical and methodological adaptations from a primarily positivist and quantitative background to conducting my research from a constructivist perspective that included being informed by community consultation and an Indigenous framework (Wilson, 2003). Additionally, the daily challenges faced by participants, such as becoming a grandparent or unexpected illness, when conducting fieldwork over a large geographical area meant it was necessary for me to adopt a flexible approach that allowed for each week's schedule to be completely overturned and reworked as the days went by. Overcoming these challenges, often with the advice of community mentors who demonstrated adaptability and resilience in their own lives, contributed to the deeply meaningful experiences of my fieldwork.

3.
Presenter: Marlyn McInnerney
Position: PhD Candidate
Research Area: Resilience for rural women
Personal fact: The pandemic is bringing out my inner veggie gardening gnome. I am now the successful grower of bok choy, Chinese greens and even tomatoes!

Title: Clash of the concepts: How to adapt to living in a leaky boat.

Abstract: During the Covid-19 crisis, staff and students in the university sector, along with people in most other sectors in Australia, have had to quickly strengthen their adaptive capacity, often referred to as resilience. People in rural Australia, facing multiple disasters over the last 40 years and beyond, are no strangers to the concept and practice of resilience. The idea of resilience has morphed significantly since the 1970's when the term was first introduced in the social sciences and by the media in the context of adversity. The concept evolved in many quarters to mean everyday individual adaptive capacity, a definition adopted by a range of institutions and levels of government. During the same time period, an accretion of critical resilience research challenged the individualistic claims of this dominant resilience rhetoric. Using examples from my PhD research project with women in rural areas, I explore: what are the implications of these different concepts of resilience located at the opposite ends of the resilience conceptual continuum? Who benefits? Who struggles? Is there a workable compromise? What strategies can we use to cope with the leaky boats of life?

Session 1 – STREAM 2

4.
Presenter: Margaret Bremner
Position: Senior Research Librarian (BELA), Research Support, Library Services
Research Area: Academic libraries, organisational awareness, research support, transliteracy in libraries, Open access publishing
Personal fact: My first computer was a Commodore 64. I learnt to use it so I could teach my son.

Title: I'm new, how do I get to know you?: Onboarding in a pandemic.

Abstract: Changing jobs is stressful. The first few weeks are for orientation in the new workplace, wandering corridors and tea rooms to make acquaintances. Ongoing support is provided to ensure that the new staff member understands their new role. Onboarding is the official term for this experience. It is a process that is used to inculcate new staff with organisational culture, provide them opportunities to meet people, establish their identity and take on the new role with oversight by managers (Keisling & Laning, 2016). Onboarding can be difficult to do and requires good management practices.

This year, I started a new job at USQ in the middle of Covid-19 lockdown. I have been getting to know my job, my colleagues, and the staff and students that I will support, but all online. At the end of my first weeks with USQ I can see benefits and issues for having commenced in this manner. I feel tied to my desk during work hours as there is no physical workspace where I could meet my colleagues. Which is very different to being at work, where I would have met with people in their space. This paper will discuss from a user perspective some of the disadvantages and advantages of entering a new position when all introductions to processes and people can only be conducted via online methods.

5.
Presenter: Cecily Jensen Clayton
Position: Presently embarking on my second PhD in order to consolidate a theory I have been developing over many years.
Research Area: Discipline areas such as sociology, psychology, psychoanalysis, philosophy, political and economic theories.
Personal fact: Enduring passion for life and the development of human potential.

Title: Imposter Syndrome and Uncertainty: Exploring an Increasing Phenomenon within the New World Order.

Abstract: What is Imposter Syndrome? Who does it affect? And what is fuelling an acceleration of the phenomenon of Imposter Syndrome in our contemporary age, an age of social and economic transitions? In what contexts is imposter syndrome more likely to occur? What does the literature have to say? These are questions that invite exploration within the academy, this phenomenon having significant implications for our academic progress, experience of academic life and academic identities. These questions raised here are intended to fuel discussions within this presentation, discussions followed by input around some ways we can reframe our experience, leading us to imagine how we might understand this phenomenon to our advantage. Understanding Imposter Syndrome and how to use this experience to our advantage I claim is especially needed to adapt to an increasingly reordered and uncertain world.

6.
Presenter: Dale Cox
Position: PhD Candidate
Research Area: Music: Voice Pedagogy
Personal fact: I once performed as a vocal soloist at the now demolished Sydney Entertainment Centre in front of 12,000 people!

Title: Adapting to identity changes during the ethnographic data collection process.

Abstract: Between August 2018 and June 2019, I moved to the USA to conduct the data collection process for my research study. I visited six universities, each for a two-week period, and in between was resident in Winchester, a small university town in Virginia. Using a multi-sited focused ethnographic approach, the data collection period of my PhD process involved continual movement between "insider" and "outsider" identities using a participant observation model. The period of data collection was constantly challenging both professionally and personally, as I adapted to regular changes in geography, culture and sites. In between data collection sites I needed to adapt to the role of "Visiting Research Scholar" at my host university while managing data transcription and analysis processes. This presentation will focus on the need for an adaptable mindset during this type of research, responding carefully and sensitively to each site and situation, whilst managing physical, mental and emotional health in the field.

Session 2 – STREAM 1

7.
Presenter: Jennifer Luke
Position: Career Development Practitioner/Educator within USQ's Careers & Employability team. Final year PhD candidate based in the School of Education.
Research Area: Vocational psychology. Career & workforce development across the lifespan.
Personal fact: Previously worked as a software developer, digital media designer, and vocational teacher.

Title: Staying on target: building resilience and adaptability as a HDR student and beyond.

Abstract: Developing a clear set of goals can be beneficial at any stage of your career, though careers rarely unfold as initially planned and can experience detours, new pathways as well as hurdles. As a current part-time final year PhD candidate and full-time career development practitioner at USQ, the presenter will share examples of how unexpected developments such as workplace changes, personal responsibilities and/or external global events can threaten to derail research progress and career plans. The importance of building resilience and adaptability into your career planning will be highlighted as vital for any student's self-efficacy, motivation, focus, employability and success.

Throughout this presentation, the audience will be encouraged to consider how the theory and practice shared by the presenter can encourage researchers to be active players in sustaining ongoing career development,

strengthen employability and discover meaningful work as they adapt and advance in today's changing economic landscape.

8.

Presenter: Ruth Wagstaff
Position: PhD candidate (psychology)
Research Area: The age differences in the psychology of chronic joint pain.
Personal fact: As much as I love living in the tropics and dislike cold weather, I decided to move to Toowoomba so I could benefit from as many on campus experiences as possible and being closer to my supervisors. It is rather ironic that I began my PhD journey with online supervision and am now finishing with online supervision.

Title: Adaptability as a form of life-long learning – A personal reflection.

Abstract: What is meant by adaptability? How is adaptability measured? In short, it clearly depends on context. The paper I would like to present is a self-reflection of how I have adapted to working within an international research collaboration and changes in the dynamics of supervision. The collaboration and supervision are two quite different contexts that have changed the type of questions I ask so change is smoother and less stressful than it used to be. The paper takes a lifelong learning approach and recognises the importance of scaffold learning, goal setting and psychological dissonance. The implications of this personal journey are summarised and discussed.

9.

Presenter: Jasvir Nachatar Singh
Position: Lecturer at the Department of Management, Sport and Tourism, La Trobe Business School, La Trobe University
Research Area: International students and academics
Personal fact: I can read GURMUKHI scripts (ancient script) which are few hundred years old.

Title: Is it business as usual in unprecedented times? A critical personal reflection as an international early career researcher in Australia.

Abstract: In Australia, international academics do account for a significant number of overall academic staff population. Scholarly work mainly focuses on challenges endured by international academics' during conventional times which include adjustment to new roles and living in a foreign country, pedagogical differences stemming from intercultural difference, language barriers and unequal access to resources such as funding and exploitation (Germain, 2017; Hsieh, 2012; Larbi & Ashraf, 2019). However, this presentation will explore challenges, strategies and opportunities experienced by myself as an international early career researcher in unprecedented times such as the COVID-19 crisis, using Schön's (1984) reflection in action perspective, which is to reflect in the midst of an experience. Reflections in this presentation will encapsulate some bizarre experiences in learning and teaching in the online space, research activities especially interviews with research participants conducted via zoom, and engagement in academic citizenship online events. Opportunities for professional and personal growth will also be reflected as a result of COVID-19.

Germain, D. M. S. (2017). Challenges of leading expatriate academics. Emerging Perspectives: Interdisciplinary Graduate Research in Education and Psychology, 1(2), 1-10. https://doi.org/10.1080/07294360.2019.1693516

Hsieh, H. H. (2012). Challenges facing Chinese academic staff in a UK university in terms of language, relationships and culture. Teaching in Higher Education, 17(4), 371-383. https://doi.org/10.1080/13562517.2011.641001

Larbi, F. O., & Ashraf, M. A. (2019). International Academic Mobility in Chinese Academia: Opportunities and Challenges. International Migration. https://doi.org/10.1111/imig.12662

Schon, D. A. (1984). The reflective practitioner: How professionals think in action (Vol. 5126). Basic books.

Session 2 – STREAM 2

10.
Presenter: Susan Abel
Position: PhD by Research: School of Psychology
Research Area: Social media use for relational maintenance in long distance families.
Personal fact: I am the only one in my family thoroughly pleased with the current situation because I have all three kids at home for the first time…ever!

Title: Goodbye family dinner: Hello family group chat.

Abstract: Australians are keen social media users, or so I thought until I interviewed 28 Australians aged between 19 and 81 years old. I discovered that Facebook was "for old people", Instagram was "boring", open audio-visual connections are rare, and many people over the age of 50 chat using Facebook Messenger and WhatsApp, but avoid social media platforms for interaction with close friends and family. Then, three weeks after interviews were complete Australia went into lockdown due to the COVID-19 pandemic. I started seeing Facebook friend requests and posts from participants who had reported they didn't use social media. One of them posted images of herself playing bridge over Zoom while virtually sharing wine and cheese with her girlfriends; and another posted a Zoom trivial pursuit game with her family who lived in the same town. Even my gym started posting live workouts in a private Facebook group… These fundamental shifts in the leisure and communication activities of participants due to the newly minted spatial distance between them could not be ignored. A new round of interviews to discover what modifications have been made are being conducted, and the findings will be presented in this session.

11.
Presenter: Shweta Goyal
Position: Teacher (Maths and Physics), Cairns School of Distance Education/ PhD
Research Area: Education (work life balance of women working in STEM higher education)
Personal fact: Moved to Australia in 2008 and didn't know the system of buses here. Thought tickets were free. Bus driver was friendly and helpful in explaining procedure.

Title: Work-life balance is a lie — and COVID-19 is destroying it.

Abstract: In these uncertain times transitioning from traditional to online modes of teaching will increase the workload for teachers which leads to unbalance their work and life. The current pandemic is forcing us into a moment of reckoning about how we organise work and family. While engaging in social-distancing, we may also need to manage our full-time jobs while simultaneously home-schooling our children and attending elderly parents.

Socioeconomic changes, tough global competition, and work culture have made it difficult for employees to balance two important areas of their life; work and family life. Work-life balance increases effectiveness as well as improves satisfaction in both professional and personal lives. The success of any institution based on the performance of its employees, which in turn is based on various elements. The present study aims to identify, and evaluate critically, the factors that are necessary to create a supportive work-life balance, within organisations, for women working in Science, Mathematics, Engineering and Technology (STEM) in higher education in Australia. Women are largely underrepresented in STEM fields in academia, and most often issues with motherhood and career-life balancing are identified as reasons for this underrepresentation.

12.
Presenter: Stephen Mears
Position: Employment: Learning Service Provider (LSP), Consultant and casual lecturer and academic content writer/reviewer; Programme: Doctor of Professional Studies (DPRS)
Research Area: Transdisciplinarity with an education focus.

Personal fact: My grandmother's godfather was Sir Edmund Barton – the first Prime Minister of Australia and my great grandfather was a Scottish coal miner who became Senator of WA and was influential in changing policy in the mining sector in WA. He married a German!

Title: Transdisciplinarity in context: conceptual paper investigating a workplace-related phenomenon to facilitate the needs of informal learning.

Abstract: The aim and purpose of this paper is to formulate an exploratory research framework to examine the level of importance specific interested parties place on documenting objects in the course of doing their work. The interested parties in question are German supervisors, leading hands or business owners (Meisters-Si), and their apprentices (Sii) working in the Handwerk (craft) industries in Germany's Mittelstand. The research literature is transdisciplinary in context with research adaptation resulting across a number of fields and disciplines. An example in adapting this transdisciplinary context is evidenced by Germany's government and private sector, having authored a number of industry publications which promote the 'need' in qualifying informal learning as a contributor to innovation and entrepreneurial awareness across German industries. This conceptual paper explores the transdisciplinary nature of informal learning and its relationship to documenting objects as part of workplace practice. So as to provide relevance to the 'German argument', a series of German historical artefacts in view of their visual rhetoric, discourse and genre will be analysed.

Session 3 – STREAM 1

13.
Presenter: Peter Ayriss
Position: Program Development Consultant (BELA)

Title: Doctoral supervision and COVID-19: Lessons and adaptions

Abstract: We now live in a very different world thanks to a tiny organism that has enveloped the world in death, disruption and isolation – the COVID-19 virus. It is debatable whether we will – or even if it is possible to return to the old normal, or whether we will need to adapt to a new normal. This normal, in whatever guise it manifests, will shape our future in all the various niches of our lives. This will include the ways in which higher education is experienced and carried out. This paper presents an exploration of the impacts on doctoral supervisors and their students as researchers as we move and live within the brave new world of COVID-19. The following questions act as a compass for the discussion:

1. In what ways and at what levels are research students expressing the impact that COVID-19 is having on them and their ability to progress their research and writing?

2. What strategies are we enacting to support them?

3. What support do supervisors need to effectively do this?

This exploration covers the four dominant themes in any supervisor-student team: the responsibilities of supervisors – adaptions and new; the responsibilities of doctoral students – adaptions and new; the student-supervisor relationship – new ways of achieving established outcomes and towards success – keeping our eyes on the prize.

14.
Presenter: David Thorpe
Position: Associate Professor (Engineering/Technology Management
Research Area: Sustainable engineering management
Personal fact: Collector of old fountain pens and ink wells.

Title: Maintaining interaction with engineering management research students in uncertain times.

Abstract: Students undertaking engineering management research range from honours degree to doctorate levels. A significant component of supervising their research is to maintain regular interaction with them, through a mix of methods like face to face communication, telephone and email communication, and using online communication tools like video conferencing. In uncertain times, such as the present, when both supervisor and student are likely to be confined to their homes, maintaining this interaction presents a number of challenges, such as the loss of face to face interaction and an impaired opportunity for students to gather data by traditional means, such as physical data gathering, site visits, or face to face interviews. To adequately assist the students to continue with their research, it has therefore been necessary to change the method of interaction with them. Thus, it has been important to maintain more regular email contact with them and where possible use online video meetings. Students may also require additional assistance with understanding how to undertake the main components of their research, and with major tasks like human ethics applications. In some cases, they may also require assistance with refocusing their research approach, such as more frequently using online interviews. While this approach has to date been successful, there is still much to learn.

15.
Presenter: John Bell
Position: Deputy Vice-Chancellor Research and Innovation
Research Area: Materials Engineering/Renewable Energy
Personal fact: The last two months is the longest time I have spent at home since my first child was born – she is 23.

Title: Developing strategic plans for research – USQ as a case study.

Abstract: Strategic Planning is a critical element for building a research program. For most of us in research, we start with project planning – how do you sequence your activities to achieve the outcomes of the research, understanding the resources and skills you need to complete the project, and how long each part of the project will take. Building a strategy to build research program, involving many projects and more people, takes this to a different scale, and developing a strategy for a University means abstracting to a much higher level. This talk will focus on how we build a research strategy, with the example of the University's strategic plan, and how we need to use a wide range of data and information about the environment we are in to build a robust and ambitious, but still achievable strategy.

Session 3 – STREAM 2

16.
Presenter: Jenny Lewis
Position: CEO: Jenny Lewis and Associates / Doctor of Philosophy
Research Area: What emerges as an effective high impact pre-appointment principal preparation program for the Australian context?
Personal fact: Love exploring country towns and finding fabulous curios.

Title: Leading in uncertain times.

Abstract: In exploring what emerges as the expectations, capabilities and dispositions of high-impact principals this researcher has explored different contexts to glean insights in how system and school leaders globally have pursued sustainable learning and wellbeing reforms in the most challenging of circumstances. As a member of the WISE Agile Leaders of Learning Innovation Network (ALL-IN) this researcher has connected with policymakers, practitioners and researchers interested in co-designing sustainable learning ecosystems that promote cross-cultural collaborative learning and design thinking to fundamentally reimagine sustainable system and school models. Recently a virtual convening Education Disrupted, Education Reimagined brought together over 4,000 global leaders, policymakers, researchers and practitioners to consider the opportunities

the current COVID-19 crisis presents to accelerate future-focussed system-wide innovation. Drawing from the learnings of many innovative organizations who are implementing sustainable reforms in the midst of generational poverty, war and social isolation this researcher reflects 'What has Australian system and school models have been reimagined? Are these reforms sustainable? Or are we on a pathway to return to the 2019 status quo?

17.
Presenter: Moataz Mahmoud
Position: Doctoral of Business Administration by Research
Research Area: Business resilience
Personal fact: Resilient

Title: Business resilience imperatives for industry 4.0.

Abstract: In a world surrounded by an unprecedented volume of natural and man-made disasters, it is increasingly crucial for businesses to build resilience into their structures. Concurrently, the emergence of the Fourth Industrial Revolution (Industry 4.0) offers an augmented level of interconnectivity, and cyber-physical interaction enabled by Artificial Intelligence (AI), Internet of things (IoT), Big Data (BD) and Robotics and Automation (R&A). Conversely, new challenges may arise or exacerbate the magnitude of existing ones such as cybersecurity, labour security, and ethical dilemmas of applying these technologies. Thus, the organisations' structure, function architecture, and people culture and capabilities culture might undergone changes and so as their ability to build resilience. This research will offer a resilience framework that capitalises on Industry 4.0 opportunities and accounts for its challenges, which will fill the current gap in the current industrial and academic areas. A mixed approach of quantitative cross-section survey and qualitative of semi-structured interview shall be deployed as the research strategy. The study is expected to contribute to the academic and industrial arena by offering an "intelligent and responsive" resilience paradigm, and offer proactive advice to policymakers, regulators and professional bodies on the gap in the current practice.

18.
Presenter: Natalia Veles
Position: College Manager, College of Arts, Society and Education (James Cook University) /final year Doctoral candidate (James Cook University)
Research Area: University third space; professional and academic staff collaboration; sociology of organisations; self-determination theory; intercultural research; organisational boundaries.
Personal fact: Growing up in post-Cold War Soviet Russia with the international borders closed to all (common) citizens, I dreamt about moving to the warmer climates (Australia was my one top destination). Now being isolated in Australia with borders (temporarily) closed, I am dreaming of a cold White Christmas.

Title: Adaptability of the university professional staff working in cross-boundary third space environments: learnings from an intercultural multiple case study in Australia and Singapore.

Abstract: University professional staff – a heterogeneous group with diverse talents and skills – comprise more than 50 per cent of Australian higher education staff, and similar proportions in other countries. The importance of their contribution to addressing higher education challenges has been increasingly investigated over the last decade (Graham, 2018; Gravett & Winstone, 2018; Graham & Regan, 2016).

While the disruption caused by the pandemic continues to challenge and change the very foundations of the universities, learning continues, redefined and reconceptualised, with the support and unwavering dedication of professional staff who, often "behind the scene", continue to demonstrate "adaptability, intuitively and collegially doing what is right" (Jones, The Guardian, 31 March, 2020) for students and their academic colleagues.

My doctoral research study of the university third space (Whitchurch 2008/2018) collaboration provides insights into what motivates professional staff to work together across various boundaries and what cross-boundary

competences they view as critical in collaboration. These are just a few of the identified competencies: translational skills, relationship-building, culturally diverse and global mindset, and energy activation.

All these competencies are important to be nurtured in all staff in the current volatile and uncertain environment in order for the higher education institutions to survive and then go on to thrive in a post-pandemic world.

Session 4 – STREAM 1

19.
Presenter: Andy Bell

Position: Lecturer in Paramedicine and confirmed PhD candidate at USQ
Research Area: Paramedic education pedagogy and methodology.
Personal fact: I have DJed professionally at festivals all over the world.

Title: Pivoting Health Profession Education into the online space: A pedagogical perspective.

Abstract: The current novel coronavirus, COVID-19, has effected a significant change in the way industry-based and tertiary health professional education (HPE) is developed and delivered. Advice for strict, widespread social distancing has catalysed the transformation of course delivery into fully online design. This is problematic for HPE which has traditionally relied on face-to-face learner interaction, in the form of skills laboratories, simulation training, and industry-based clinical placements.

The transition to online-only course delivery has brought with it a need to address particular issues regarding the construction and delivery of quality curricula and education activities. It is during this transition that insights into high quality online HPE pedagogy, methodology and the development of communities of practice must be carefully considered and constructed. The purpose of this presentation is to address the risks and opportunities in the current transition to online HPE, and provide practical solutions for educators who are now unable to embrace more traditional face-to-face HPE delivery methods and activities.

20.
Presenter: Stephen Bird
Position: Associate Professor (Sport and Exercise Science)
Research Area: Sport Science
Personal fact: Currently writing a book titled WHEN WINNING MATTERS: Lessons learned from Sport's elite

Title: Podcasts as an eLearning educational tool.

Abstract: One of the most interesting and valuable uses of Podcasting in Education is the concept of student-centred created content incorporating Technology Enriched Learning that allows students to be fully exposed to an online environment. A major advantage of education podcasts is the portability and convenience they offer, allowing students to access industry-relevant topics and content anytime, anywhere, with very little effort. Student feedback has reiterated that podcasts are a valuable eLearning educational tool, which can support teaching and learning in an online environment.

21.
Presenter: Michael McGarry

Title: Knowledge sharing and virtual peer-to-peer learning in community of practice for police.

Abstract: This research evaluates an Enterprise Web 2.0 platform for facilitating knowledge sharing and Peer-to-Peer (P2P) Learning in a Community of practice (CoP) for Officers in Charge (OICs) in a Police Service. A literature review identified that most research examining Enterprise Web 2.0 in Government Organisations focussed on external usage rather than internal communications or P2P learning. The aim of this research,

therefore was to examine and evaluate the internal use or adoption of Enterprise Web 2.0 amongst a specific group of Queensland Police Officers. This technology requires officers to adapt to an introduced social media online platform for P2P learning and sharing of information. Action Research underpins the case study as the author is both the researcher and practitioner-being an OIC of a large regional police station. A social media platform provides a case study to examine enablers and inhibitors of innovation adoption explored through the lens of the Theory Acceptance Model2 (TAM2). This theory is utilised to develop an industry practice model for adoption. The research design consists of semi-structured interviews with Police OICs with validation of data from surveys and a focus group. Findings are then to be used to develop a model of Enterprise Web 2.0 adoption by Government Organisations which support P2P learning which in turn facilitate CoP.

Session 4 – STREAM 2

22.
Presenter: Brad Perks
Position: Full time English for Academic Purposes Instructor / DEDU candidate
Research Area: Critical media literacy acquisition among EAL/D students in an online ELICOS program.
Personal fact: I lived and worked in Japan for 11 years.

Title: An exploration of teachers' and students' perspectives and practices related to critical literacy and the media: action research to support, English as an additional language or dialect, students.

Abstract: This session will cover the initial findings from my study into developing Critical Media Literacy skills among English as an Additional Language/Dialect (EAL/D) students in the ELICOS sector to equip them with necessary critical thinking skills to successfully enter Australian universities. This study will explore ELICOS teachers' language-related literacy practices through the integration of critical media literacies in the classroom, to: 1) identify the range of critical literacies that EAL/D students require in this media-saturated age; 2) identify useful critical media literacy skills; and 3) generate a framework for EAL/D curriculum design that develops students' critical media literacies. The methodology will be informed by a pragmatist approach combined with a conceptual focus on translanguaging and employ action research method. Data will include interviews with teachers and student focus groups, as well as field notes, research reflections and work samples, which will be thematically analysed to inform the development of the EAL/D curriculum. The results will contribute to empirical knowledge and theories of critical media literacies.

23.
Presenter: Darren Dickson
Position: Doctoral candidate
Research Area: Applied linguistics
Personal fact: My wife and I live off-grid!! We live in a forested area where there is no access to power and water. We have spent the last several years building up our power generation system, water collection and also have the ability to grow most of our own vegetables.

Title: Adaptive Space in Language Teaching Organisations; Is there a place for 'headspace' for organisation?

Abstract: English Language Teaching (ELT) makes a strategic contribution to international education, yet research on leadership in ELT is lacking. The study of the leadership and adaptability of Language Teaching Organisations (LTOs) in the context of a complex, globalised, and technology enhanced world has the potential to improve the current practices and in turn the outcomes for international students. Adaptive leadership theory has increased in importance as a way of understanding how organisations deal with complexity, with the concept of Adaptive Space (AS) emerging as being central to this process. This study draws on adaptive leadership theory as well as a Lefebvrian tripartite interpretation of space to construct a conceptual lens to examine how a broad range of participants within the LTO context perceive and engage with AS, and what the implications of AS might be for leading LTOs through complex issues. Through surveys and in-depth interviews, the case study will investigate the views of a range of stakeholders who experience space from a conceptual,

perceived and lived point of view. The results are expected to provide a deeper understanding of how LTOs deal with complexity and the potential value of Adaptive Space in language teaching organisations within the Australian context.

24.
Presenter: Raid Mahmood
Position: Adjunct Lecturer / School of Mechanical and Electrical Engineering (USQ)
Research Area: Heat Transfer and ThermoFluid

Title: Effect of liquid Suction Heat Exchanger on a Mechanical Refrigeration System Using Alternative Refrigerants: Computational Investigation.

Abstract: Mechanical refrigeration system has been widely used in commercial and domestic fields. However, it still needs more investigation to obtain the highest performance with a minimum energy consumption. This paper investigates the effect of adding liquid-suction heat exchanger on the performance of the mechanical refrigeration system using alternative refrigerants. Alternative refrigerants R600a and R134a were used to be compared with R22 in range of operating conditions. Computational Fluid Dynamic (CFD) was used to predict the effect of liquid-suction heat exchanger on the coefficient of performance (COP). The CFD results showed that the highest COP achieved by liquid-suction heat exchanger when the alternative refrigerant R134a was used as a working fluid, the maximum percentage of improving the COP was 12 %. The results were compared with the literature and previous experimental work, good agreement and same trend were obtained from the comparison.

Session 5 – STREAM 1

25.
Presenter: Rena MacLeod
Position: Recently graduated PhD candidate.
Research Area: Gendered Violence and the Bible.
Personal fact: Once hung out with Penn and Teller at a Las Vegas party.

Title: Befriending Fear in the Academy: A Psychoanalytical, Spiritual Journey Through Precarious Times.

Abstract: Common to PhD candidatures are student experiences of acute and prolonged dread and anxiety - experiences which can be identified as moored in fear. Typically, fear is considered an adverse feeling as the noun issues forth negative connotations of harrowing unpleasantness, endangerment, and threats to stability and well-being. In this presentation I share some post-PhD reflections on a candidature thoroughly haunted by fear, and how this component has since been perceived as integral to my academic and personal growth. I offer a perspective that suggests how fear might be befriended in the academy, and in the precariousness of our times, as a stimulus that provokes rich, transformative development. Through relaying my own candidature experiences of fear as a catalyst for moving from childhood conditioning and behaviours to greater maturity, I put forward the view that befriending fear has the capacity to induce a profound psychoanalytical and spiritual journey. And such a journey, alongside our scholarly expeditions, has the potential to generate heightened experiences of self-awareness and empowerment, freedom, and contentment in the uncertain terrain of the tertiary sector and the contemporary world.

26.
Presenter: Ellen Larsen
Position: Lecturer (Curriculum and Pedagogy)
Research Area: Teacher/professional identity, beginning teachers and professional learning.
Personal fact: I have been in education for over 30 years.

Title: Early career researcher identity development - A time of uncertainty in a context of performativity.

Abstract: Building a career as a researcher is complex and demanding, particularly at the commencement of this endeavour. Once the trials (and satisfaction) of the doctoral journey come to a close, there opens up a completely new world, both exciting and uncertain. This is a time when very Early Career Researchers (ECRs) work toward establishing their place in academia, exploring who they aspire to be, and what they hope to stand for post PhD. At the same time, ECRs may seek assurance that they are worthy to stand shoulder to shoulder among their esteemed professional colleagues.

Significantly, this occurs synchronously with performative agendas nipping at their heels, such as the demand for publication in the highest tier of journals, and the pressure to make their research "fit" with externally determined research priorities. Without opportunities to build capacity and expertise gradually, due to performative demands, ECRs may feel uncertain about their research futures. Using metaphor, this presentation acts as a provocation to re-imagine ways in which very early career researchers may be provided the opportunity to find their way, build capacity across time and in doing so, to explore their identities for future success.

27.

Presenter: Kym Davis
Position: Manager (College Operations) College of Business, Law and Governance James Cook University.
Program: Doctor of Business Administration (DBAR)
Research Area: Employee Engagement in Shared Services in a Regional University Context.
Personal fact: Despite my crazy 2019/2020 experience I actually have a low propensity for risk.

Title: Forget the plan…or a funny thing happened on the way to becoming a Dr.

Abstract: This presentation builds on my 2019 Symposium presentation 'The journey to becoming a confirmed candidate – lessons from year one' which shared insights on my journey as a mature aged, part-time student, in reaching my confirmation of candidature. Buoyed from this experience I looked to 2020 brimming with new-found confidence and a solid plan. Well, in the words of Allen Saunders, life is what happens to us while we are busy making other plans.

Within a few short months of my confirmation I had changed jobs, changed cities, farewelled my children into their adult lives-with one moving to Hervey Bay and the other to London. I had forsaken the comfortable, the safe and the known. And just when I seemed to be in the biggest gamble of my life, along came COVID-19. And in the wee hours of the morning when most research students seem to lament their choices, I truly wondered how on earth, I could possibly find the balance and have it all! How had I strayed so far from MY PLAN?!

Deciding to complete a doctorate is a significant undertaking, it is also the most exhilarating, extraordinary experience that teaches you so much more than the intended research. This presentation is a reflection on that part of the story. A glimpse of the laughter, the tears, the terrors, the fears, and somewhere in there…the hopes that keep you going.

Session 5 – STREAM 2

28.

Presenter: Katherine Herbert
Position: Doctor of Professional Studies.
Research Area: Professional practice, professional development, Higher Education.
Personal fact: My parents worked for the United Nations, so I transferred to three High Schools in three continents in the span of 6 years.

Title: Academic uptake of learning and teaching professional development: A literature review identifying the strategies, attributes and constructs associated with professional practice.

Abstract: The purpose of this paper is to present an approach based on a literature review in informing and building a typology related to learning and teaching professional development practice of university academics in Australia. The review underpins a doctoral study which aims to identify the strategies, attributes and constructs of learning and teaching professional development practice within the Australian Higher Education (HE) landscape. There has been an increased interest in learning and teaching professional development practices in HE in the last few years, owing to the quickly evolving role of teaching academics, and the futures of students and their employment. In Australia, while there is evidence that research on learning and teaching professional development exists, these studies appear sporadic and confined to predetermined disciplinary boundaries. From a practice perspective, the fragmented nature of the literature confounds the strategies, attributes and constructs related to professional development uptake by academics. Therefore, it is proposed that a literature review on studies of learning and teaching professional development in Australian universities is a valuable first step in identifying strategies, constructs and attributes within the sector, and will illustrate the gaps in the literature as related to professional practice.

29.
Presenter: Hisham Bakr
Position: Doctorate of Business Administration by Research.
Research Area: Business Administration.
Personal fact: This research started with a dream in 2009 in Egypt, and in 2020 I am in Australia and on the right track to achieve this dream! Being very specific and never losing hope.

Title: Innovative strategies to manage change: Alliances between travel multinational corporations (MNCs) and outsourcing corporations, support communities, maximise innovation, sustainability and contributions to corporate social responsibility.

Abstract: Crises are a very good opportunity for innovative entrepreneurs to adapt by contributing to community support and at the same time: maximizing the corporation's returns. Many barriers exist to improving customer relationship management, customer satisfaction and corporate social responsibility in the Australian travel industry. Travel MNCs do not have the necessary technology and systems to effectively measure their critical business indicators, while building software and technology infrastructure in-house is costly; by contrast, business process outsourcing (BPO) corporations have both the experience and the technologies and systems to contribute to financial growth in the travel industry by improving these processes. The proposed study seeks to contribute new knowledge about these alliances by addressing the following research question: "How can innovation through alliances contribute to sustainability and help to fulfil corporate social responsibility in the Australian travel industry?" The research will use mixed positivist and post-positivist approaches in a flexible design that can move positivism from a narrower perspective into a more encompassing track to examine real world problems. A mix of quantitative and qualitative research techniques will enable the researcher to undertake rich and insightful data collection and analysis. The study participants will be both executives and middle managers in corporations in the travel sector and also end-user customers in Australia. Data will be collected using online survey questionnaires and qualitative interviews. Interviews will be analysed thematically using NVivo. Quantitative data will be analysed using descriptive statistics. Ethical issues will be considered appropriately, with participants being fully informed so that they may provide their informed consent. The study's intended contributions to knowledge include extending current theoretical understandings of the links between business innovation and sustainability, and contributing to new theoretical insights into corporate social responsibility as a means of helping to align and mediate innovation and sustainability in the Australian travel industry. This particular research can be applied by multinational corporations (MNCs), in order to adapt and survive or even thrive, during times of change and difficulty, such as the COVID19 pandemic.

30.
Presenter: Maiwand Rohani
Position: PhD Education Administration, School of Education, USQ
Research Area: Addressing education barriers for Nomadic community in Afghanistan.
Personal fact: During the last few weeks the hairdressers were closed, so I tried to trim my hair at home. In

the middle of the trimming the machine ran out of power and it required skills to cut properly. I realised that even a small and easy job requires specific skills set, one shouldn't pretend everything that looks easy is actually easy.

Title: Addressing education barriers of Afghan nomadic community through innovation and technology: The Kuchies (Afghan Cameleers)

Abstract: The government of Afghanistan was always reluctant to the use technology for education be it primary, secondary or higher, they haven't presumed a time where the technology could be the only means of delivering lectures, conducting researches and communicating within the government entities. During the Covid19 Pandemic the government started to use a wide range of technologies for delivering education, share documents and communicate within and out of Afghanistan. The schools and universities delivered online classes through Zoom, video lectures were recorded and distributed to students to learn at their own pace and place and online assessment of students were also carried out. My research is focused on the barriers faced by the government and international players vis-a-vis the Kochi communities, and it will propose an innovative education model that best fits the government education system, and that also responds to the needs of the Kochi community in preserving their travelling lifestyle. The research will also inform the current education practices for Nomads/Travellers in the conflict settings using technological and other innovations. Adaptation of the technology by the government further strengthens my argument for using technology to reach out to the most deprived and remotely settled communities of Afghanistan.

Session 6 – STREAM 1

31.
Presenter: Ruth Wagstaff
Position: PhD candidate (psychology)
Research Area: The age differences in the psychology of chronic joint pain.
Personal fact: I was the member of the road cycling team that won the Queensland State Cycling Women's 50km Teams Time Trial Championship in 1992. It was the longest teams time trail in the history of Queensland's Cycling history – before and after it was 40 km.

Title: Why did the peer reviewer make that comment? A systematic approach to critically analysing peer reviewer manuscript comments.

Abstract: Peer review is a fact of life for academics and researchers. Adapting manuscripts and grant applications to respond to peer reviewer comments can be soul destroying at worst and helpful at best. This paper argues that rather than disregarding reviewer feedback, all comments can be used to reach a wider audience and enrich your manuscripts and papers. It argues that just as critical analysis of any academic papers is critical to the advancement of knowledge, academics and researchers also need to systematically analyse reviewer comments. This paper gives voice to my observations of being on peer review panels. It explores the four key characteristics of reviewers that influence their reviews, outlines a systematic approach to analyse comments, and makes practical suggestions about how to use reviewer comments.

32.
Presenter: Tara East
Position: PhD student
Research Area: Creative writing
Personal fact: I'm Australian, but most people think I am Canadian (I have a slight accent).

Title: Authors becoming tricksters: Writing anthropogenic fiction during a pandemic.

Abstract: This presentation explores the unprecedented position anthropogenic authors are experiencing as they write and publish climate change fiction during a pandemic. This creative writing research investigation

combines multiple areas of study, including human/animal relations, ecofeminism, the trickster archetype, and ecocriticism in order to create a written product, a novel, that offers an alternative representation of women and animals in anthropogenic fiction.

This project therefore involves creating a unique methodology dubbed the 'trickster methodology.' This methodology combines elements of practice-led research with trickster qualities: slippery, subversive, disruptive, shapeshifting, creator and destroyer. The trickster's shapeshifting abilities support the narrative needs of the creative artefact while complementing the fluid, influential and ever-changing process of novel writing. Part of this research investigation draws upon a series of interviews conducted with Australian authors of anthropogenic fiction to articulate how, and in what way, the recent pandemic has altered their writing practices, their approach to anthropogenic narratives, and the promotion and publication of their creative works. In this series, authors reflect upon the emotional and mental toll of seeing the ecological predictions of their fiction manifested in the present moment. By adopting trickster traits, authors are able to see and think differently and to offer creative solutions using the materials at hand.

33.

Presenter: Patrick Danaher
Position: Professor (Educational Research), School of Education, University of Southern Queensland
Research Area: The education of occupationally mobile communities.
Personal fact: In a wonderful example of the kindness of strangers, Chuck (a teacher of English from the United States working at the time in Tallinn, Estonia) found the camera that I had foolishly left behind in a public square there and went to considerable efforts to return the camera to me.

Title: Ancestor Worship, Seminal Thinkers and Kindred Spirits: Scholarly Adaptability by Nine Researcher Role Models in Diverse Contexts of Intellectual Uncertainty

Abstract: It is fitting at this time of continued uncertainty to count one's research/er blessings, and also to acknowledge the ongoing impact of intellectual ancestors and academic kindred spirits who in multiple ways have influenced my scholarly journey. This acknowledgement is appropriate in its own right; it is also effective in affording advice and initiating insights that can help to guide the future trajectory of that journey.

Accordingly, this paper is structured around three groups of nine previous and contemporary researchers whose work I admire for different reasons, and who have exhibited – in widely varying contexts of intellectual uncertainty and for diverse reasons – sustained scholarly adaptability, as well as personal and professional resilience. These three groups of my researcher role models are as follows:

1. Ancestor worship: Alfred Reginald (Rex) Radcliffe-Brown.

2. Seminal thinkers: Henry Reynolds, Paul Lawrence Rose, Michel de Certeau, Mikhail Bakhtin.

3. Kindred spirits: Bobby Harreveld, Leonie Rowan, Michael Singh, Máirín Kenny.

While this account is inevitably individualised and potentially solipsistic in character, its broader potential resonance with other researchers lies in the provisional typology of forms of uncertainty and corollary adaptability that the account elicits, in the spirit of unbroken dialogue and continuing scholarly discourse.