A. Some Institutional and College Case Studies

1.1 Students are involved in research-based education and as change agents at University College London (UCL), UK

“At University College London, our top strategic priority for the next 20 years is to close the divide between teaching and research. We want to integrate research into every stage of an undergraduate degree, moving from research-led to research-based teaching”

Michael Arthur, president and provost, 30 April 2014: 22

UCL are developing a ‘Connected Curriculum’ initiative, as the means by which in five years all undergraduate programmes of study will have a profile of ‘research-based’ characteristics. Research-based education is the focus of UCL’s initiative. The connected curriculum has six dimensions based around the core principle of learning through research and inquiry.

1. Programmes include a connected ‘throughline’ of learning activities and assessments, which require students to synthesise different elements of their learning
2. Students make connections across subject disciplines and outwards into local and global communities and organisations
3. Students can connect explicitly their academic learning with their wider learning and skills for future employment
4. Students can connect with an external audience and external partners through producing assessment ‘outputs’
5. Students can connect closely with staff
6. Students can connect closely with one another and with alumni.

The initiative, which is co-ordinated by the Centre for Advancing Learning and Teaching (CALT), requires changing the criteria for promotion, so that excellence in education is as significant to advancement as excellence in research and innovation. The implementation also involves reviewing all programmes and designing clear strategies for working more closely with students, who can act as partners and change agents. A guide has been developed which presents four benchmark descriptors (a-d) for each of the six Connected Curriculum dimensions: a) Beginning, b) Developing, c) Developed, and d) Outstanding. This will help departments map their progress in implementing the connected curriculum in taught programmes.

UCL students and staff also have the opportunity to engage as ‘ChangeMakers’. The initiative supports students and staff working in partnership on educational enhancement projects. Since the pilot year, when 10 groups of students proposed and led projects of importance to them, the scheme has grown rapidly. In 2015-16 more than 50 student-led and staff-led projects were funded by CALT. Criteria for funding include “a clear strategy for working in partnership with students to address one or more of the Connected Curriculum dimensions” (Fung, 2016). All projects emphasise engagement of students as change agents to enhance the quality of education they receive. There are two strands to the initiative:

- projects, which can be initiated by anyone within the UCL community
- scholars, who are students working with their department to enhance an aspect of the educational experience decided upon by UCL (currently assessment and feedback).
1.2 Embedding small-group discovery in undergraduate learning institution-wide at University of Adelaide, Australia

In 2013 the University developed a policy that a Small Group Discovery Experience (SGDE) will be a core component of a credit bearing course in each undergraduate programme. Drawing on ideas from Humboldt and Boyer the policy envisaged that a small group of students meeting to work at the discovery of new knowledge under expert guidance will be a signature pedagogy of the University in every year of all of its programs. It was proposed that the SGDE will involve at least two face-to-face encounters with the academic per course, and the size of group will be determined by what will deliver the optimal learning outcomes deemed appropriate by the discipline. In 2016 Levy reported significant progress including: senior championing and leadership roles in place; operational plan, timeline and KPIs established; principles and guidelines established; major learning spaces redesign project; and resources for development committed. But she also notes tensions in the implementation of the policy including: between preparing students for professional vocation and leading them toward knowledge creation; limited commitment to Boyer’s scholarship of discovery and Humboldtian ideals of students and academics researching new knowledge together; commonly felt that ‘true’ discovery not possible before gaining thorough knowledge of disciplinary content and theoretical grounding; ‘learning to research’ seen as more appropriate for 1st year students than independent discovery. Students generally positive about SGDE, especially contact with academic mentors and understanding of research process. Recognise that need to move beyond compliance to cultural change and potential of students as partners to bring about embedded change.

Further information: University of Adelaide (2013); Levy (2016)

1.3 Student as Producer is the organising principle for learning across the University at Lincoln, UK

‘Student as producer’ is central to the learning and teaching philosophy at the University of Lincoln. In this approach, the emphasis is on students producing knowledge in partnership, rather than just consuming it. The focus of student as producer is the student, working in collaboration with other students and academics in real research projects, or projects which replicate the process of research either in or outside of their discipline. Students work alongside staff in the design and delivery of their learning, and in the production of work of academic content and value. Staff and students can apply for development funds to the Undergraduate Research Opportunities Scheme (UROS) and Student Engagement in Educational Development fund (SEED) to support work that further enables the principles of Student as producer to be embedded at Lincoln. This approach has made research-engaged teaching an institutional priority. As new courses are developed and existing ones undergo re-validation, staff and students are asked to consider student as producer in terms of the following key principles:

- Discovery – students learning through their own enquiry;
- Collaboration – working together to develop knowledge and understanding;
- Engagement – being part of a community of staff and students;
- Production – students as producers of knowledge rather than consumers.

These principles are enabled through assessment, citizenship, employability, pedagogy and curriculum, resources, skills, space and technology.

The University of Lincoln also promotes students as active partners in in quality enhancement through working collaboratively with staff, recognising that students are experts in their student experience.

Further information: http://edeu.lincoln.ac.uk/student-as-producer; studentasproducer.lincoln.ac.uk/; Crawford et al. (2015); Neary with Winn (2009); Neary (2010); Neary et al (2014); Ryan and Tilbury (2013, p. 17)

1.4 Undergraduate research begins at induction at the University of Gloucestershire, UK

In 2007, over 650 students in the Faculty of Education, Humanities and Science undertook discipline-based inquiry projects during induction week before starting their university courses. This involved them working in small groups to
collect information from the library and in the field, analyse it, present it to tutors in novel ways and receive formative feedback. For example, the human geographers and the sociologists researched the experience of Gloucester residents of ‘the Great Flood of 2007’. The biologists and the psychologists investigated primate behaviour at Bristol Zoo. Other faculties in the University are developing their own versions of undergraduate research as part of induction. It has also proved a significant staff development activity both for the many academic tutors involved in designing inquiry-led activities and for the library staff who changed their approach to library induction to support the specific student research projects.


1.5 Inquiry-based learning introductory courses embedded in each faculty at McMaster University, Canada

McMaster University is the home of problem-based learning, though focussed on health and engineering. Inquiry based learning is more embedded and each faculty has a first-year inquiry course. For example, Social Sciences has been running a first-year learning how to learn course based on inquiry since the late 1990s. It is typically taught in groups of no more than 25 students assigned to an instructor, who are subdivided into groups of four or five students. All of the groups have the same curriculum, reading material, process of assessment and goals that are outlined in a detailed compendium. The classes meet for 12 three-hour concurrent sessions. Class time consists of a combination of exercises and tasks for building the students’ critical abilities and time for students to share ideas about their individual inquiries with other students. Students investigate aspects of a broad social science theme, such as ‘self-identity’, and address a common inquiry question, such as: ‘Why do images of ethnicity, race, gender, sexuality, age, class, or abilities help to create aspects of personal and community identity?’ Students have to propose their own inquiry question, such as: ‘Why do some children apparently become violent after watching violent cartoons while others seem to be unaffected?’ They have to justify why the question was important in relation to existing literature. They then investigate the question through a process that involves developing and testing hypotheses using secondary sources. There is strong research evidence of the positive impact of this inquiry course on the subsequent performances of students at McMaster University.

Further information: Justice et al. (2002, 2007a, 2007b, 2009); socserv2.mcmaster.ca/Inquiry/CourseOutline.htm; For more recent versions of the course see: http://www.youtube.com/watch?v=i9idE_uClpc ; http://cte.uwaterloo.ca/research_on_teaching_and_learning/TBRG/OND/2011/Presentations/Vine.pdf

1.6 Mainstreaming undergraduate research and inquiry at Miami University, Ohio, US

Miami University, Ohio is moving from a teaching and learning paradigm to a discovery paradigm. The TOP 25 project begun in 2007 has introduced innovative approaches that moves learning away from “too much time telling students what we think they need to know, and not enough time using their curiosity to drive their learning” (Hodge 2006, 3). Over a four year period the TOP 25 Project involved the largest recruiting courses (actually 29 of them) being rewritten as inquiry-based courses. Each course was allocated $35,000 to fund curriculum revision. Learning technologists and educationalists supported the teams of faculty involved. Together the courses account for almost a quarter of total credit hours. Many of the courses were redesigned using the inverted classroom model in which most of the lectures are provided electronically using, for example, videos, iPods and VLEs, while most of the contact time is used for interaction between faculty and students. Some of the physical spaces are being redesigned to provide flexible furniture to encourage discussion.

Responses to survey questions show that the Top 25 courses are promoting active, engaged learning. Compared to students in the traditional sections, students in the redesigned sections report:

- More frequently discussing ideas from class with others outside of the classroom;
- Spending much more time working with other students on projects during class time;
- Spending less time memorizing facts and ideas, and
- Spending more hours on their course work and working harder than they thought they would to meet faculty expectations.
Top 25 courses also have more emphasis on higher-level thinking skills. Compared to students in the traditional sections, students in the redesigned sections report more frequently:

- Supporting their ideas and beliefs with data or evidence;
- Making judgments about the value of information, arguments, or methods by examining how others gathered and interpreted data and assessing the soundness of their conclusions;
- Synthesizing and organizing ideas, information, or experiences into new, more complex interpretations and relationships; and
- Working on a project or paper that requires integrating ideas from various sources.

Many faculty not involved in the Top 25 project are also adopting similar changes. Because the redesigned courses are creating new expectations among students they are now arriving in class expecting to be challenged and ready to take more responsibility for their own learning. The challenges in maintaining this ‘project’ include reduced financial support because of problems in the national and thus institutional economy, in maintaining the momentum. The visibility of the Top 25 project and its support at the highest levels of the university have encouraged the development and expansion of programs that support student engagement. For example, the First Year Research Experience (FYRE) program has been established to offer incoming students an opportunity to engage in research and to establish early contact with a faculty mentor.

Further information: Hodge (2006); Hodge et al. (2007; 2008; 2011); Taylor et al. (2012)
http://www.units.miamioh.edu/celt/engaged_learning/top25/;
http://www.units.muohio.edu/oars/undergrad_research/first_year_research_experience/fyre_info.php

1.7 Unravelling complexity at Australian National University (ANU)
The final year synoptic capstone course involves students from each of the seven colleges/faculties examining different disciplinary ways to “unravel complexity”. It was the first of a suite of “Vice-Chancellor” courses where ANU researchers from different disciplines sharing leading research ideas and discoveries with students. The number of students taking Unravelling Complexity has been limited to 10 from each of ANU’s seven Academic Colleges. They are selected on the basis of outstanding results and interest in and commitment to working in policy areas.

The course has a weekly two hour panel of different high profile researchers speaking to the class on how different disciplines deal with complexity. Each panel typically consists of a range of speakers taking different perspectives on an issue, e.g. global financial crises, the collapse of empires, contemporary ‘failing’ states, pandemics, engineering and network failures and the moral and legal dimensions of these issues. Students in pairs then facilitate a tutorial discussion with about 16 of their classmates on this topic. As the course unfolds students are encouraged to apply methods and insights from different disciplines to each week’s case example. Reflective and interdisciplinary thinking is encouraged through a learning portfolio being the major assessment piece for the course. Students commented that the course structure modelled likely work scenarios they were soon to be in – i.e. working in interdisciplinary teams on complex problems that need a diverse range of tools and perspectives to address.

Its basic philosophy and structure is readily adaptable to other research intensive universities where strong institutional leadership is encouraging the involvement of leading researchers in undergraduate teaching. Aspects of its approach – in particular its focus on seeing complex issues from different disciplinary research perspectives - are also developed in a large introductory course at ANU (Baker and Lupton, 2003). They are a feature of some final year synoptic capstone courses (Healey et al., 2013).

http://insight.glos.ac.uk/tli/activities/ntf/urproject/casestudies/Pages/default.aspx

http://www.units.miamioh.edu/celt/engaged_learning/top25/;
1.8 Students from across the university work on Group Research Opportunity Undergraduate Projects (GROUPS) at London School of Economics, UK

LSE GROUPS provides undergraduates at the London School of Economics and Political Science with the opportunity in the final two weeks of summer term to work full-time in cross-disciplinary, cross-year groups on an inquiry-based research project of their choice under the umbrella of a broad theme - these have included ‘Community in London and/or at the LSE’ and ‘Identity and Place in London and/or the LSE’. During the two-week period the students come up with their own research questions, carry out a literature review, design their methodology, conduct their research and then write up their papers culminating in their presentation at an academic conference on the last day of the project. Each group of students is supported in this process by a research supervisor as well as through qualitative and quantitative resource sessions which run throughout the two-week period. The supervisors who are advanced PhD students or have recently completed their doctorates work with the programme directors in advance of LSE GROUPS exploring the nature of enquiry-based learning and research supervision in this context. The two winning groups (the best paper and the best presentation) have the opportunity to present their work at the British Conference on Undergraduate Research (BCUR) annual conference. During the two weeks of LSE GROUPS students learn a great deal about the research process itself as well as the challenges and opportunities of working in groups. The LSE GROUPS 2014 conference saw 70 undergraduate students presenting their research into identity and place.

Further information: [http://www.lse.ac.uk/intranet/LSEServices/TLC/undergraduateMScStudents/LseGroups.aspx](http://www.lse.ac.uk/intranet/LSEServices/TLC/undergraduateMScStudents/LseGroups.aspx)

includes a feedback film from LSE GROUPS 2013; Dr Claire Gordon, LSE GROUPS Programme Director
c.e.gordon@lse.ac.uk

1.9 Engaging students in research into teaching and learning at the University of Western Australia and University of Exeter

The Undergraduate Learning and Teaching Research Internship Scheme (ULTRIS) was conceived at The University of Western Australia (UWA) to introduce undergraduate students to authentic research outside their chosen discipline. By focusing their research on a teaching and learning issue of identified priority for the University, students are able to make significant contributions to the understanding of the problem and provide insights to inform future changes in policy and practice. Beyond the benefits to the institution and the individual students, this model of undergraduate research heralds an opportunity for research into teaching and learning to gain acceptance and interest amongst a new and previously uninvolved cohort of investigators.

At the University of Exeter students are engaged as partners in shaping and leading their own educational experiences through their 'students as change agents' initiative. The key concept is that students themselves take responsibility for bringing about change, based on their own research on aspects of learning and teaching. The approach enables students to be actively engaged with the processes of change, often taking on a leadership role. They are engaged deeply with the institution and their subject areas, and the focus and direction is, to a greater extent, decided by students. The most important aspect is the focus on research, and building change on evidence-based foundations.

Students from across the university have contributed to this initiative, carrying out a series of research projects on their learning and teaching environment, selecting concerns raised through student-staff liaison committees (SSLCs), and providing recommendations and solutions to improve their experience. A small amount of funding was made available from the University’s learning and teaching budget to support this initiative. Students worked as apprentice researchers; their research methods included focus groups, informal interviews and questionnaire surveys. Outcomes were presented at a student-staff conference, which resulted in institutional engagement with key research findings. Each small project has also been captured through a case study. Student research has driven organisational change, contributed to student engagement in shifts of policy and practice within the University, and supported students’ graduate skills in the areas of research, project management and presentation of outcomes, leadership and understanding organisational development.

Further information: Partridge and Sandover (2010); Kay et al. (2010); Dunne and Zandstra (2011)
B. Institutional Strategies to Mainstream Undergraduate Research and Inquiry


A. Develop supportive institutional strategies and policies

1. Embed in vision and teaching and learning and research strategies of university.
2. Develop supportive institutional curricula frameworks and structures.
3. Link undergraduate research and inquiry to institutional policies for employability.
4. Link undergraduate research and inquiry to institutional policies for widening participation.
5. Link undergraduate research and inquiry to institutional policies for civic and community engagement.

B. Encourage and support student awareness and experience of undergraduate research and inquiry

6. Embed undergraduate research and inquiry from day students enter university.
7. Raise students’ awareness of research.
8. Provide opportunities for selected students to undertake undergraduate research and inquiry within and outside the curriculum.
9. Provide opportunities for all students to undertake undergraduate research and inquiry within and outside the curriculum.
10. Have students investigate issues that are of importance to the university or other students.
11. Value the role that student organisations can play in supporting undergraduate research.
12. Celebrate undergraduate research and inquiry.
13. Provide support and encouragement to students undertaking undergraduate research and inquiry.

C. Ensure institutional practices support undergraduate research and inquiry policies

14. Ensure quality assurance, quality enhancement and institutional assessment processes and policies support students as researchers.
15. Ensure appropriate learning spaces are available to support undergraduate research and inquiry.
16. Align student support from library, information and communication technology services and laboratories with needs of students undertaking undergraduate research and inquiry.

D. Encourage academic staff awareness and support and reward engagement with undergraduate research and inquiry

17. Increase academic staff awareness of undergraduate research and inquiry.
18. Provide support to academic staff with regard to professional development so that they are encouraged to become engaged in undergraduate research and inquiry.
19. Provide incentives and rewards for academic staff to support undergraduate research and inquiry, particularly through workload planning, institutional and departmental recruitment, criteria for appointment, performance review and promotion processes.
A. Develop supportive institutional strategies and policies

_strategy 1: Embed in vision and teaching and learning and research strategies of university_

Before undergraduate research and inquiry can be effectively mainstreamed, it is helpful for colleagues and students to discuss what they mean by the term (see section 2). This may well result in variations between different disciplines across the institution, but the understandings will then be owned by those who have to implement practice. Some institutions may choose to widen what counts as ‘research’ by students. This approach has been used by the University of Gloucestershire (see section 2). Griffith University, Australia has also expanded the definition to incorporate the concept of ‘public scholarship’ as a distinctive feature of the University’s learning activities. They use the concept to refer to “the opportunity (for students) to work with real problems, and in doing so to place their knowledge at the service of our communities. This … finds expression through our commitment to work-integrated learning and to research based learning” (Griffith University, 2007, 1).

Research-led Education Programme Requirements at Durham University, UK

In March 2011 Senate - the governing body of the University - required research-led education - understood “as in its broadest sense encompassing all four types of research-led education” (ie research-led, -oriented, -based and -informed, as in Griffiths, 2004) to be embedded within the curriculum of all programmes of study in a three year implementation plan. Other required curricula principles are employability and skills, and internationalisation. Specific requirements include:

- “Research-led education will be … a coherent, progressive and explicit strand at all stages of a programme. The University will expect that this begins at Level 1 of undergraduate programmes (and Level 0 for those programmes incorporating a foundation year) and immediately in taught postgraduate programmes.”
- “All degree programmes will include a major research project, dissertation or equivalent where students are able to demonstrate the development of their own research and independent study skills, as well as their expertise in their chosen field of study. This major research project will provide a ‘capstone’ to their Durham education that allows students to demonstrate their ability as independent learners and researchers.”

[http://www.dur.ac.uk/learningandteaching.handbook/10/10.2/](http://www.dur.ac.uk/learningandteaching.handbook/10/10.2/)

_strategy 2: Develop supportive institutional curricula frameworks and structures_

As we have argued at several points in this paper, the key way to mainstream undergraduate research and inquiry is to integrate it into the curriculum. Many of the case studies elsewhere in this paper illustrate this; for example, at Miami University, Ohio, they have instituted a Top 25 project in which over a four-year period the largest recruiting courses, mainly at first-year level, are being supported to convert to inquiry-based learning (case study 6.1), while McMaster University has optional inquiry courses (case study 1.2). Indiana University-Purdue University Indianapolis is another institution encouraging its first-year students to engage in undergraduate research and inquiry (see below).

One particular intervention is to rethink the overall institutional timetable; for example, by creating a particular period of the year when students can focus entirely on an undergraduate research project; this, in part, mimics the experience of faculty with a research project or sabbatical. This can readily be achieved outside the normal university calendar, as, for example, in the many undergraduate research Summer enrichment programmes and the practice in many fieldwork disciplines for week-long intensive field courses in vacations. At MIT the four weeks before the second semester is the Independent Activities Period (IAP), where “students are encouraged to set their own educational agendas, pursue independent projects … (and) faculty are free to introduce innovative educational experiments as IAP activities” (MIT, n.d.).

The university curriculum timetable can also be changed to ensure all students have dedicated time for research; for example, by adjusting the timetable across the whole year or for a limited period. Thus instead of a one-hour block, the curriculum can be delivered over two- to four-hour blocks; such blocks of time both encourage and allow inquiry-
based learning activities to take place (e.g. case study 1.2). There can also be a period of, say, one to two weeks where students can focus on one central investigation; for example, part of the final year can be solely devoted to the dissertation or capstone. In some countries a whole term or semester or the whole of the fourth year may be given over to undertaking an Honours dissertation.

**Experiential learning for all at Indiana University-Purdue University Indianapolis (IUPUI), US**

In 2008, IUPUI launched an initiative to encourage all students to undertake experiential learning activities in two of four areas: undergraduate research (defined within each department); service learning; international experience; or other experiential active work. The work must be within a course and pass muster, as meeting the University’s broad definition of ‘undergraduate research’. The Assistant Vice-Chancellor for Research “expect(s) this initiative to increase student research on campus and looks forward to it ultimately being required for all students. Right now only some of our departments require this” (Wilson, 2009).

*Further information:* Kathryn J. Wilson, Assistant Vice Chancellor for Research, Indiana University-Purdue University Indianapolis (IUPUI), posting to Council on Undergraduate Research web site 30 January 2009; [http://crl.iupui.edu/](http://crl.iupui.edu/)

**Block teaching and final two year research project at Quest University, Canada**

Quest University British Columbia, which held its inaugural class in 2007, is Canada's only private, secular non-profit university. In 2012 it had 425 students. The school was founded in 2002 by David Strangway, a geophysicist and former president of the University of British Columbia.

The curriculum emphasis is on student inquiry and research. Staff student ratios are high. Much teaching is seminar based with maximum class size of 20. There are no lecture theatres or lectures. Quest uses the block system, in which students take one course at a time for a month. In their second year, students spend an entire block, with 15 peers and a tutor, formulating a central question. Students spend their last two years focused on that question. Usually, it is answered in the form of a thesis but alternative research outputs are supported e.g. an original play or a graphic novel. Faculty are required to undertake standard discipline based research or pedagogic research.

In the 2011 National Survey of Student Engagement, in which most Canadian universities participated, for both first-year and senior students, Quest was first for year one and senior students in five key benchmark categories 1. Level of Academic Challenge; 2. Inclusion of Enriching Educational Experiences; 3. Intensity of Student-Faculty Interaction; 4. Use of Active and Collaborative Learning; and 5. Existence of a Supportive Campus Environment.


**Strategy 3: Link undergraduate research and inquiry to institutional policies for employability**

It can be helpful not to envisage the development of undergraduate research and inquiry as a separate policy, but rather one that contributes to delivering other institutional policies, such as employability (see also departmental employability strategies in section 4). Northwest Missouri State University and the University of York, for example, have linked undergraduate research to their policies to encourage the employment of undergraduates on campus, as does the Universities of Warwick and York skills certificate. The emphasis by QAA Scotland and the Australian Learning and Teaching Council on linking research and teaching to deliver key graduate attributes also gives a focus on the benefits for employability of engaging students in undergraduate research and inquiry.
On campus undergraduate research employment: Northwest Missouri State University, US and the University of York, UK

Undergraduate students being employed in a variety of roles, including academic roles, on campus is an important feature of many US universities. The scheme at Northwest Missouri State University is a strong example of such structured programmes – with approximately 40% of University employees (over 540) being students. Some have roles of considerable responsibility and their employment is an integral part of their learning experience. In the UK and elsewhere there is strong pressure from government to expand and link employment and higher education. The University of York, through its careers service and supported by a National Teaching Fellowship, aims to expand the breadth and number of part-time and temporary higher level employment opportunities available to its students – in part shaped by the Northwest Missouri State University example. The project involves scoping and prototyping a comprehensive on-campus student employment scheme, with a particular focus on higher skilled work, and to explore the application of this scheme with local businesses. The University of York is particularly interested in exploring how the scheme may be used to involve students in a variety of forms of undergraduate research.

Further information: DIUS (2008); catpages.nwmissouri.edu/m/lgmf/documents/

Institutional research skills certificate at the Universities of Warwick and York, UK

Many UK institutions have strategies, including Personal Development Planning (www.heacademy.ac.uk/ourwork/learning/pdp) to help students record their developing employment related skills and achievements, including research skills. The Universities of Warwick and York have developed institutional (research) skills certificate awards to help students identify and develop the graduate attributes and skills developed through involvement in research.

Further information: http://www2.warwick.ac.uk/services/scs/skills/usp; https://www.york.ac.uk/students/work-volunteering-careers/skills/york-award/

Strategy 4: Link undergraduate research and inquiry to institutional policies for widening participation

By linking undergraduate research and inquiry to other appropriate institutional strategic priorities, wider support and greater embedding is likely. This approach could, of course, lead to different emphases being placed on the nature of undergraduate research and inquiry in different institutions. For example, the University of Michigan has devised special undergraduate research opportunity programmes for African-American students in years one and two in an attempt to reduce the relatively high drop-out rates from this group.

Undergraduate research programmes to support first-year success, racial and cultural diversity and widening participation at the University of Michigan, US

A number of Undergraduate Research Opportunities Programs (UROPs) focus on what in the UK would be called ‘widening participation’. At the University of Michigan there is targeted support for largely African-American students from inner-city Detroit. While the University had been successful in recruiting these students, their drop-out rate was high. Special UROPs were targeted at these students in years one and two to enhance their integration and academic success. There have since developed related projects to support transfer students into the University of Michigan from community colleges and four-year colleges. Research demonstrates significant positive impacts (Locks and Gregerman, 2008). In addition, linked to the University-wide UROP programme, a first-year residential programme for some 80 students is aimed at culturally and geographically diverse US students and international students. Research is conducted with selected faculty and supported by resident second- and third-year peer mentors.

Further information: Huggins et al. (2007a); Locks and Gregerman (2008)

Strategy 5: Link undergraduate research and inquiry to institutional policies for civic and community engagement

Yet another way of linking undergraduate research and inquiry to institutional policies is through civic and community engagement. In the US many institutions have developed a range of programmes and initiatives that connect the
university with the wider and local communities in a scholarly way, often referred to as the ‘scholarship of engagement’ (Boyer, 1996). Some of these initiatives, as with the case study of Bates College, the University of Michigan and Penn State University below, are effectively, in part, undergraduate research programmes.

**Undergraduate research and the scholarship of engagement at Bates College, the University of Michigan and Pennsylvania State University, US**

At Bates College, the Harward Center seeks to build long-term projects founded in community needs and student and faculty research interests that enable students and faculty to work with community partners within semester-based courses on issues of common concern. Thus, one project has local museum staff working with humanities students and faculty to develop a travelling exhibit about Lewiston’s mills and millworkers in the 20th century. This includes students learning and using oral history research methodologies to interview former millworkers.

At the University of Michigan, the Ginsberg Center is funded through central university funds and endowment income. At any one time it has a range of long-term projects developed through community needs and faculty, student or donor interests. These projects are then supported by a range of grants, credit frameworks in departments and student volunteering.

Penn State University has developed a ‘Civic and Community Engagement Minor’. Although a central university initiative, the core courses are in the disciplines and departments, but are centrally recognised as ‘public scholarship’, e.g. a Summer field course in Geography where students research with a Philadelphia inner-city community issues of concern to that community. To be awarded a minor, students need to do one such field-based course – i.e. a capstone (similar to a dissertation and required for most programmes) that is community-based – and three courses from their discipline that have been recognised by the Public Scholarship minor committee as public scholarship.

*Further information:* Huggins et al. (2007a)

**B. Encourage and support student awareness and experience of undergraduate research and inquiry**

**Strategy 6: Embed undergraduate research and inquiry from day students enter university**

Rather than leaving the experience of doing research to the final-year dissertation or capstone project, it is more effective to engage students in a variety of research and inquiry projects from the beginning of their studies (see case studies 1.2). McMaster University has a set of optional inquiry-based courses in each faculty available in years one and two, which have proved effective in developing study skills at an early stage and hence helping students perform better in later courses.

**Inquiry-based courses available across the curriculum at McMaster University, Canada**

The University has a tradition of innovative problem-based learning in Medicine and Engineering. In 1998 it launched an initiative to develop an inquiry-based approach across the whole curriculum, starting initially in selected courses in years one and two. “Inquiry courses are skill-driven rather than content-driven, focusing on the skills required to perform effectively at university and well beyond university. These generalizable skills help students hone skills equally useful for advanced levels of academic research” (Center for Leadership and Learning, n.d.). This is supported through the teaching development unit and through programme leadership responsibilities for senior staff. Teaching is done in teams of generally research-active, tenure-stream staff, with a three-year rotation, reflecting the commitment needed to teach such courses, but also better ensuring that the skills of inquiry teaching are disseminated across the University. Some 20% of students in year one and two take at least one inquiry-based course and the research evidence is that such students generally achieve well in subsequent courses.

*Further information:* Centre for Leadership and Learning (n.d.); Knapper (2007);
**Strategy 7: Raise students’ awareness of research**

Raising students’ awareness, understanding and engagement in research is a critical part of bringing them into the research community of the university. Students in research-intensive universities generally have a greater awareness of research than students in teaching-focused institutions, which would be expected given the greater amount of research happening in the former. However, there is some research evidence that the level of engagement in doing research may not vary by institutional type (Turner et al., 2008). To increase awareness of students of research, the research-intensive University of Alberta has an institution-wide project entitled ‘Research Makes Sense for Students’.

**Institution-wide project ‘Research Makes Sense for Students’ at the University of Alberta, Canada**

The University of Alberta has introduced a ‘Research Makes Sense for Students’ initiative under the Office of the VP (Research). Some of the activities undertaken through this initiative have been an ‘Integrating Teaching and Research Awareness Week’ aimed at faculty and graduate students, promotion of undergraduate research linked to the student orientation week organised in conjunction with the Student Guild, a university-wide environmental scan of teaching-research linkages and specific policy and funding proposals to strengthen teaching-research connections.


**Strategy 8: Provide opportunities for selected students to undertake undergraduate research and inquiry within and outside the curriculum**

A growing number of universities are providing opportunities for *selected* undergraduates to engage in research either within or outside the curriculum. Selection is most commonly based on intellectual merit, aptitude and interest, such as in ANU’s Advanced Studies course (see below), Utah State University’s Undergraduate Research Fellowships (Kinkead, 2008) and the University of Warwick and Oxford Brookes University’s Undergraduate Research Scholarship Scheme ([www2.warwick.ac.uk/services/ldc/funding/urss/](http://www2.warwick.ac.uk/services/ldc/funding/urss/); [www2.warwick.ac.uk/fac/soc/sociology/rsw/undergrad/cetl/fundingopps/urssbrookes/](http://www2.warwick.ac.uk/fac/soc/sociology/rsw/undergrad/cetl/fundingopps/urssbrookes/)). However, undergraduate research opportunities in some institutions are also used as part of their widening participation programmes, such as at the University of Michigan (see strategy 3).

A few courses are entirely built around research. For example, in the UK Anglia Ruskin University and the University of Bolton have a complete degree based around undergraduates undertaking action research in the workplace (see case study 4.6). Where a selected group of students gain the experience of undergraduate research, it is important that ways are found to communicate their achievements to the rest of the university community.

**Advanced Study Courses at Australian National University (ANU)**

In 2003 ANU established the Bachelor of Philosophy degree to provide a research based education for elite students. They undertake research at a high level from the beginning of their undergraduate degree through the inclusion of six or more research-led projects during years one to three of their degree (Wilson et al., 2007, Newitt 2007; Wilson and Howitt 2012). These research projects replace lecture based courses and “may consist of a reading course with a world-leading scientist or joining a research team to assist in the advance of knowledge” (ANU, 2009). These students then take an Honours year which normally involves both course work and a substantial piece of original research. Those ‘teaching’ on the programme include specialist researchers from ANU’s Institute of Advanced Studies. There is a university wide forum that supports spreading insights and resources from this programme to more ‘mainstream’ courses at ANU (Centre for Educational Development and Academic Methods, nd).

*Further information: ANU (2009); Centre for Educational Development and Academic Methods (nd); Kiley et al. (2009); Newitt (2007); Strazdins (2007); Wilson et al. (2007); Wilson and Howitt (2012)*

Strategy 9: Provide opportunities for all students to undertake undergraduate research and inquiry within and outside the curriculum

A few universities have gone for institution-wide approaches, which effectively provide opportunities for all students to engage in undergraduate research and inquiry. For example, at Roskilde University in Denmark half of the curriculum for all students is based around project work; while over 80% of students at MIT undertake at least one undergraduate research opportunity programme, mostly in addition to their studies.

Half of the work of all students is spent undertaking projects at Roskilde University, Denmark

At least 50% of student time in the assessed curriculum in five years from BA to MA is taught through project work. The projects involve students working in groups guided by staff. “Problem-orientated project work ... [is] participant directed indicating that it is the group members that collectively ... take the responsibility for the project. ... The result is a body of knowledge owned for the most part by the students that produced it and not borrowed from the teachers who taught it” (Legge, 1997, 5). The first two years are interdisciplinary group projects; later projects tend to be within one discipline and sometimes may be undertaken individually.

Further information: Legge (1997); http://www.ruc.dk/en/education/full-degree-graduate/interdisciplinarity-and-project-work/

Undergraduate Research Opportunities Program at the Massachusetts Institute of Technology (MIT), US

The Undergraduate Research Opportunities Program (UROP) supports research partnerships between MIT undergraduates and academic staff. Formed in 1969, it is one of the earliest such programmes. “UROP projects take place during the academic year, as well as over the summer, and research can be done in any academic department or interdisciplinary laboratory. Projects can last for an entire semester, and many continue for a year or more. UROP students receive academic credit, pay, or work on a voluntary basis.” MIT is working with the department of engineering at the University of Cambridge (UK) to develop an undergraduate research programme there. MIT conducts an audit of UROP participation among graduating seniors each year. For the class of 2004, 82% of graduating seniors had participated in UROP at least once during their undergraduate careers (Huggins et al., 2007a).

Further information: mit.edu/urop/; www.eng.cam.ac.uk/teaching/urops/

From problem based learning (PBL) to undergraduate research at Maastricht University, Netherlands

Problem Based Learning (PBL) has been central to all programmes at Maastricht since it was founded in 1976. Students work in small groups (10 to 13 students) on actual or simulated problems under the supervision of a staff member. While these experiences have an element of student research, the problems are generally ‘old problems’ and the inquiries are generally of two week duration. In 2010 Maastricht, through competitive national funding (Sirius) to support high ability students, established a programme – MARBL (Maastricht Research Based Learning) to support undergraduate research in all faculties. Two main differences with the well established PBL are the amount of time actually spent on just one research question – this can be five months; and that students are working on authentic problems, presented by external clients or as a part of a large research project at the university. Entry to such programmes is competitive. Most participants in the new programmes are in their third (final) year in the bachelor’s programme. On average 200 students (8 percent of the approximately 2,500 third-year students) participate in different research projects each academic year. Preliminary research is positive on the impact of the programme from both student and faculty perspective. In addition MARBL is impacting on the mainstream curriculum for all students. Two faculties have revised their curricula, embedding more research elements. A third faculty has introduced a research-based curriculum for all students, with the undergraduate research project available for the top 20 percent of the students in their third year.

Independent Study Programme at the College of Wooster, USA

Independent Study (IS) is an integral part of the Wooster degree. Students are given opportunities to develop their skills, to support them in the completion of their IS, from their first year. Students are exposed to research opportunities in the second semester of their first year. They are also offered an opportunity to participate in Wooster's Summer Research Program; which can act as an apprenticeship. The IS programme allows students to demonstrate skills and abilities that employers value. IS is a year-long project conducted by all senior students at Wooster. It is an individual study which is completed in consultation with a mentor. The project can take different forms; depending on the research area and student’s interests. IS can culminate in a major research paper, an art exhibit or a performance. Students are required to present their initial ideas in front of professors and peers. It is as a result of this process that mentors are chosen; ensuring that students are given appropriate support. Students meet with their mentor in weekly, hour-long, one-on-one meetings.

Students are required to conduct a literature review and plan and conduct research in an appropriate environment (i.e. lab, theatre, or studio). At the end of their project students are required to orally defend their research. There are also opportunities for celebration. There is the hand in deadline, IS Monday, which ends with an IS parade that provides students with a final focus. The Senior Research Symposium, a celebration of IS, allows students, staff, peers, parents and community members to celebrate the accomplishments of students in their senior year. It is a day where students’ classes are cancelled and they hold presentation, art exhibits, research posters, etc., to demonstrate their knowledge and achievements.

Further information: [http://www.wooster.edu/Independent-Study](http://www.wooster.edu/Independent-Study)

**Strategy 10: Have students investigate issues that are of importance to the university or other students**

A further way in which to engage students in undergraduate research and inquiry is to involve them in investigating issues that are of importance to the university or other students. A good example at department level is illustrated by selected Sociology students at the University of Warwick evaluate their peers’ experiences of teaching and learning. At the University of Exeter, students undertake action research into issues faced by other students in their programmes and act as agents of change. At Utah State University, students have investigated writing across the curriculum.

Students are engaged as partners in shaping and leading their own educational experiences through their 'students as change agents' initiative at the University of Exeter, UK

The key concept is that students themselves take responsibility for bringing about change, based on their own research on aspects of learning and teaching. The approach enables students to be actively engaged with the processes of change, often taking on a leadership role. They are engaged deeply with the institution and their subject areas, and the focus and direction is, to a greater extent, decided by students. The most important aspect is the focus on research, and building change on evidence-based foundations. Students from across the university have contributed to this initiative, carrying out a series of research projects on their learning and teaching environment, selecting concerns raised through student-staff liaison committees, and providing recommendations and solutions to improve their experience. A small amount of funding is available from the University’s learning and teaching budget to support this initiative. Students work as apprentice researchers; their research methods included focus groups, informal interviews and questionnaire surveys. Outcomes are presented at a student-staff conference, which results in institutional engagement with key research findings. Each small project is also captured through a case study. Student research has driven organisational change, contributed to student engagement in shifts of policy and practice within the University, and supported students’ graduate skills in the areas of research, project management and presentation of outcomes, leadership and understanding organisational development. For example, student projects in the Business School on the benefits students have gained from implementation of technologies in the classroom
have contributed significantly to streamed video being now far more widespread, and 4000 voting handsets being distributed to undergraduate and Master’s students.

Further information: Kay et al. (2010); Dunne and Zandstra (2011)

Strategy 11: Value the role that student organisations can play in supporting undergraduate research
Involving student unions and organisations in institutional interventions can ensure both that student concerns are central to such interventions and that student leaders have an informed understanding of undergraduate research to bring to institutional policy discussions. As we show in section 7, in Scotland, student organisations and institutional leaders have played a key role in institutional discussions on graduate research attributes.

Student Union involvement in institutional interventions at the University of East Anglia (UEA), UK
To support its commitment for the interaction between research and scholarship with teaching, UEA investigated the reality of University rhetoric about the relationship between research and teaching. The University’s Centre for Applied Research in Education worked in co-operation with the UEA Student Union to recruit 12 student researchers to research the student experience of research at UEA. “Members of the Student Union played an active part in the management and execution of the project work” (Zamorski, 2000, 6), as well as in the subsequent policy decisions to ensure students benefited from, and were involved in, the University research environment.


Strategy 12: Celebrate undergraduate research and inquiry
We are rather diffident, in the UK at least, of celebrating the work of our students. Apart from the best final-year dissertations, which are usually put in the library, and the end-of-year shows, common in art and design courses, the only people who see most student work are the students themselves and their assessors. A number of institutional and discipline-based undergraduate research journals have been founded recently in the UK. As undergraduate research and inquiry become more common on this side of the Atlantic, more departments and institutions are introducing a range of ways of celebrating the work of their students. Student research conferences are growing in number, but we have yet to reach the level of embeddedness in some North American colleges and universities. Hunter et al. (2010) show that celebrating the work of undergraduate researchers may have powerful lasting effects.

Undergraduate research has become part of the institutional culture at the University of New Hampshire, US
In 2013 the University of New Hampshire celebrates its 14th undergraduate research conference; over 1000 students will participate over a fortnight. Parents, friends and students applying for entry to the University are invited to join in the events.

Further information: www.unh.edu/urc/

Strategy 13: Provide support and encouragement to students undertaking undergraduate research and inquiry
Undertaking research and inquiry is a new experience for most undergraduate students; hence, apart from financial awards, which are covered in strategy 8, they need support and encouragement if it is to be a successful experience. Often this will come from their tutors and members of academic staff responsible for the particular project, but where undergraduate research is well embedded a central office is often established to co-ordinate the research opportunities and administrate the process. Some institutions have undergraduate research advisory boards.

One group, who are too often forgotten when it comes to giving support, are other students. This may be informal support from peers going through the same experience, or more formal support by arranging for senior students who have previously undergone similar experiences to act as mentors. McMaster University has a peer tutor scheme where students who have been taught in inquiry mode can take a credit-bearing course that involves them peer
tutoring in inquiry courses, while Hunter et al. (2010) document several examples of peer support in undergraduate research in the sciences and engineering. A specific example is the Chemistry Department at the University of Michigan, which has senior students supporting first-year inquiry courses.

Intergenerational student teams support first-year inquiry courses in Chemistry at the University of Michigan, US

Each year the Chemistry Department at the University of Michigan has approximately 100 students in term time or Summer involved in undergraduate research with the 40 or so Department research groups. In addition, standard undergraduate laboratory instruction courses have been modified in order to create a more deliberate link to more authentic research practices.

- **An inquiry-based curriculum for first-year students.** The large (approximately 1400 students) introductory Organic Chemistry courses have been significantly revised to focus more on student inquiry, narrowing the gap between how faculty understand Chemistry and how students experience Chemistry in their coursework.
- **Authentic laboratory research for many.** A subset of about 160 students in this first-year course self-select into a supplemental instruction programme where they spend two additional hours per week engaged in tasks that involve their connecting with, understanding and transforming information and data from the primary literature. In the laboratory, after spending about half their time developing manipulative skills around small, open questions, they take on the design and implementation of limited, but authentic laboratory primary research.
- **Upper-level student support and development.** This supplemental instruction programme is a collaborative activity between the primary faculty member and a team of eight upper-level undergraduate students (themselves graduates from the first-year course) who have co-designed the instructional materials and who are solely responsible, with guidance from the faculty member, to implement these two-hour sessions. These students are seen as potentially the next generation of teacher-researchers.

Further information: Coppola (2005)

C. Ensure institutional practices support undergraduate research and inquiry policies

**Strategy 14: Ensure quality assurance, quality enhancement and institutional assessment processes and policies support students as researchers**

If institutional initiatives for promoting and supporting undergraduate research and inquiry are to be sustainable they are best embedded in the university’s quality assurance and enhancement and institutional assessment policies and procedures. For example, at Griffith University, Australia for a programme to contribute to meeting the University’s strategic performance indicator for research-based learning, at least 20% of the student course enrolments are in courses identified as having significant elements of research-based learning. Course Convenors assess their courses against the following categories:

- systematic introduction of a significant amount of current discipline-related research into the course content and teaching;
- use, as the primary pedagogical approach for the course, of inquiry-based processes that are modelled on the research approaches that are common in the discipline or field; and
- research methodology courses are included in the undergraduate programme.

At Oxford Brookes University all undergraduate and taught postgraduate courses need to demonstrate how the linkages between research and teaching and learning are realised.

**Building undergraduate research into the curriculum at Oxford Brookes University, UK**

From 2007 all Schools and Departments have been required to develop a more structured approach to developing all students as researchers in all course programmes in years one and two, as well as through specialist pathways to support those students who choose a more extended research curriculum. Such pathways may include a focus on
community-based undergraduate research. The requirements build on a previous university-wide intervention. In the context of the move to semesters, in 2002-03 all undergraduate and taught postgraduate courses were redesigned with the requirement that they demonstrate how the linkages between research and teaching and learning are realised in the formal curriculum and the wider student experience. This process was overseen by a university-wide steering group, the Redesign Advisory Group.

Further information: Huggins et al. (2005, 2007b)

Strategy 15: Ensure appropriate learning spaces are available to support undergraduate research and inquiry
With the development of undergraduate research and inquiry activities the kind of learning spaces needed changes. There has been a growth in interest in the development of social learning spaces in higher education, which enhance collaborative learning (Joint Information Systems Committee, 2008). In the sciences different demands are made on the use of laboratory space as the following example from Vancouver Island University illustrates.

Building design to link research and teaching at Vancouver Island University (VIU), Canada
The institution is planning for a new Integrated Science Centre. This provides the Faculty of Science and Technology with the opportunity to link research and teaching into the design of the facilities. Students will take specific courses with a strong research component, often requiring extended use of laboratory spaces, instead of the traditional three-hour classroom sessions. New lab spaces will be designed to accommodate this. Faculty research areas will be places where students will engage in research with their teachers using an apprenticeship model combined with problem-based teaching. The new building will also contain many spaces where students can work in groups, with each other and with academic staff, on research projects, both inside and outside the laboratories.

Strategy 16: Align student support from library, information and communication technology services, and laboratories with needs of students undertaking undergraduate research and inquiry
As well as appropriate learning spaces students undertaking undergraduate research and inquiry need different forms of support from staff working in the library, information and communication technology services and laboratories.

Library staff change the way that they support students undertaking inquiry-based projects at induction at the University of Gloucestershire, UK
Rather than the conventional library tour introducing new students to the facilities and services available in the Learning Centre, staff at the Francis Close Hall campus support the students undertaking inquiry projects during induction week by focusing on the resources and ways of accessing them relevant to the specific disciplinary projects in which they were involved. Such just-in-time support means that the students begin to develop information literacy skills relevant to their projects as and when they need them.


D. Encourage academic staff awareness and support and reward engagement with undergraduate research and inquiry

Strategy 17: Increase academic staff awareness of undergraduate research and inquiry
Raising staff awareness of the role of undergraduate research and inquiry, both within and outside the curriculum, is just as important as raising the awareness of students. A few postgraduate certificates for new teaching staff in the UK, for example at the Universities of East Anglia, Northumbria and Plymouth, include specific modules on the relationships between teaching and research. The use of focus groups, swap shops and audits was mentioned in the last section as effective ways of raising awareness. Nottingham Trent University has a postgraduate diploma aimed at supporting staff, particularly those who come in from the professions, to supervise research projects.
Research Informed Teaching diploma at Nottingham Trent University (NTU)

NTU have introduced a Postgraduate Diploma in Research Informed Teaching, which helps members of academic staff develop skills in research practice in order to become better placed to teach and to supervise projects at undergraduate/postgraduate/PhD level. It is aimed particularly at those lecturers who have previously worked as practitioners before entering university teaching, and have therefore joined the university sector as teachers in mid-career.

Further information: [http://www.educaedu.co.uk/pgdip-research-informed-teaching-postgraduate-28250.html](http://www.educaedu.co.uk/pgdip-research-informed-teaching-postgraduate-28250.html)

Strategy 18: Provide support to academic staff with regard to professional development so that they are encouraged to become engaged in undergraduate research and inquiry

Teaching certificates and diplomas in higher education are primarily aimed at new academics in UK and Australasia. For other academics, and for new faculty in North America, various forms of professional development, such as workshops and curriculum development support, may be provided by educational developers to inform, inspire and support staff to engage with undergraduate research and inquiry. Sometimes these sessions may be run by external academic developers (for example, the authors of this paper frequently run workshops on this topic in universities around the world); other times, academic staff may be sent on courses and conferences run by professional bodies, such as the Council on Undergraduate Research; and sometimes the support is provided internally (e.g. Spronken-Smith and Harland, 2009). A major source of professional support for lecturers in England is provided by the Centres for Excellence in Teaching and Learning, seven of which are particularly focused on undergraduate research and inquiry.

Seven Centres for Excellence in Teaching and Learning (CETLs) in England support undergraduate research and inquiry

HEFCE established 74 CETLS in 2005 each of which received up to £2.35m capital and £0.5m recurrent expenditure per annum for five years. Several are centrally concerned with supporting undergraduate research and inquiry:

1. Sheffield Hallam University, the Centre for Promoting Learner Autonomy ([extra.shu.ac.uk/cetl/home.html](http://extra.shu.ac.uk/cetl/home.html)).
2. University of Gloucestershire, the Centre for Active Learning ([resources.glos.ac.uk/ceal/](http://resources.glos.ac.uk/ceal/)).
3. University of Manchester, Centre for Excellence in Enquiry-Based Learning ([www.manchester.ac.uk/ceeb](http://www.manchester.ac.uk/ceeb)).
4. University of Reading, Centre for Excellence in Teaching & Learning in Applied Undergraduate Research Skills ([www.reading.ac.uk/cetl-aurs/](http://www.reading.ac.uk/cetl-aurs/)).
5. University of Sheffield, Centre for Inquiry-based Learning in the Arts and Social Sciences (CILASS) ([www.shef.ac.uk/cilass/](http://www.shef.ac.uk/cilass/)).
6. University of Surrey, Surrey Centre for Excellence in Professional Training and Education (SCEPTRE) ([www.surrey.ac.uk/sceptre/](http://www.surrey.ac.uk/sceptre/)).
7. Universities of Warwick and Oxford Brookes, the Reinvention Centre for Undergraduate Research ([www2.warwick.ac.uk/fac/soc/sociology/research/cetl/](http://www2.warwick.ac.uk/fac/soc/sociology/research/cetl/)).

Further information: [www.hefce.ac.uk/cetl](http://www.hefce.ac.uk/cetl)

Strategy 19: Provide incentives and rewards for academic staff to support undergraduate research and inquiry, particularly through workload planning, institutional and departmental recruitment, criteria for appointment, performance review and promotion processes

Supporting academic staff involved with undergraduate research and inquiry is a good way of developing links between research and teaching. However, the reward system of most universities tends to treat these two areas separately. If Human Resource (HR) policies are to be aligned with policies to promote undergraduate research and inquiry, it is important that engagement in this area is recognised for workload planning purposes; for example,
mentoring and supervising is counted when the students are undergraduates as well as graduates. HR policies also need include undergraduate research explicitly in performance review, merit pay and promotion processes. Including the expectation of involvement with undergraduate research in adverts for academic posts is one way of explicitly identifying the activity; encouraging research staff to engage with undergraduates is another. At the University of Queensland research staff are funded through central institutional funds to undertake teaching for up to a quarter of their time.

Research staff are funded to engage in teaching at the University of Queensland, Australia
Since 2006 the University of Queensland has used some of the money raised through the Enhanced Student Contribution (levied at 25% additional charge to students) to pay for research staff to engage in teaching at undergraduate and/or graduate coursework level for 10% or 25% of their time. In 2009 AUS$4 million has been set aside for this purpose. The scheme, named ResTeach, is designed to remove a frequently stated impediment to utilising research staff, namely resource allocation, and thereby:
- expose students to key researchers, who hopefully can convey the excitement of their field;
- improve the student to teacher ratio in an effective and efficient manner;
- provide an opportunity for interested researchers to expand their portfolio;
- strengthen the relationship between research and teaching to improve the student learning experience; and
- reduce the teaching loads of existing T&R academics.

The primary purpose of ResTeach is to improve the learning experience of students, not to be a prime source of funds for centres or institutes or the operating budgets of schools. A review of the scheme in 2008 concluded that “the ResTeach scheme is now a key component of UQ’s strategy to link teaching and research and is, in fact, one of the few mechanisms that has effectively supported the teaching-research nexus.”


Vice Chancellor Award Medal for Teaching and Research Integration at University of Technology Sydney, Australia
As one of seven annual Vice Chancellor Awards for Research Excellence, this award recognises researcher(s) for the successful integration of research and teaching and learning as outlined in the UTS Strategic Plan. Nominations should address:
- Integration into the curricula – Demonstrate how research methods or outcomes have become embedded in subject/course and learning provision at UTS.
- Excellence in design and innovation in course design – Describe the methods used to apply the research methods/outcomes in the curricula and how they support key learning areas in the discipline.
- Student impact – Describe the benefit, or potential benefits, for students as a result of the influence of this research in teaching practices i.e. improved graduate attributes for their specific industry or workplace.