NIODA

COURSE GUIDE

MAY 2027 - APRIL 2028

Doctor of Philosophy (PhD)

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About NIODA

UNCOVER *WHAT'S REALLY* GOING ON

The National Institute of Organisation Dynamics Australia (NIODA) has grown from long traditions and practice in systems psychodynamics in Australia for over 40 years. NIODA was established in 2010 for the purpose of providing education in systems psychodynamics and advancing the field through leading edge research and development for the improvement of organisations, community and society.

We are an international centre of excellence advancing systems psychodynamics and making an impact on the world of work.

NIODA's values of Openness, Collaboration, Respect, Dialogue, Reflection, Creativity and Rigour shape and inform all that we do. These values are of particular importance in informing our planning and are reflected and lived in implementation.

Registration and Accreditation

NIODA is an accredited Institute of Higher Education (registration no. 14039). NIODA's Doctor of Philosophy degree is accredited under the Tertiary Education Act.

NIODA's accredited courses and graduation processes are compliant with the Australian Qualifications Framework (AQF) Levels, Criteria and Qualification Type, Learning Outcomes Descriptors and its Qualifications Issuance Policy.

Local and Global Links

NIODA has a strong history of meaningful partnerships and networks and in connecting with like minded organisations and scholars across Australia and internationally. NIODA has a Memorandums of Understanding with the University of Divinity in building and supporting the research environment. NIODA's doctoral benchmarking is undertaken with the doctoral programs at the University of West England and MIECAT Institute. NIODA's cohort of PhD supervisors are eminent scholars from a range of universities around the world. Further, NIODA is affiliated with Group Relations Australia, Organisation Development Australia and the Organisation for Promoting Understanding of Society (OPUS) and has long standing links with the International Society for the Psychoanalytic Study of Organisations (ISPSO), and the Tavistock Institute of Human Relations.

These formal arrangements, supervisor affiliations and links provide pathways for learning and research, opportunities for domestic and international students to experience the highest quality support and supervision, and the sharing of ideas and experiences around Australia and the world.

Course Location

PhD candidates at NIODA attend a live interactive online course. Online classes and supervision utilise video-conferencing technologies such as Zoom and may include the use of online collaboration tools and products including the Google Education Suite. Establishing a private and quiet workspace is beneficial to your studies and for interactions with supervisors, fellow candidates and research partners.

Introducing the Doctor of Philosophy

The NIODA Doctor of Philosophy (PhD) by thesis is a research degree offering candidates the opportunity to develop high level research skills.

As a PhD candidate, you are required to make a significant original contribution to the field of systems psychodynamics by submitting a written research thesis, of between 80,000 to 100,000 words.

Consistent with the Australian Qualifications Framework (AQF 2013) Level 10, a PhD candidate is expected to:

- engage in critical reflection, synthesis and evaluation
- develop, adapt and implement research methodologies to extend and redefine existing knowledge
- disseminate and promote new insights to peers and the community
- generate original knowledge and understanding to make a substantial contribution to the field of system psychodynamics.

NIODA believes that the learning and teaching of systems psychodynamics is assisted by the creation of an environment where staff and candidates have certainty around expectations. This in turn informs NIODA's pedagogical approach. These expectations are that:

- candidates are mature adult learners with extensive work experience
- a safe learning environment is created for candidates by all NIODA staff
- thoughtful critique and the development of creative alternatives to orthodox theory and methods is supported
- the teaching staff feel supported and validated in their work.

Candidates use and develop the skills they acquired in the NIODA Master of Leadership and Management (Organisation Dynamics) (MLM(OD)), or approved alternative, to undertake in-depth research and for the outcome to be assessed as a contribution to knowledge. Candidates' research is informed by leading edge theory and applied methods relevant to systems psychodynamics.

Distinctive Design Features

One of the unique features of the NIODA PhD course is that it offers opportunities for learning in group settings as well as in individual supervision. As discussed below, within the discipline of systems psychodynamics this is essential for learning about and applying systems psychodynamic ideas and methods. It offers the additional advantage of mitigating against common experiences of isolation found in undertaking PhD study.

Group sessions are integral to the NIODA learning pedagogy. Led by a NIODA staff facilitator, these sessions have the aim of helping doctoral candidates to navigate the personal and group, emotional and psychodynamic challenges of their candidacy and to consider aspects of the group dynamic as potential data about the research systems. Group sessions also provide an opportunity for candidates to present their work in progress to peers for review and reflection.

A central component of systems psychodynamic work is bringing unconscious phenomena to consciousness so that it can be thought about and studied. Face-to-face dialogue (in person or online) allows for ongoing reflection with others about how people might be 'caught' in unconscious dynamics and then what that experience might say, as a parallel process (Gilmore and Krantz, 1985), about the research system under examination.

Dialogue feeds back far more than just the words that are spoken. For example, doctoral candidates are encouraged to pay attention to their own internal, bodily tensions and feelings and to make observations about their research. This can offer more 'clues' to the hidden dimension of what is being explored.

All doctoral candidates participate in research design and thesis subjects specifically designed to ensure they have the research knowledge and skills necessary to undertake and complete a PhD by thesis.

The degree is a carefully articulated experience to support incremental learning that builds year by year across the candidature.

Degree Structure

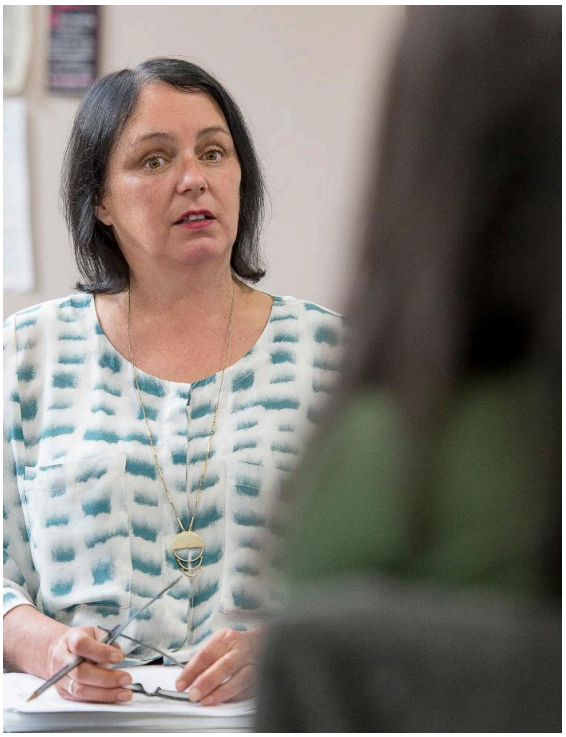
The PhD degree is offered in part-time mode only. Total expected hours averaged per week is 25, inclusive of class time, on the basis of a 28 week study year.

Timetables are published online by October 31 of the year prior to course delivery.

The PhD is a 288 credit point degree comprising the following subjects:

Year one is provisional candidature

Year One, Semesters 1 and 2
PhD1A Thesis 1 24 credit points
PhD1B Research Design 24 credit points
From year two, ongoing candidature is confirmed following acceptance by NIODA of the research proposal and appointment of the ongoing supervisory team



Year Two, Semesters 1 and 2
PhD02 Thesis 2 48 credit points

Year Three, Semesters 1 and 2
PhD03 Thesis 3 48 credit points

Year Four, Semesters 1 and 2
PhD04 Thesis 4 48 credit points

Year Five, Semesters 1 and 2
PhD05 Thesis 5 48 credit points

Year Six, Semesters 1 and 2
PhD06 Thesis 6 48 credit points

Subject content

Year One, Semesters 1 and 2

PhD1A Thesis 1

21 hours across modules plus 25 group supervision hours

Thesis 1 provides opportunity for candidates to work collaboratively with peers and course staff on the development of their thinking relating to their research topic. This involves theory seminars and group reflection sessions.

Candidates review and critically analyse extant theory (literature) relevant to their chosen topic. To extend the depth of theoretical understanding this also includes seminal systems psychodynamic literature. Candidates develop skills in assessing the value and limitations of different theories and their application to their research. NIODA academic staff manage the seminars, providing content and support as needed. Field experts may be invited at appropriate times.

Group reflection sessions are an integral component of the NIODA learning pedagogy. Led by a NIODA staff facilitator, these sessions have the aim of helping candidates to navigate the personal and group, emotional and psychodynamic challenges of their candidacy and to consider aspects of the group dynamic as potential data about the research systems. They also provide an opportunity for candidates to present their work in progress to peers for review and reflection.

Group supervision in Thesis 1 is designed to support the candidates between the year one modules in working on research proposals.

In year one candidature is provisional. On acceptance of the research proposal by NIODA and arrangements of a supervisory team, candidature going forward is confirmed.

PhD1B Research Design

21 hours across modules

This is a foundational unit delivered across Year 1 of the PhD course in which candidates are supported in developing a research proposal that is academically rigorous, appropriately customised to the candidate's chosen research topic, ethical and actionable.

The unit involves: understanding the philosophical, ontological and epistemological bases of research methodological approaches; exploring the genesis of, and justifying the rationale, for the chosen research topic; developing a research design; research integrity training; understanding the role and use of theories in research; writing a research proposal and ethics application. Through analysis of various methodological approaches, direct experience of methods and the reading of published articles candidates develop a broad-based understanding of research methods along with those used in systems psychodynamic approaches.

Year Two, Semesters 1 and 2

PhD02 Thesis 2

36 hours across modules and 25 principal supervisor hours and 12 associate supervisor hours

Thesis 2 provides continued opportunity for candidates to work collaboratively with peers and course staff on the development of their thinking relating to their research topic. As with Thesis 1 this involves theory seminars and group reflection sessions. Individual supervision continues as a component of the Thesis 2 unit. It is expected that candidates would have received approval for their research proposal by the end of year one. A task of year two is to complete an ethics application at a standard for approval by the Human Research Ethics Committee. Once approved candidates begin their research, applying their research methods, and continue to deepen their appreciation of relevant literature. Thesis 2 provides a group space to explore these experiences with peers, academic staff and supervisors for support and development, and for consideration of the researcher's experience as containing potential data about the research systems. The experience of the peer, staff and supervisor's cohort, as a research reflection group, may also add further dimension to the research data set.

A writing for publication workshop is offered each year to prepare the ground to communicate the research to the highest standard.

Individual supervision of each candidate's research progress occurs across the academic year.

Year Three, Semesters 1 and 2

PhD03 Thesis 3

36 hours across modules and 12 principal supervisor hours and six associate supervisor hours

Thesis 3 provides continued opportunity for candidates to work collaboratively with peers, course staff and supervisors on the development of their thinking relating to their research topic. This involves theory seminars, group reflection sessions and individual supervision. It is anticipated that in year three, candidates are immersed in the undertaking of the research, generating and ordering data, and in continued deepening of their understanding of relevant theory. Some early analysis of data may also be occurring. Thesis 3 provides a group space to explore these experiences with peers, academic staff and supervisors for support and development, and for consideration of the researcher's experience as containing potential data about the research systems.

Individual supervision of each candidate's research progress occurs across the academic year.

Year Four, Semesters 1 and 2

PhD04 Thesis 4

36 hours across modules and 12 principal supervisor hours and six associate supervisor hours

Thesis 4 provides continued opportunity for candidates to work collaboratively with peers, course staff and supervisors on the development of their thinking relating to their research topic. This involves theory seminars and group reflection sessions. Candidates are expected to be moving into the analysis phase of their research; and grappling with development and writing of the first draft chapters of the thesis. It is expected that by the end of Year 4 candidates have at least two draft chapters approved by their supervisors. The class based sessions primarily focus on the specific issues related to the candidates' theses development. This is likely to include theory development, data analysis and interpretation, and academic writing. Candidates have allocated time in each session to explore their areas of challenge. Group reflection sessions continue as support for the candidates and as a site for increased understanding of the research experience through attention to one's own and the group's experience as potential research system data. In addition to group based activity individual supervision of each candidate's research progress occurs across the academic year.

Year Five, Semesters 1 and 2

PhD05 Thesis 5

36 hours across modules and 30 principal supervisor hours and 20 associate supervisor hours (this includes reading hours)

Thesis 5 provides continued opportunity for candidates to work collaboratively with peers, course staff and supervisors as they focus on analysis and interpretation of their research data and the writing of at least four draft chapters of their doctoral thesis by the conclusion of the year. The class based sessions focus on the specific issues related to their thesis development. This is likely to include theory development, data analysis and interpretation, and writing up the thesis. Candidates have allocated time in each session to explore their areas of challenge. Group reflection sessions continue as support for the candidates and as a site for increased understanding of the research experience through attention to one's own and the group's experience as potential research system data. In

addition to group based activity individual supervision of each candidate's research progress occurs across the academic year.

Year Six, Semesters 1 and 2

PhD06 Thesis 6

30 principal supervisor hours and 20 associate supervisor hours (this includes reading hours)

Thesis 6 provides continued opportunity for candidates to work collaboratively with peers, course staff and supervisors as they complete the writing of their doctoral thesis and submit for examination by the conclusion of the year. The class based sessions focus on the specific issues related to their thesis development. Candidates have allocated time in each session to explore their areas of challenge with peers, academic staff and supervisors. Group reflection sessions continue as support for the candidates and as a site for increased understanding of the research experience through attention to one's own and the group's experience as potential research system data. Candidates are invited to present at a colloquium to the academic community and invited guests at the conclusion of the year.

In addition to group based activity individual supervision of each candidate's research progress occurs across the academic year.

Writing for Publication

In addition, candidates are to attend a writing for publication workshop (held annually), and compose a brief structural outline of a paper for submission to a relevant journal to be approved by their principal supervisor. This should occur in the year when it is most relevant for the candidate in the progression of their research.

Supervision

Supervision is provided in small groups in year one by the PhD Course Leads. As a required component of confirming ongoing candidature at the outset of year two, bespoke supervisory teams are in place. Candidates from year two onwards, meet their supervisors across the academic year. Supervisors support and monitor candidate activity by:

- encouraging candidate engagement with the research community
- working with the candidate to design a research program with applicable supporting studies and activities, through a doctoral research study plan
- providing timely and critical feedback on drafts of a candidate's written work, including their thesis
- working with the candidate to design a research program with applicable supporting studies and activities, through a doctoral research study plan
- providing guidance in all research related activities
- overseeing all stages of the candidature

- ensuring frequent and continuous communication with the candidate
- assisting candidates in developing the necessary skills to complete their degree and future research activities
- supporting the candidate through the thesis writing and examination processes.
- liaising with and making recommendations to the PhD Course Committee on any matters relevant to the candidature
- acting as a primary liaison point with candidates
- providing fair and accurate progress reports to the PhD Course Committee.

Admission Requirements

Candidates wishing to enrol in the degree must meet the following criteria:

Completion of the NIODA Master of Leadership and Management (Organisation Dynamics) or equivalent degree

and

at least five years relevant work experience.

The course is open to others who have a master's level degree deemed comparable to the NIODA Master of Leadership and Management (Organisation Dynamics), or to potential candidates with a master's degree and who are able to demonstrate capacity and capability in the organisation dynamics discipline and the completion of a substantial piece of writing demonstrating this capacity.

Applicants are normally required to have achieved a credit level or higher in their final master's year assessment to be eligible to apply for the NIODA Doctor of Philosophy degree.

Exceptions to these requirements will be considered where evidence is provided of appropriate academic qualifications and/or experience that satisfies the PhD Course Committee that the applicant has well developed knowledge of the field of systems psychodynamics and research experience sufficient to undertake the proposed course.

Eligible candidates are enrolled on a first-come basis until maximum capacity is reached.

Candidates entering this degree are required to have a minimum level of English language proficiency (details of these requirements can be found at www.nioda.org.au/policies).

Application Interview

Prior to application, prospective candidates are required to attend an interview with the PhD Course Leads. The interview enables:

- staff to assess the prospective candidate's suitability to undertake the degree and the likelihood of completion
- the prospective candidate to thoroughly acquaint themselves with all aspects of the degree content and requirements, to consider if the course meets their wishes/needs for study, and if it is the right time to undertake the commitment.

Online expression of interest is available on the NIODA website www.nioda.org.au.

Enrolment

Application (including the requirement for an academic reference) form links are emailed to prospective candidates after their interview.

All successful applicants are made a formal offer of place after which they are able to enrol online.

Recognition of Prior Learning and Credit Transfer

NIODA offers prospective candidates the opportunity to apply for Recognition of Prior Learning (RPL) or Credit Transfer. Enquiries about RPL or Credit Transfer need to be made at the time of the application interview. Policies and links to apply at www.nioda.org.au/policies.

Fees

2027 fees for the PhD degree are AUD $15,800 per part time year. Fees are invoiced each semester. There are no additional incidental fees for the PhD course.

FEE-HELP is available for candidates meeting Department of Education and Training criteria. See https://www.studyassist.gov.au/help-loans/fee-help for criteria.

With the exception of those accessing FEE-HELP payment for all fees should be by direct deposit or credit card made payable to NIODA.

Candidates withdrawing or taking Leave of Absence after the census date of the relevant semester are charged full fees for that semester.

For candidates who progress beyond year six, additional fees are charged.

Fees are subject to a 5% annual increase. Fees are published on the NIODA website by October of the prior year.

Re-enrolment

Enrolment throughout the course duration is undertaken year by year.

Re-enrolment is undertaken online. Candidates receive an email confirming re-enrolment.

It is the responsibility of ongoing candidates to ensure that they are enrolled by the census date/s or to have formally requested leave of absence from their studies.

Deferral and Leave of Absence

Deferral of studies is available to candidates prior to beginning the course. Candidates are entitled to defer for a total of two semesters at the outset of their studies in the course.

Leave of absence is available to candidates at any point after having commenced the course.

Candidates are entitled to take leave of absence for a total of four semesters throughout their studies in the course.

Candidates taking leave of absence after the census date of the relevant semester are charged full fees for that semester.

All applications for a deferral or leave of absence should be made on the appropriate forms. Signed copies of the forms should be emailed to the PhD Course Leads. All decisions made regarding deferrals and leave of absences are confirmed in writing.

Deferral and leave of absence forms are available from Candidate Services by emailing admin@nioda.org.au.

Withdrawal or Cancellation

A candidate who wishes to terminate candidacy in the PhD degree should formally withdraw by notifying the PhD Course Lead in writing. The effective date of withdrawal is the date on which NIODA receives the written request. Candidates are responsible for all financial obligations to NIODA incurred before the effective date of withdrawal.

Fees are not refunded after the census date in either semester.

Application for leave of absence must occur prior to the first class in either semester.

Progression

The Doctor of Philosophy by thesis is a postgraduate research degree offered in part time mode only. Progression through the six years of the degree is via the successful completion of subjects in the following order:

PhD1A Thesis 1; PhD1B Research Design; PhD02 Thesis 2; PhD03 Thesis 3; PhD04 Thesis 4; PhD05 Thesis 5; PhD06 Thesis 6.

Candidates are strongly encouraged to attend at least 80% of scheduled class hours due to the participatory nature of the courses and the value to the research.

Variants to this progression are where candidates:

1) receive recognition of prior learning and/or credit transfer for equivalent study. See Recognition of Prior Learning and Credit Transfer Policies;

and/or

2) may at times complete their PhD in a shorter or longer period of time with the minimum course length being four years and the maximum, nine years see Periods of Candidature on this page below.

Ethics Approval

Human ethics approval is required for all NIODA research conducted with or about people, or their data. The purpose of ethics review is to facilitate research that fulfils the principles of human research ethics - research merit and integrity, justice, beneficence and respect.

Information about the NIODA Human Research Ethics Committee and all ethics processes is available on the NIODA website at www.nioda.org.au.

Candidature

Candidature is considered provisional until a detailed research proposal has been approved by the PhD Confirmation Panel. Candidature is confirmed following this approval. It is anticipated that this will occur by the end of Year 1.

Through years one to five, candidates are required to complete an annual progress report detailing progress and anticipated action for the next twelve months. An online form is provided for this purpose.

The PhD Course Committee monitors and assesses progress based on progress reports and advice from supervisors. Continuing candidature is dependent on approved progress.

Periods of Candidature

The normal duration of the degree is six years.

The maximum period of candidature is nine years which allows for six years normal duration of part time enrolment, one year deferral, one year leave of absence, and repeating components as a result of failing to meet progression requirements.

Candidature is not extended beyond the maximum course duration timeframes or beyond maximum time of leave of absence entitlements (see above) unless there are exceptional or unforeseen circumstances. These unforeseen circumstances might include matters such as significant illness or bereavement and when, after consultation with the Deans, a break is seen as necessary for the candidate's optimal learning.

In such circumstances a formal request for an extension to the course duration and/or maximum time of leave of absence entitlements must be submitted to the PhD Course Committee, along with supporting medical and/or other formal documentation. This request should be made prior to the expiry of maximum candidature dates and leave of absence entitlements dates and cannot be submitted retrospectively. Students are notified in writing of the outcome of their request by the PhD Course Committee chair.

The minimum period of candidature is four years. This may be varied subject to fast-track, recognition of prior learning or credit transfer approvals.

There are occasions when candidates may fast-track their degree thus taking less than four years to successfully complete. A written declaration stating the extent and circumstances of the fast tracking is to be signed by the candidate and principal supervisor, and submitted for approval by the PhD Course Committee.

Supervision

Supervision of a candidature is one of the most important tasks undertaken by academic staff. It involves an intensive monitoring relationship through which the doctoral candidate develops into an independent researcher. The effectiveness of that relationship is a key factor in the successful completion of a doctoral degree. Supervision of doctoral candidates is guided by the Principles for Supervision set out in the PhD Supervision Policy as follows.

- NIODA ensures that all PhD candidates have appropriately qualified and trained supervisors.
- All doctoral candidates have a principal supervisor. Associate supervisors or subject matter experts are added to the supervisory team for topic-specific areas or for other capabilities that they possess to support the candidate in their research. Candidates may have at least one associate supervisor or subject matter expert in the course of their candidature.
- In addition to a final thesis, the development of research skills and research integrity is considered a critical component of the graduate research candidate's training at NIODA. Should a candidate wish to use a particular method in their research, and NIODA staff are not expert in that particular method, an associate supervisor/s with the appropriate expertise is sourced by NIODA to become part of the supervisory team, and/or training in the particular method is arranged at NIODA's expense.

Conflict of Interests and Supervision

Supervisors and candidates are required to comply with the NIODA Conflict of Interests policy.

Where a supervisor becomes aware of an actual, potential or perceived conflict of interests in relation to a particular research project or candidate, the supervisor must immediately declare the conflict of interests in accordance with the NIODA Conflict of Interests policy.

When a candidate becomes aware of an actual, potential or perceived conflict of interests in relation to a supervisor, the candidate must immediately declare the conflict of interests to the NIODA PhD Course Committee.

The PhD Course leaders may vary the supervisory arrangements as a result of a Conflict of Interest declaration.

Examination

In order to be eligible to submit a thesis for examination, candidates must have:

- been enrolled for at least the minimum duration of candidature in accordance with the PhD Progression and Exclusion Policy. The normal duration of the degree is six years part time. The minimum duration is four years
- successfully completed all PhD progression requirements in accordance with the PhD Progression and Exclusion Policy
- have paid any outstanding fees or be up-to-date with approved payment arrangements

Requirements for submission are that the:

- the candidate has a current enrolment when they submit
- the principal supervisor has approved the thesis as being of examinable standard or if the supervisor does not approve submission of the thesis, the supervisor has signed a waiver indicating their non approval

Examination Criteria

Examiners assess theses according to the following examination criteria:

- a substantial, original and significant contribution to the knowledge or understanding to the field of systems psychodynamics
- an expert understanding of theoretical knowledge and the ability to reflect critically on relevant theory and practice
- intellectual independence in evaluation existing knowledge and ideas, and planning and undertaking systematic investigation to generate original knowledge
- technical and creative skills, including use of relevant research principles and methods, application to the field of systems psychodynamics
- communication skills to explain and critique the field of research, including the ability to present a sustained argument
- an ethical approach and a high level of research integrity

Appointment of Examiners

The appointment of examiners is in accordance with the Australian Council for Graduate Research Conflict of Interest Guidelines (www.nioda.org.au). Candidates may request the exclusion of specific individuals as their examiners. The request, including broad justification should be provided to the primary supervisor.

The primary supervisor approaches potential examiners. Potential examiners are provided with:

- name of the candidate
- an abstract of the research
- Guidelines for Examiners: Doctor of Philosophy Examination Criteria document
- likely submission date for the thesis

The primary supervisor satisfies themselves that examiners have the necessary knowledge and experience to examine the topic and have the time available to examine the thesis.

The primary supervisor recommends examiners to the PhD Course Committee.

The PhD Course Committee appoints three external and independent examiners, at least one of whom must come from Australia. In the first instance, two of the examiners are invited to examine the thesis. In the event that these examiners cannot concur or in the absence of a response from either of the first two examiners, the third examiner is invited to examine the thesis.

Potential examiners are informed that:

- they will receive an electronic copy of the thesis for examination
- the final recommendation and Examiners Report must be completed by the examiner within three months of receiving the electronic copy of the thesis unless otherwise negotiated with the PhD Course Committee
- a candidate may request full details of their examination including examiners reports and names

Examiners Recommendations

After examination, examiners shall prepare a brief report making one of the following recommendation

Recommendation	Definition
Passed (R1)	The candidate should be awarded the degree with no requirements for amendment other than corrections of an editorial nature. Amendments, if any, to be made within four weeks of classification. Amendments must be approved by the primary supervisor, without further reference to the examiner/s.

Passed subject to specific, minor amendment (R2)	The candidate should be awarded the degree subject to minor amendments, based on the examiners' specific recommendations. Recommended amendments should facilitate an improved presentation of the research and its conclusions. Amendments should be made within six weeks of classification. Amendments must be approved by the primary supervisor and the PhD Course Committee, without further reference to the examiner/s.
Revise and resubmit (R3)	The candidate should not yet be awarded the degree. Substantial revisions and a re-examination are required before a pass can be considered. Recommendations from the examiner/s may include further research, rewriting, re-organisation and/or re-conceptualisation of the research. Amendments must be approved by the primary supervisor and the PhD Course Committee. Resubmission for further examination is to take place within 12 months of the initial classification.
Failed (R4)	No amendments allowed. The candidate should not be awarded the degree. The research does not meet the examination criteria for the degree specified by NIODA.

Graduation and Conferral

The PhD Course Committee notifies candidates and supervisors in writing when all of the academic and administrative requirements for the award of the degree have been fulfilled, and the anticipated date of the graduation ceremony.

Candidates are not permitted to use the title 'Doctor' until the award has been conferred at the graduation ceremony. If candidates are unable to attend the ceremony, they can apply to the Board of Governance to have the degree conferred by mail.

Grievances

Doctoral candidates are able to lodge a grievance about any aspect of their candidature. In the first instance this should be in writing to the PhD Course Committee. This committee has discretionary authority to determine what type of procedure should occur on receipt of a grievance. This decision is based on the type and severity of the issue. Candidates have further grievance appeals through the Academic Board of Governance. See *Candidate and Student Grievance Policy* on the NIODA website www.nioda.org.au/policies.

Online Services

The learning management system at NIODA is web based and comprises student and staff portals and private Google for Education (Google Workspace) applications.

Key features include:
- library services
- online enrolment
- institution, course and subject information
- readings
- closed online discussion forums
- video conferencing and seminars/ webinars platform

- Human Research Ethics page

All students have independent accounts with Google Workspace and the option to log into Google Workspace to access relevant private 'intranet' site directory (portal.nioda.org.au) and restricted Google Drive (folders).

The student portal provides:

- secure, closed online discussion forums for posting notices about events that may be of relevance for the course and for uploading papers that may be of interest to the rest of the cohort
- a platform for video conferencing and seminars/ webinars
- information on Human Research Ethics application processes and relevant forms; and allows online submission of applications and follow up.

Ordinarily, students use their own laptop and/or home computers to access the NIODA website. Wireless internet access is available and supported at the Melbourne hybrid site.

The NIODA platform and website are accessible 24 hours a day. Students are provided with log in details that enable you to first register and then personalise your password to gain access to the student portal.

Administrative and technical support for the website is available via email to admin@nioda.org.au or accounts@nioda.com.org.au. Administrative staff respond within two working days of the initial email request.

Policies and forms

All policies and forms relevant to your candidature at NIODA are available on the NIODA website www.nioda.org.au/policies.

Academic and Research Integrity

NIODA values excellence and rigour in delivery and learning that is achieved in an intellectual environment where integrity is highly valued and carefully upheld. All candidates and staff are required to uphold the highest standards of academic and research integrity. A range of policies addressing these requirements, including NIODA's policy on use of generative AI, can be found on the NIODA website at www.nioda.org.au/policies.

Student Support Services

Doctoral candidates have access to support services:

- Candidate Advice
- Advocacy
- Counselling
- IT Support Services
- Library Support
- Candidate Resources Information webpage

Staff

Course Leads

Professor Wendy Harding, PhD
Professor Susan Long, PhD

Faculty

Professor Emeritus Russ Vince, PhD
Associate Professor Brigid Nossal, PhD

Candidate Services Lead

Sally Mussared, MLM(OD)

See www.nioda.org.au for staff profiles.

Further enquiries

Professor Wendy Harding wendy.harding@nioda.org.au
Professor Susan Long susan.long@nioda.org.au
Ms Sally Mussared sally.mussared@nioda.org.au

NATIONAL INSTITUTE OF
ORGANISATION DYNAMICS
AUSTRALIA

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