

An increase in normalised citations

The normalised citation metric measures how many citations an institution has per publication compared with how many would be expected. UQ's score of 1.65 is well above world average and has improved substantially since 2015. Work continued during the year on collaborating, partnering and co-authoring to maintain a strong research focus and to attract and retain key influential staff.

The proportion of publications within the top 10 per cent globally remained steady at 17.7 per cent and strategies continued to focus on supporting researchers.

Supporting achievements and initiatives

- Hundreds of research stories were written and published to highlight UQ's strengths and a new *Research News* site launched.
- UQ received the most Highly Cited Researcher Awards in Australia (43) with 40 researchers being included on the 'HiCi' list for 2021, 3 of whom achieved this status in 2 subject areas: Professor Philip Hugenholtz (Microbiology, Biology and Biochemistry), Professor David L Paterson (Pharmacology and Toxicology, Immunology) and Professor Yusuke Yamauchi (Materials Science, Chemistry).
- Faculties and institutes continued to collaborate with international and industry partners to ensure research outputs align to key national and international concerns. These include proposals as diverse as Advanced Biomanufacturing Nucleic Acid through to an Australian Text Analytics Platform.
- UQ Library delivered 17 *Strategic scholarly publishing principles and communications workshops* including:
 - 11 Career Development Framework sessions for HDR candidates with the Graduate School
 - regular staff development sessions for UQ academic and professional staff
 - sessions for participants in the Winter and Summer Research Scholar programs
 - several tailored scholarly publishing sessions for various schools, institutes and research groups.

Rank in top 3 in Australia on national competitive grants income

With the original 2021 target of \$200 million being exceeded in 2019, the University directed its focus on establishing university-wide resources and networks to improve efficiency and collaboration. UQ has traditionally been a strong performer in this measure, which includes ARC and NHMRC funding, and 2021 was no exception – despite placing in fourth position nationally.

Supporting achievements and initiatives

- The Research Management Business Transformation program continued to support projects that will deliver automated systems and improved processes to UQ researchers.
- The ethics component of the MyResearch research management system was released in January 2021, ready for full implementation in early 2022.
- Working groups were established to focus on key national research priority areas including infectious diseases, agrifood and bioeconomies, and defence and space.

Rank in the top 65 global universities across all influential rankings

UQ improved and/or maintained its standing in most major rankings tables in 2021, reflecting strong continued brand presence and campaign coverage in global markets. These are important results as they influence the choice of destination for international students, academic staff and industry partnerships.

Supporting achievements and initiatives

- Established in 2020, the Rankings Strategy Steering Group continued to support UQ's aspiration to remain a top-ranking global university, using a whole-of-university approach to showcase UQ's capabilities.
- UQ became a partner in the *Times Higher Education* Campus Plus clearinghouse for scholarship in tracking.

General activities enabling the enhancement of our high-quality research by improving our capacity to collaborate to achieve greater impact

- UQ was, once again, the leading Australian university on the 2 key commercialisation metrics: amount of commercialisation revenue and value of the equity held in active startup companies: these metrics were considered as part of the 2021 Survey of Commercialisation Outcomes from Public Research (SCOPR) survey based on 2020 data.
- JKTech continued in its role as technology transfer company for UQ's Sustainable Minerals Institute.
- Research and Innovation Week 2021 included the Three Minute Thesis competition (online) and refreshed UQ Partnerships and Translation Awards.
- Emphasis remained on investing in national fellowship schemes, training programs and major grant schemes to attract and retain quality researchers.
- The Impact Tracker software was used to facilitate institutional reporting of research impact and support the Engagement and Impact 2024 submission.
- The UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy was launched with a vision to leverage research as a tool of empowerment for Aboriginal and Torres Strait Islander peoples, communities and organisations.

Review of activities

3. Building engaged and strategic partnerships with a broad range of local and global networks

Engaging and collaborating with the community, industry, government and other research innovators is critical to UQ's capacity to meet the rapidly changing needs of society. We aim to enhance our approach to external engagement with a partnership framework, customer relationship management system, deeper international connections, diverse income sources and ongoing commercialisation interests.

Key performance indicators Partnerships

Rank first in Australia for attracting research income from industry

UQ research income ¹	2015	2016	2017	2018 ⁴	2019	2020
UQ's national rank on research income from industry	2	2	1	2	2	2

An increase in the proportion of our publications that are co-authored with external international or industry partners

UQ publications with external co-authors ²	2015	2016	2017	2018	2019	2020 ³
UQ's rank within the Go8 for the percentage of publications with an international co-author	6	6	4	3	3	4
UQ's rank within the Go8 for the percentage of publications with a non-academic co-author	5	5	5	5	7	5

¹ Industry includes research income from the following sources: non-Commonwealth schemes, rural R&D, Australian and international organisations, and Cooperative Research Centre (CRC) R&D income received from non-government sources.
² Source: Incites Dataset within *Web of Science* and is based on a single full year only; the document types included in this metric are Article, Review or Note.
³ Figures for 2020 are preliminary. Data will be finalised in mid-2022.
⁴ Change in previously reported figures due to change in methodology.

Rank first in Australia for attracting research income from industry

In 2020, UQ received \$144 million in research income from industry, and remains one of the country's most consistently strong achievers in the sector.

Supporting achievements and initiatives

- UQ continued to build and strengthen its research collaborations with industry partners, including a new Memorandum of Understanding with Infosys and a research agreement with Stanwell.
- Sector-focused partnerships at scale were explored, with current ones with Stanwell, IBM, CBA, Oracle, ALS Siemens, and New Leaf being strengthened.
- Beyond our involvement in established industries, UQ is positioning to be a key partner for emerging manufacturing fields.
- Formal agreements with national research agencies were put in place, particularly with CSIRO, Queensland Government, and the Defence Science and Technology Alliance.
- Opportunities to boost the Centre for Water in the Minerals Industry were also identified.
- The Global Change Institute (GCI) established Research Networks focusing on digital health, next-generation workplaces and protected cropping, and facilitated multiple Collaborative Research Initiatives (CRIs) designed to help address global challenges.

▶ See also
2021 UQ Honour Roll pg 8

An increase in the proportion of our publications that are co-authored with external international or industry partners

UQ's target to be ranked within the top 4 in the Go8 for the percentage of publications with an external international co-author was achieved.

From 2016 to October 2021, UQ's international co-publications proportion increased from 53 to 63.6 per cent, reflecting the University's growing emphasis on global partnering. This indicator is sourced from InCites and is based on the proportion of an institution's publications that have an international co-author – including articles and reviews. The most recent complete year for publication data is 2020.

For the proportion of publications co-authored with external international industry partners, this increased from 41.9 per cent in 2016 to 43 per cent in 2021, moving UQ to fifth position in the Go8.*

Supporting achievements and initiatives

- Flagship partnerships with University of Exeter, IIT Delhi and Technical University Munich were nurtured, with significant increases in co-publication numbers.
- A UQ Global Development Impact Plan was launched to bring together the diverse range of development expertise and connections, allowing UQ to actively use its expertise to solve some of the world's critical development challenges; and UQ was involved in a successful partnership bid with Deloitte to provide a 4-year Pacific Justice Program.
- The Graduate School provided strategic HDR scholarships to boost connectivity with industry, offering industry-relevant projects that would build networks and increase collaboration. This aligns with national priorities to ensure graduates have direct experience with industry during their higher degree enrolment.
- Key research training was conducted for HDR candidates through the Career Development Framework that saw 103 topics offered in 177 workshop sessions for 7,579 attendees.
- The 3MT competition continued to grow globally – now being held in 900 universities across more than 85 countries worldwide – and attracted 340 PhD students in 2021 at UQ alone.

General activities enabling the building of engaged and strategic partnerships with a broad range of local and global networks

- UQ's global connectedness continued to expand through a suite of agreements, partnerships and funding schemes, including with IIT-Delhi and the University of Exeter, along with the hosting of online workshops and webinars.
- The IBM@UQ Centre of Excellence became fully established in 2021, developing training materials and other support strategies for researchers in the health, manufacturing and environmental sciences on how to deal with the challenges of storing and accessing vast amounts of information.
- UQ continues to invest in research, particularly through the new Knowledge Exchange and Translation (Kx&T) internal funding scheme for early-career researchers.
- The implementation of a new CRM and marketing automation platform commenced, to support student recruitment efforts.
- SMI and the Graduate School developed a standard HDR Student and Industry Collaborative Research Agreement to make it easier for industry stakeholders to work with UQ. Standardised Research Service Agreements were also developed to protect intellectual property and to improve the responsiveness of UQ when working with potential industry partners.
- Several faculties are working with the Research and Innovation portfolio to nurture major partnerships, particularly through the use of business development managers.
- Relationship managers were appointed to build strategic partnerships with key partner schools.

Review of activities

4. Committing to activities that attract, support and retain a diverse and inclusive community of high-achieving staff and students

UQ owes its growing global reputation and successes to the strengths and achievements of all staff and students: attracting people from a broad mix of backgrounds ensures a wide variety of perspectives and experiences. In 2021, UQ continued to address the barriers facing women in academia, people from culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander peoples, people with disability, members of the LGBTIAQ+ community, and students from disadvantaged and remote backgrounds.

Key performance indicators Diverse community

Improved engagement and commitment among staff to the University's purpose

Passion/engagement index¹

	2011	2015	2019
Per cent of staff who agree	76.0	74.0	77.0

Achievement of an institutional bronze award in the Athena SWAN charter ▶ Also see pages 26 and 35

Per cent of senior staff who are women

	2017	2018	2019	2020	2021
Per cent of HEW10+ professionals who are women	50.7	47.8	49.4	46.4	49.1
Per cent of Level D academics who are women	34.0	35.4	34.6	35.6	38.0
Per cent of Level E and above academics who are women	21.1	22.4	24.4	26.6	28.6

An increase in the percentage of students who come from low socio-economic or regional/remote backgrounds

UQ students from low socio-economic and regional or remote backgrounds

	2018	2019	2020 ⁵
Per cent of UQ students from a low socio-economic background (based on first address – Australian Bureau of Statistics: Statistical Area Level 1)	11.1	10.7	n/a
Per cent of UQ students from a regional or remote background (based on first address – Australian Statistical Geography Standard)	17.5	17.4	n/a

An increase in the representation of Aboriginal and/or Torres Strait Islander students within UQ

UQ Aboriginal and Torres Strait Islander enrolments²

	2016	2017	2018	2019	2020 ⁵	2021 ²
Participation ratio of domestic students who identify as Aboriginal and/or Torres Strait Islander ³	0.27	0.28	0.30	0.31	0.32	0.35
Success ratio of domestic students who identify as Aboriginal and/or Torres Strait Islander ⁴	0.92	0.92	0.91	0.92	0.87	n/a

¹ Source: *The Voice* survey – latest figures available.

² Figures for 2021 are preliminary. Data will be finalised in mid-2022.

³ Per cent of UQ domestic students who identify as Aboriginal and/or Torres Strait Islander as a ratio against the concentration of Aboriginal and/or Torres Strait Islanders in the state.

⁴ Success rate of UQ domestic students who identify as Aboriginal and/or Torres Strait Islander as a ratio against the success rate of other UQ domestic students.

⁵ Figures updated that were previously preliminary.

⁶ Data not available due to a delay with the national data sets.

Improved engagement and commitment among staff to the University's purpose

During 2021, a new 'Pulse Check' survey was developed, which will be used to gain regular staff feedback and embed a strong, values-led culture. Seventy-three per cent of UQ staff responded positively on their intention to stay, 71 per cent recommended UQ as a great place to work, and 74 per cent were satisfied overall with their job.

Additionally, 74 per cent responded that UQ demonstrated a genuine commitment to diversity and inclusion, 68 per cent felt their team enacted the UQ values, and 73 per cent experienced an inclusive culture. As well, 76 per cent of respondents felt they were kept informed on happenings at UQ, 80 per cent felt supported by their direct supervisor, and 73 per cent felt changes to the way UQ operates associated with COVID-19 were managed well.

Supporting achievements and initiatives

- The People, Planning, Performance (P3) Project framework became formally entrenched in the new Workday HR program, to support better and more effective performance conversations across the University.
- Virtual and face-to-face delivery of cultural competency training continued throughout the year.
- In 2021, 90 Higher Education Academy (HEA) Fellowships were awarded to professional and academic UQ staff.
- From more than 420 nominations, staff excellence awards and commendations were bestowed upon 112 staff at a ceremony in October.

▶ Related performance indicators

2021 Honour roll	pg 8
2021 Staff Excellence Awards	pg 34

* Data sourced from InCites. Dataset updated November 2021. Includes Web of Science content indexed through 31 October 2021. The filter 'Organisation type' excludes Academic and Academic System.