

## **HIGHER DEGREES BY RESEARCH: POLICY AND PROCEDURES (THE GOLD BOOK)**

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## **PART 5: ADMISSION TO HIGHER DEGREE BY RESEARCH COURSES POLICY**

*Note to users:*

*Revision of Part 5 Higher Degrees by Research: Policy and Procedures (Gold Book) was approved by Academic Board on the 20 July 2009.*

*In accordance with Board resolution, this document came into effect on 1 August 2009.*

*Enquiries relating to this policy should be addressed to [researchpolicy@canberra.edu.au](mailto:researchpolicy@canberra.edu.au) .*

*Forms and procedures on 'How to Apply' are available online from the Research Students' Office website: <http://www.canberra.edu.au/research-students/apply#closingdates> .*

*Enquiries regarding administrative matters should be addressed to [postgrad.research@canberra.edu.au](mailto:postgrad.research@canberra.edu.au) .*

### **A: Introduction**

#### **Purpose**

1. This policy sets out the admission requirements to Higher Degree by Research (HDR) courses at the University of Canberra.

#### **Scope**

2. This policy provides information about the admission requirements to Higher Degree by Research courses.

3. This policy is designed to assist in the identification of applicants who have a reasonable likelihood of success in studies at the University and to ensure that any applicant admitted to the University has sufficient knowledge of the English language to undertake studies.

4. This policy encompasses the research training places offered by the University of Canberra in designated Research Areas. Research areas are formally designated by the University Research Committee and include University Research Centres, Cross-Faculty Institutes, Intra-Faculty Centres, Faculty-based research and other emerging research areas. In exceptional circumstances, a research student may be admitted to work with researchers outside a designated University research area.

5. This document is designed for use by University of Canberra staff.

6. This policy does not apply to non-research postgraduate courses.

7. Admission requirements for Higher Degree by Research courses at the University of Canberra are consistent with the *Higher Education Qualification Guidelines* of the Australian Qualifications Framework<sup>1</sup>.

## Legislation

8. University legislation related to this policy includes:

- *Admission Statute 1995* and *Admission Rules 1995*
- *Courses and Awards Statute 1995* and *Courses and Awards (Courses of Study) Rules 2005*

## B: Principles

### Admission Requirements

9. An offer for a Higher Degree by Research course place will be made only when appropriate supervision and adequate resources to support the proposed research have been confirmed by the host Faculty or University Research Centre. The host must be able to demonstrate the capacity to provide each student with a quality research education and training experience for the duration of their candidature. This is recorded and confirmed through completion of Section B of the *Assessment of research degree application by Faculty for Masters and Professional Doctorates* form or the *Assessment of research degree application by Faculty for PhD* form including allocation of supervisors.

10. The *Academic Delegations Schedule – Higher Degree by Research (HDR) Students* outlines the delegations of authority relating to decisions on HDR student academic matters in order to align responsibility and accountability in a manner that facilitates efficiency, effectiveness and equity.

11. Admission to any Higher Degree by Research course of the University requires an undergraduate degree or an award that in the opinion of Academic Board is the equivalent of a degree conferred by a tertiary institution recognised by Academic Board. This qualification must have been gained in a suitable area of study. See Schedule Five (S5).

12. Admission can be considered on the basis of learning acquired through means other than formal study through recognition of prior learning process.

13. Admission can be considered for special categories of applicants including UC staff, research candidates transferring from other institutions, international students who obtain permanent residency and offshore applicants. See Schedule Three (S3).

14. Admission may require an applicant to pursue supporting studies as recommended by the host Faculty or University Research Centre. See Schedule Four (S4).

15. Within the parameters of the Admission Requirements, a Faculty may, in relation to a particular course, seek approval for additional admission requirements at the time a new course is introduced or when an existing course is changed. Such admission requirements are set out in the *Determination of Course Particulars* (DCP) for that course presented to Academic Board for

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<sup>1</sup> Accessed at: <http://www.aqf.edu.au/bmdguide.htm>

approval at the time the course is introduced, or when it is changed. Current DCPs are set out in the Register of Determinations of Course Particulars in accordance with *Courses and Awards (Courses of Study) Rules 2005*.

## **Excluded Students**

16. Students who have been excluded from a University of Canberra course on the basis of academic progress must serve the term of their exclusion from that course (usually 12 months) and then notify the University that they wish to continue studying. Students may be readmitted to the course with conditions relating to their academic progress.

17. Students who have been excluded from the University of Canberra on the basis of academic progress may apply for entry to a different course of study upon completion of the term of exclusion imposed on their original course. Students need to meet all University of Canberra admission requirements before they can receive an offer.

18. Students excluded from other institutions need to meet all University of Canberra admission requirements before they can receive an offer.

19. A student who has been excluded for misconduct cannot be admitted to a course of study or enrolled in a unit of study of the University, except with the leave of the Council. (Rule 23.1 of the *Student Conduct Rules 2007*)

## **Admission for Students (Domestic or International) Holding Overseas Qualifications**

20. All Higher Degree by Research course applicants with overseas qualifications must have qualifications translated into English from a foreign language.

21. For admission to Higher Degree by Research courses, international students must have appropriate educational qualifications, deemed by the University to be equivalent to an undergraduate Bachelors Degree awarded by an Australian university, or Honours 1 Equivalence or Honours 2A Equivalence. Qualifications which can be considered to be equivalent to Australian qualifications are available in the *UAC Assessment of Qualifications Manual* and the *Australian Education International Country Education Profiles*.

## **Proficiency in English**

22. All applicants must satisfy the University of their competency in English by one of the options outlined in Schedule One (S1).

23. Some courses may have higher English proficiency requirements than the University's minimum standards.

## Conditional Offers

24. All Letters of Offer are typically valid for four weeks. Conditional Offers will be made in a very limited number of situations. All conditional Letters of Offer will be valid for six months. All conditions must be met prior to enrolment.

25. Conditional Offers can typically be made for the following reasons:

- (a) Applicant is awaiting undergraduate degree results (e.g. Honours results);
- (b) Applicant needs to provide verified documents (e.g. transcripts, passport, birth certificate, citizenship certificate) which are available only after a Letter of Offer has been provided (provided that unverified copies have been submitted in the interim);
- (c) Applicant needs to provide further information upon entry into Australia (e.g. copy of entry visa, confirmation of contact details);
- (d) Applicant needs additional clearance directly related to the research program which is only available after the Letter of Offer (conditional); or
- (e) Applicant is awaiting scholarship funding or financial support.

26. Conditional Offers will not be made on the basis of fundamental admissions criteria.

## Deferring an Offer

27. Research Training Scheme (RTS) offers made to domestic applicants cannot be deferred.

28. Direct offers to international applicants may be deferred for a maximum of 9 months from the date of the original letter of offer. An offer can only be deferred once.

29. If an offer is deferred, Faculties or University Research Centres may require applicants to revise their research plan at the time they start their course. See Schedule Two (S2).

## Appeals

30. An applicant who wishes to challenge an admission decision may submit a request in writing to the Pro-Vice Chancellor (Research) within 30 days of receiving a notification of rejection to a course. If an application has been reviewed and rejected by the Pro-Vice Chancellor (Research) no further appeal can be made within the University.

## Other Related Documents

- *Assessment of research degree application by Faculty for Masters and Professional Doctorates form or Assessment of research degree application by Faculty for PhD form including allocation of supervisors documentation*
- *Academic Delegations Schedule – Higher Degree by Research (HDR) Students*
- *Determinations of Course Particulars*
- *Student Conduct Rules 2007*

- *UAC Assessment of Qualifications Manual*
- *Australian Education International Country Education Profiles*
- *DIISR Research Training Scheme (RTS) Conditions of Grant*
- *Student Grievance Resolution Policy*

## **SCHEDULE ONE (S1): English Language Proficiency**

All students wishing to undertake a Higher Degree by Research course must meet the University's English language proficiency requirements for Higher Degree by Research course applicants.

There are a number of ways in which this requirement may be met and the most recent evidence of English proficiency will be considered for each applicant.

The University requires a minimum Academic IELTS score of 6.5 with a band minimum of 6.0 for direct admission to a Higher Degree by Research course. Faculties or University Research Centres may impose a higher requirement for certain courses.

Academic Board determines the criteria for an adequate knowledge of English. Individual courses may have higher English Proficiency requirements.

The University of Canberra accepts results from Academic IELTS, ELTS and CULT tests as being current for two years and results from TOEFL as being current for 18 months.

### **S1 Part A**

Applicants are deemed to meet the University's English Proficiency Requirements if:

- they were born in America, Samoa, Australia, Canada, Fiji, Ireland, Kenya, New Zealand, Papua New Guinea, Singapore, Solomon Islands, South Africa, United Kingdom (including Northern Ireland), United States of America, or Zambia; and
- they have at least one qualification from one of the countries listed; and
- the language in which they undertook the qualification was English.

Applicants are deemed to meet the University's English Proficiency Requirements if they were not born in one of the above countries, but have undertaken two years senior secondary study or at least one year of full-time tertiary study in one of these countries, and the language in which this study was undertaken was English. The study must have been undertaken within the last 5 years.

Applicants are deemed to meet the University's English Proficiency Requirements if their tertiary studies are carried out overseas where the medium of instruction is English and the applicant has completed at least the full time equivalent of two (2) years of successful tertiary study in a non-science area. The study must have been undertaken within the last 5 years.

### **S1 Part B**

Applicants who do not meet the requirements in Part A must provide written verification to the University of their proficiency in English through one of the following:

1. Receiving a Certificate of English Proficiency from the University of Canberra English Language Institute (UCELI) with a score of 60% or the Postgraduate Preparation Program (PPP).

2. A score of 75 or higher in the Combined University Language Test (CULT) Certificate IV 'English for Academic Purposes' or the CIT Certificate IV 'Spoken and Written English' (including 'Further Study' module).
3. A pass of 60% or higher in the component subject of the CIT Pre-Tertiary Certificate, 'Pre-Tertiary English'.
4. The satisfactory completion of the CIT Certificate in Pre-Tertiary Studies.
5. A UNSW Foundation Studies Certificate with a GPA of 6.5 or more.
6. A minimum score of 50% in the New Zealand University Entrance Examination or a pass in English in the University of South Pacific Foundation Program.
7. Successful completion of the TAFE Certificate IV in English for Academic Purposes.
8. Successful completion of the CIT Certificate IV in 'Spoken and Written English' (including 'Further Study' module).
9. Achieving a score of 155 in the verbal component of the Special Tertiary Admissions Test (STAT).
10. Satisfactory completion of the University of Canberra UC PREP with a score of 70% or higher.
11. Satisfactory completion of a Diploma from the University of Canberra College.
12. Satisfactory completion of the University of Canberra College International Access Program (IAP).
13. Satisfactory completion of the ANU Preparation Scheme.
14. Satisfactory completion of the ANU Special Adult Entry Scheme.
15. Proof of registration (from 1<sup>st</sup> July 2010 onwards) as a nurse with the Nursing and Midwifery Board of Australia (NMBA).

### **S1 Part C**

Applicants who do not meet the requirements in Parts A or B but hold an academic IELTS score of 5.0 or higher in all bands may be considered for a Packaged Offer from the University.

Applicants with an IELTS score of lower than 5.0 in any band will not be considered for admission to the University of Canberra Higher Degree by Research courses.

Packaged Offer:

Step 1: Admission to an appropriate postgraduate research UCELI course to enhance English proficiency

**Step 2: Completion of UCELI course with an improved IELTS score which meets admission requirements**

**Step 3: Admission to a Higher Degree by Research course**

Applicants receiving a Packaged Offer must complete the UCELI course and begin their higher degree by research course within 15 months<sup>2</sup> of the date of the original letter of offer. No further deferment is permitted.

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<sup>2</sup> The allowance of 15 months until start of Higher Degree by Research course is calculated as the average time of 6 months to complete a postgraduate UCELI course combined with an additional 9 months which is equivalent to the maximum deferment of 9 months allowed for international students in direct admission

## **SCHEDULE TWO (S2): Deferring an Offer**

*(Domestic applicants and international applicants with a Packaged Offer cannot defer an offer under this Schedule)*

### **S2.1 Principle**

An international applicant (excluding those receiving a Packaged Offer) may seek deferment of Acceptance of Offer. The applicant's intention to defer should be communicated by the date for accepting the Offer of Place.

### **S2.2 Restrictions**

International applicants with a deferred status are guaranteed enrolment subject to the following conditions:

1. The applicant's eligibility for admission does not change.
2. The deferment period is no longer than 9 months from the date of the original Letter of Offer.
3. The University still offers the course to which the applicant was originally admitted. Where the University no longer offers the course or no longer has the capacity to supervise the student in the original area of research, the applicant may be offered a place in another comparable course of their choice provided they would have been eligible for admission to the course when the initial offer of place was made.
4. The fee type status of the applicant remains unchanged.
5. The applicant has deferred only once.
6. The applicant will revise and update their research plan at the time of commencing their higher degree by research course as directed by the appointed Supervisory Panel<sup>3</sup>.

A person who has a deferred Offer of Place but who wishes to obtain admission to a different course must complete a new application for admission to the alternative course and will be considered with other applicants.

### **S2.3 Taking up a Deferred Offer of Place**

Applicants with a deferred status will be subject to the same enrolment processes e.g. fee payment, unit registration etc. as other new students.

### **S2.4 Appeals**

Applicants may appeal the cancellation of an offer after a period of deferment under the University's *Student Grievance Resolution Policy*.

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<sup>3</sup> A different supervisory panel may be assigned to the student depending on available resources when the student starts their Higher Degree by Research course following a period of deferment.

## **SCHEDULE THREE (S3): Special Categories of Applicants**

### **S3.1 UC Staff**

Members of academic staff at the University of Canberra are encouraged to undertake Higher Degrees by Research. Staff members considering applying to UC should consult their Dean or Director in the first instance. If the staff member decides to proceed with a Higher Degree by Research this decision should be in consultation with the Dean or Director.

At least one of the appointed supervisors for a member of staff admitted to a Higher Degree by Research program must be external to the University and registered with the Research Services Office as a Supervisor.

### **S3.2 Research Candidates Transferring From Other Institutions**

Applicants wishing to transfer to UC are subject to current admission requirements and procedures at the time of transfer. All students wishing to transfer must also:

- provide evidence of satisfactory progress at their original institution (through referees' reports and/or copies of progress reports);
- submit a full research proposal with their application;
- provide a transcript detailing HDR EFTSL consumed at the time of application
- provide an outline of expected resources and conditions required to complete the research (e.g. field trips, specialised computer software etc) in consultation with their proposed UC Supervisor
- provide an estimated submission date for the thesis.

For all students wishing to transfer to UC, admission will take into account all progress made and time already spent studying towards the higher degree.

### **S3.3 International Students Who Obtain Permanent Residency**

International students who become permanent residents may transfer to an RTS place upon submission of relevant immigration evidence.

### **S3.4 Offshore Applicants Intending to Study in Their Own Country While Registered at UC**

Except where indicated below, offshore applicants are subject to normal University admission requirements and procedures for Higher Degree by Research courses.

Applicants to whom these guidelines will apply include:

- (a) individual full fee-paying international students seeking exception to normal attendance requirements of one semester's full-time attendance or equivalent
- (b) individual students or a cohort of students in a higher degree research program covered by a Memorandum of Agreement or contract for an offshore arrangement.<sup>4</sup>

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<sup>4</sup> For further information, see *International Education Policy* at [https://guard.canberra.edu.au/policy/policy.php?pol\\_id=3178](https://guard.canberra.edu.au/policy/policy.php?pol_id=3178) and *Transnational Programs Procedures* at [https://guard.canberra.edu.au/policy/policy.php?pol\\_id=3190](https://guard.canberra.edu.au/policy/policy.php?pol_id=3190)

Factors to be taken into account in Faculty assessment of offshore applications include:

- (a) compliance with the Quality Assurance Schedule in the contract for an offshore arrangement, if applicable<sup>5</sup>;
- (b) the need to obtain Faculty approval for any exception to normal attendance requirements unless covered by the contract for the offshore arrangement;
- (c) the need for any coursework in the research program to be done on campus at the University unless the required unit or units are formally offered online;
- (d) the desirability of an interview with the applicant(s) to check English language proficiency<sup>6</sup> as well as research capability; and
- (e) any other pertinent matters such as visits by the offshore student(s) to Australia during candidature, availability and quality of supervision, and examination arrangements.

Factors to be taken into account by Faculty during candidature of offshore applicants include:

- (a) Ongoing availability at the candidate's location of a competent contact person to ensure duty of care to the student;
- (b) Availability of and access to library and other facilities necessary for postgraduate research at the candidate's location;
- (c) Ability to maintain regular contact between the supervisors and the candidate including detailed communication at least once per calendar month through an agreed mode of communication;
- (d) Ability to ensure that where the research involves experimentation, appropriate facilities are available to the student and/or capacity for the supervisor to visit the site at such intervals as to ensure the quality of research is available;
- (e) Ability to ensure that all appropriate risk management measures including research ethics are addressed;
- (f) Arrangements whereby the candidate should spend a period of at least 6 months (not necessarily continuously) at the University during the period of candidature, if enrolled for the HDR course, including at least one month during the first semester of candidature; and
- (g) Agreement at the time of admission on how the transport costs of the candidate and the supervisor will be met (normally it will be expected the these costs will be borne by the candidate or the candidate's employer or sponsoring organisation or the Faculty).

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<sup>5</sup> Each contract for an offshore arrangement within the scope of the *UC Policy on Quality Assurance for Offshore Teaching* includes a Quality Assurance Schedule specifying requirements relating to the program of studies, admission, resources, delivery of the program at an offshore institution, assessment, student management, testamurs and transcripts.

<sup>6</sup> All applicants for admission including offshore applicants are required to meet University IELTS requirements. However, students who remain in a non-English speaking environment offshore may not maintain proficiency in English as easily. The Faculty may specify further development of English language proficiency in addition to entry requirements.

## **SCHEDULE FOUR (S4): Supporting Studies**

The Faculty, on the recommendation of the Dean or Associate Dean Research, may require a HDR candidate to include in the study program postgraduate coursework units outside the requirements of the course, as supporting studies.

The time taken to complete supporting studies is included in the period allowed to complete the degree and should only occupy a minor part of the program. The amount of supporting studies should normally be limited to three credit points of coursework at any level. The Faculty may approve up to six credit points of coursework as a condition of admission for an individual candidate, provided that the implications of undertaking additional requirements within the time allowed for the degree are clearly understood and accepted by the candidate.

Supporting studies may be pursued by either (i) auditing a postgraduate unit or (ii) enrolling on a fee-paying basis for a postgraduate unit. If a student audits a unit the Faculty may require assessment independently of the unit. A student auditing a unit cannot sit the unit assessments or examinations. If a student enrolls in a course they will be required to take examinations as per the unit outline. Any results of examinations from the supporting studies will not be taken into account in the final assessment for the HDR course.

## **SCHEDULE FIVE (S5): Specific Admission Requirements for Each Course**

### **S5.1 Admission Requirements to a PhD Course**

The applicant will:

- (a) have a degree of bachelor with first or upper second class honours awarded by an Australian university or other recognised higher education institution; and
- (b) provide evidence of research training and aptitude for research.

An applicant seeking admission to a PhD program who does not satisfy the requirements above will not be admitted to the program unless the Faculty is satisfied that the applicant:

- (a) holds an award or has completed work that has honours equivalence in accordance with guidelines below (Section 5.4.1 Honours Equivalence); and
- (b) has attained significant research ability and professional performance.

### **S5.2 Admission Requirements to a Professional Doctorate Course**

The applicant will:

- (a) have a masters degree or a bachelor honours degree (first or upper second class) or equivalent; and
- (b) have demonstrated capacity to undertake significant research in the proposed doctoral field.

For the purposes of the admission requirements to the Professional Doctorate only, equivalence to the masters or honours degree would be established by:

- (a) a degree of bachelor in the relevant professional field;
- (b) at least five years professional practice in a relevant field; *and*
- (c) submission of a resume demonstrating relevant professional experience of high professional standing and an appropriate level of research expertise.

### **S5.3 Admission Requirements to a Masters Degree Course**

The applicant will:

- (a) have completed a bachelor degree with honours or an honours degree at H1 or H2A level in an appropriate field of study; and
- (b) have had such practical or work experience as is specified for admission to a particular program in the Determination of Course Particulars and published on the University of Canberra website;

or,

- (c) have completed –
  - (i) a three-year bachelor degree (or an award deemed to be its equivalent) with above average performance in an appropriate field of study, *or*
  - (ii) a four-year bachelor degree in an appropriate field of study, *or*
  - (iii) an honours degree at H2B or H3 level in an appropriate field of study, *or*

- (iv) a three-year degree in any field of study followed by a graduate diploma in the same field as the masters program by research;
- and,
- (v) have provided evidence of capacity and/or aptitude for research; and
  - (vi) have had such practical or work experience as is specified for admission to a particular program in the *Determination of Course Particulars* and published on the University of Canberra website.

#### **S5.4 Honours Equivalence**

The following guidelines determine whether an applicant has qualifications considered equivalent to a First Class or Second Class Division 1 Honours degree.

##### **S5.4.1 Grounds for Honours 1 Equivalence:**

- (a) *Advanced postgraduate diplomas*, with an exceptional level of results.\* Units undertaken must include research methods and a project. Results for the project and research methods unit must be at High Distinction level for H1 equivalence to be granted.
- (b) *Masters by coursework, whether completed or incomplete*: at least one full year of subjects at postgraduate level by the end of the year of application, with an exceptional level of results.\* Units undertaken must include research methods and a project. Results for the project and research methods unit must be at High Distinction level for H1 equivalence to be granted.
- (c) *Masters by research, if complete*: only acceptable as equivalent to H1 with evidence of superior performance, such as an award with Honours (First Class Honours if grades are awarded), or as shown by prizes, examiners' reports, refereed publications or conference papers based upon the research. In all cases, copies of examiners' reports and refereed or other publications must be provided.
- (d) *Masters by research, if incomplete*: at least one year full-time towards completion (or part-time equivalent) by the end of the year of application, with evidence of superior performance such as reports by supervisors, assessors' reports on seminars, refereed publications or conference papers based upon the research. In all cases, copies of supervisors' reports and refereed or other publications must be provided.
- (e) *Masters qualifying programs*, with at least one full year of subjects at postgraduate level, with an exceptional level of results.\* Units undertaken must include research methods and a project. Results for the project and research methods unit must be at High Distinction level for H1 equivalence to be granted.
- (f) *A four year degree where honours is not awarded*, if including a substantial research project and with an exceptional level of final year results.\* Results for the project and for any research methods unit, if undertaken, must be at High Distinction level for H1 equivalence to be granted.
- (g) *Doctoral studies, if incomplete*: at least one year full-time towards completion (or part-time equivalent) by the end of the year of application, with evidence of superior performance such as reports by supervisors, assessors' reports on seminars, refereed publications or conference papers based upon the research. In all cases, copies of

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\**An exceptional level of results*: In this context, an 'exceptional level' could include results at High Distinction level in not less than 50% of subjects, or at Distinction level or better in all subjects, or other results approximately equivalent to this. Note that in all cases the results for the research methods and project subjects must be at High Distinction level for H1 equivalence to be granted.

*Very good* but not exceptional results are considered equivalent to Honours 2A, and could include results at Distinction level in not less than 50% of subjects, or at least at an average of Credit level in all subjects, or other results approximately equivalent to this.

supervisors' and assessors' reports and refereed or other publications must be provided.

- (h) A degree plus a qualification from a Royal College, e.g. MBBS + MRACP.
- (i) *A degree of Second Class Honours at Division One (2A) level* in exceptional circumstances may be accepted as equivalent to H1 if a candidate also has a strong record of refereed publications (appropriate to the discipline), or a minimum of three years' relevant work experience in an appropriately supervised research environment, or other outstanding written contribution to a relevant profession, or some combination of these.
- (j) *A significant record of scholarly publication:* as appropriate to the discipline, demonstrated by a number of refereed articles in scholarly journals, a single-author research monograph, or publications of equivalent academic standing; or
- (k) *Significant relevant research work experience:* usually for a minimum of five years, involving responsibility for the conduct of research projects (not merely working as a research assistant) and resulting in outcomes for which the applicant has had major responsibility. While normally this would involve some form of publication, it is recognised that in some circumstances publication may not be possible and other evidence of outcomes may be acceptable; or
- (l) *Outstanding public recognition of a research contribution to a relevant profession:* a candidate who has been awarded prizes or medals or other significant public recognition for research in a relevant profession may be acceptable.

#### **S5.4.2 Grounds for Honours 2A Equivalence**

Grounds for H2A equivalence include items listed above for H1 equivalence, but at a very good rather than an exceptional level of achievement.\*

In addition, *a pass degree* may be accepted as equivalent to H2A if a candidate has:

- (a) a good publication record as demonstrated by a number of refereed scholarly publications appropriate to the discipline; or
- (b) a minimum of three years' relevant work experience in an appropriately supervised research environment; or
- (c) other outstanding written contribution to a relevant profession; or
- (d) some combination of these; or
- (e) in the case of a four year degree where honours is not awarded, very good final year results.\*