2027 Summer Research Project Template

Help us present your project in a way that connects with the right students. Thoughtful, engaging descriptions tend to attract stronger and more suitable applications. Thank you for putting a project forward - these programs rely on your contribution, and we couldn't do it without you.

Section	Description
Project title	Digital Performance Management and Gender-Based Violence: Building the Evidence for Safer Workplaces
Hours & delivery	This project will involve approximately 25 hours per week and will be delivered in a hybrid format. The student may work both remotely and on campus (as required), with flexibility regarding the days worked each week. The project is based at The University of Queensland, St Lucia campus, with most work able to be completed remotely.
About the project (150–250 words)	Digital technologies are increasingly used to evaluate workers through customer ratings, online reviews, app-based feedback, and other performance management systems. While these tools are intended to improve service quality and performance, they may also create new avenues for gendered abuse, sexual harassment, discriminatory feedback, and unfair evaluations, particularly for women working in client-facing roles. This project will investigate how client-driven digital evaluation systems may shape women's experiences of workplace safety, fairness, and inappropriate customer behaviour. It addresses an emerging area of research at the intersection of technology-facilitated gender-based violence and the workplace, where there is currently limited evidence about how these systems may contribute to harmful experiences or how organisations can mitigate these risks. The broader aim is to identify how digital performance management systems can be designed and managed in ways that better protect workers and promote fair and safe workplaces. The project will initially focus on building the evidence base and developing a qualitative interview study with women working in client-facing roles.
What you'll do (100-150 words)	The student will contribute to the early development of a research project examining technology-facilitated gender-based violence in client-facing work. A key activity will be reviewing and synthesising academic and grey literature on topics such as digital performance management, customer ratings and reviews, workplace sexual harassment, and technology-facilitated abuse. The student will also assist with preparing the project for ethical review and future data collection. This may include helping develop interview questions, participant information and consent materials, recruitment materials, and other documentation required for an ethics application. The student may also help identify gaps in the existing evidence and refine the study's research questions and methodology.
What you'll learn (100–150 words)	The project will provide practical experience in the early stages of developing an applied research study, particularly in the field of organisational psychology. The student will develop skills in conducting literature searches, critically evaluating research, synthesising evidence, and identifying gaps in an emerging area of research. The student will also gain experience in research design and ethics, including developing interview protocols, participant-facing materials, and documentation for human research ethics review. Through these activities, they will learn how an initial research idea is translated into a feasible study. The project will also build transferable skills in critical thinking, academic writing, research planning, and working with sensitive research topics.

Project outcomes (75–125 words)	By the end of the project, the student is expected to have contributed to a synthesis of the existing evidence on digital performance management and technology-facilitated gender-based violence at work, as well as the development of materials for a qualitative interview study. Key outputs are expected to include a literature summary and contributions to the project's ethics application and supporting research materials. Together, these outputs will help prepare the study for data collection and provide a foundation for a broader program of research on safer performance management systems.
Who should apply? (75–125 words)	This project would suit students with an interest in organisational psychology, work health and safety, gender, management, or related disciplines. Students do not need prior expertise in workplace sexual harassment or technology-facilitated abuse, but an interest in workplace wellbeing, gender equality, digital technologies, or employee experiences would be valuable. Strong written communication, attention to detail, and an interest in reviewing and synthesising research evidence would be valuable. The project would suit a student who is comfortable working independently while also contributing to a collaborative research team. Previous coursework or experience in research methods and literature reviews would be useful but is not essential.
Team & supervision (75–125 words)	The student will be supervised by Dr Charlotte Keenan, Research Fellow at The University of Queensland, whose work focuses on workplace sexual harassment, and organisational approaches to preventing and managing harmful workplace behaviour. The student will work with Charlotte and, where relevant, other members of the broader research team. Supervision will include guidance on research activities, regular opportunities to discuss progress and findings, and support in developing practical research skills. The project will provide the student with experience working within an applied research environment focused on improving workplace safety and organisational practice.
Additional opportunities (optional)	Depending on project progress and the student's contribution, there may be opportunities to participate in research team discussions, contribute to the development of future studies, and gain insight into how pilot research develops into a broader research program. There may also be opportunities for the student to present their work or project findings within the research team or at relevant research events.
Additional requirements (if applicable)	The project involves research on sensitive topics, including sexual harassment and gender-based abuse. The student should be comfortable engaging with research and literature that discusses these topics and related experiences. Any required project-specific training will be provided.
Contact	(Yes/No), students (may/may not) contact the supervisor before applying. Direct enquiries to: Charlotte Keenan: charlotte.keenan@uq.edu.au