

WELCOME TO

OZGRAV 

ARC CENTRE OF EXCELLENCE FOR
GRAVITATIONAL WAVE DISCOVERY



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Welcome to OzGrav,



Professor Matthew Bailes, Director.

You are joining a national community united by curiosity and collaboration. Gravitational-wave astronomy has opened a new way of exploring the Universe, and progress in this field depends on people working together across institutions, disciplines, and career stages.

Our Centre brings together researchers, students, professional staff, and partners across Australia and internationally. Some of you will design sensitive instruments, others will observe the sky to discover new cosmic events, analyse signals from black holes and neutron stars, develop theory and software, or inspire the public through outreach. Each role contributes to the discoveries we make together.

OzGrav aims to be a place where people feel respected, supported, and able to strive for excellence. We value openness, generosity, and integrity alongside scientific curiosity, and our community is strongest when everyone feels welcome to participate and share ideas.

I encourage you to make the most of your opportunities here. Please feel empowered to connect beyond your immediate research group, participate in Centre activities, and tap into the resources and grants that we make available to our community. The most valuable part of OzGrav is not just the science, but the people you will get to know during your time with us.

I would like to challenge you to think outside the box and help make OzGrav something truly outstanding.

We are delighted to have you join, and look forward to what you will contribute to the future of gravitational-wave discovery.

What is OzGrav?

OzGrav is a seven-year research program funded at approximately AUD \$45 million by the Australian Government through the Australian Research Council Centres of Excellence scheme. It brings together eight university Nodes, with **Swinburne University of Technology** hosting the OzGrav headquarters, alongside the **Australian National University, Monash University, Adelaide University, the University of Melbourne, the University of Queensland, the University of Sydney and the University of Western Australia**. OzGrav also works closely with national partners, as well as a broad network of collaborating organisations in Australia and overseas.

The original OzGrav Centre operated from 2017 to 2024. The current seven-year funding period supports the continuation of OzGrav's research, training and engagement activities through to 2031. OzGrav now comprises more than 200 members across its Nodes and partner organisations, working together to advance gravitational-wave discovery, instrumentation and fundamental physics.



We hope that the information below helps all our new OzGrav members get started and learn what OzGrav is all about. As an OzGrav member, you are encouraged to take full advantage of all the opportunities, resources, and pool of expertise that OzGrav has to offer.

What We Do

OzGrav aims to capitalise on the historic first detections of gravitational waves to understand the extreme physics of black holes and warped spacetime and to inspire the next generation of Australian scientists and engineers through this new window on the Universe.

OzGrav's Research **Key Programs** are structured under three **Research Themes: Instrumentation, Discovery and Physics**. Below is an outline of our Research Key Programs categorised by their respective themes.

Instrumentation

- Key Program 1: Optimisation
- Key Program 6: Future Tech

Discovery

- Key Program 2: Detection

Physics

- Key Program 3: Gravity
- Key Program 4: Extreme Matter
- Key Program 5: Cosmos

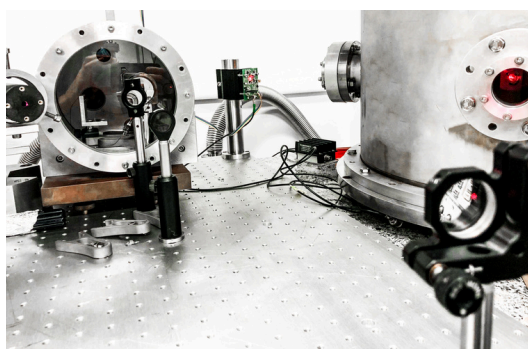


If you are interested in learning more about OzGrav's activities, we invite you to explore our **Annual Reports**. There, you will find a comprehensive summary of our endeavours for each year.

If you are unsure which Research Key Program you are part of, your OzGrav supervisor and/or line manager is your first point of contact. Refer to **page 8** for whom to contact. Please remember, you are encouraged to engage with other Key Programs, collaborate across disciplines, and explore new areas of interest within OzGrav.

Research Translation

OzGrav is committed to supporting research translation and industry engagement pathways that extend the impact of our science beyond academia. OzGrav is the founding Centre of Excellence behind the **Australian Research Translation and Innovation Consortium (ARTIC)**, a national initiative connecting research, industry and government to accelerate innovation. To learn more about research translation opportunities, contact artic@swin.edu.au or visit www.artic.org.au



Our Vision

To pursue exceptional research and scientific discovery.

OzGrav will cement Australia's position as an international leader in gravitational wave research.

To provide world-class research and leadership.

Our postdoctoral fellows and students will be provided with high-quality supervision, and our career development programme will ensure researchers are equipped for successful careers in both academia and industry.

To inspire young people to take up careers in science & technology.

OzGrav Education & Public Outreach programmes will inspire and educate the general population about the nature of our Universe and explain how the scientific method works and can be trusted.

Our Values



Collaborative Community

We foster a collaborative community by encouraging teamwork, open communication, and mutual support. We believe that by working together, we can achieve more than the sum of our individual parts. Our strength lies in the power of diverse perspectives coming together, contributing to a shared vision and collective success.



Inclusive Empowerment

We are committed to creating a safe space where everyone can thrive, be themselves, and contribute to their fullest potential. Wellbeing, equity, and psychological safety are at the heart of our culture, driving us to continuously improve and through thoughtful actions, we ensure that everyone in OzGrav feels seen, heard, and empowered to succeed.



Innovation and Discovery

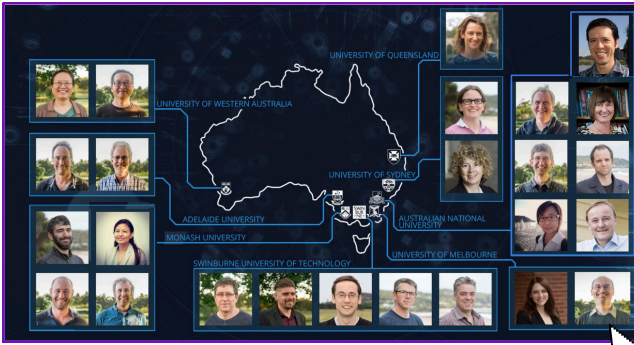
Through continuous learning and development, we grow to reach our fullest potential, leaving a legacy that extends beyond the Centre's lifespan. Through creativity, imagination, and a commitment to innovation, we continuously advance science and pave the way for the next big breakthrough.



Leading with Integrity

Honesty and openness are the cornerstones of our science, guiding how we collaborate with colleagues and engage with the broader scientific community. Leadership embodies these principles and encourages all members to lead with professionalism and heart, upholding a deep sense of responsibility to each other, our work, and the future of science.

Structure and Governance



Click to
open
image

OzGrav operates as a distributed national centre through a network of university Nodes, with headquarters hosted at Swinburne University of Technology. Our Nodes are based at **Swinburne University of Technology, the Australian National University, the University of Melbourne, Monash University, Adelaide University, the University of Sydney, the University of Queensland and the University of Western Australia.**

Across these Nodes and collaborating organisations, OzGrav brings together Chief Investigators, Associate Investigators, postdoctoral researchers, professional staff, affiliates and students. This structure enables close collaboration across institutions and disciplines, while supporting a strong national research community.

In addition to its university Nodes, OzGrav works with a wide range of national and international Partner Investigators leading research institutions and observatories worldwide. These partnerships strengthen OzGrav's research capability, global engagement and contribution to international gravitational-wave science.

For more information on our members and Nodes, please head to <https://www.ozgrav.org/people/>

How OzGrav is Governed

OzGrav has a clear governance structure that supports strong leadership, effective decision-making and smooth day-to-day operations across the Centre.

Overall leadership is provided by the **Executive Committee**, led by the Centre Director and comprising the Deputy Director, Node Leaders from each participating university and the Chief Operating Officer. This committee oversees strategy, operations, finances and coordination across the Centre.

Independent advice and oversight are provided by the Governance Advisory Board and the Scientific Advisory Board, which support OzGrav's long-term vision and scientific direction.

Executive Committee	
Matthew Bailes Centre Director	Yeshe Fenner Chief Operating Officer
David McClelland Deputy Director, ANU Node Leader	Paul Lasky Monash Node Leader
Jarrold Hurley SUT Node Leader	Peter Veitch UoA Node Leader
Andrew Melatos UoM Node Leader	Tamara Davis UQ Node Leader
Tara Murphy USyd Node Leader	Chunnong Zhao UWA Node Leader

Instrumentation	Physics	Discovery
David McClelland Theme Leader	Tamara Davis Theme Leader	Matthew Bailes Theme Leader

Governance Advisory Board
Stuart Wyithe Board Chair
Karen Hapgood Board Member
Sarah Pearce Board Member
Tanya Hill Board Member
Werner van der Merwe Board Member
David Shoemaker Board Member
Paul Bonnington Board Member
Jess McIver Board Member

Scientific Advisory Board
Stanley Whitcomb Board Chair
Maya Fishbach Board Member
Lisa Barsotti Board Member
Rachel Gray Board Member
Katerina Chatziioannou Board Member
Giles Hammond Board Member
Stephen Taylor Board Member

Community and Culture

OzGrav is committed to fostering a supportive, inclusive and collaborative research environment. To ensure that all members have a voice in how the Centre operates, OzGrav has established the committees and groups listed below, and members are encouraged to get involved.

Early Career Researcher Committee

Represents students and postdoctoral researchers, providing a voice on issues affecting early-career researchers. The Committee also helps with professional development plans for our ECR members, feeding priorities and concerns to Centre leadership.

Equity, Diversity and Inclusion Committee

Advises on inclusive practices, equity initiatives and workplace culture across OzGrav, helping to ensure a respectful and welcoming environment for all members.

If you would like to request further information on **how to join the EDI or ECR Committee**, please email us at OzGrav@swin.edu.au or email Yeshe Fenner (COO) at yeshefenner@swin.edu.au.

Wellbeing and Support

OzGrav recognises that work and study can sometimes affect wellbeing and mental health. The Centre encourages members to seek support when needed and provides access to wellbeing resources, including mental health first aid training, usually delivered through home institutions.

For information about training or support options, contact Yeshe Fenner (COO). Members are also encouraged to access available support services and hotlines when facing difficult situations. For more information, visit our [website](#).



Day-to-day Support

OzGrav's professional staff are here to support you with administration, communications, outreach, events and wellbeing. If you are unsure who to contact, starting with the team below is always appropriate.

- **Yeshe Fenner, Chief Operating Officer**
yeshefenner@swin.edu.au
Oversees OzGrav operations and manages professional staff. Contact Yeshe regarding Centre-wide matters, administration, grants, governance, or equity, diversity and inclusion concerns.
- **Diana Haikal, Senior Communications and Engagement Advisor**
dhaikal@swin.edu.au
Leads OzGrav's communications, media and social media engagement, research translation and major Centre events. Contact Diana for media opportunities, industry engagement, research translation support, the Outreach Ambassadors program or major OzGrav events.
- **Jackie Bondell, Senior Education and Outreach Manager**
jbondell@swin.edu.au
Leads OzGrav's education and outreach portfolio, including school programs and public engagement. Contact Jackie for the Outreach Ambassadors program and other outreach, education, and science communication initiatives.
- **Carl Knox, Creative Technologist**
cknox@swin.edu.au
Provides creative and design support, including visualisations, graphics, photography and artistic content related to OzGrav research. Contact Carl for design support for media, outreach or visual projects.

- **Lauren Carter, Business and EDI Specialist**

Laurencarter@swin.edu.au

Leads business processes, governance systems and EDI initiatives. Contact Lauren for key workplace culture matters and the members' portal.

- **Ari Hernandez, Project Officer**

ahernandez@swin.edu.au

Provides administrative support for OzGrav members, including events and stakeholder coordination. Ariadna is also the editor of Space Times, OzGrav's newsletter. Contact Ari for questions on grants, events, Space Times or general admin.

- **Dimi Dannappel, Project Officer and HDR Support**

ddannappel@swin.edu.au

Provides administrative and financial services, support and onboarding for HDR students, and assistance with research contracts. Contact Dimi for inquiries related to admin and finance, HDR and student support, industry internship advice, and the OzGrav mentoring program.

Node-based Support

Local administrative assistance is readily available at our Nodes.

If you have any inquiries regarding onboarding procedures, administrative processes for grants, travel, or any essential program-related questions, feel free to reach out to the following contacts:

- **University of Melbourne**

Kim Dorrell, Centre Coordinator

kdorrell@unimelb.edu.au

- **University of Sydney**

Marie Partridge, Senior Administrative Officer

marie.partridge@sydney.edu.au

- **University of Queensland**

Hayley Valiantis, Administration Officer

h.valiantis@uq.edu.au

- **Australian National University**

Amanda Haines, Centre Coordinator

amanda.haines@anu.edu.au

- **Monash University**

Paul Lasky, Node leader

paul.lasky@monash.edu.au

- **University of Western Australia**

Chunnong Zhao, Node leader

chunnong.zhao@uwa.edu.au

- **Adelaide University**

Peter Veitch, Node leader

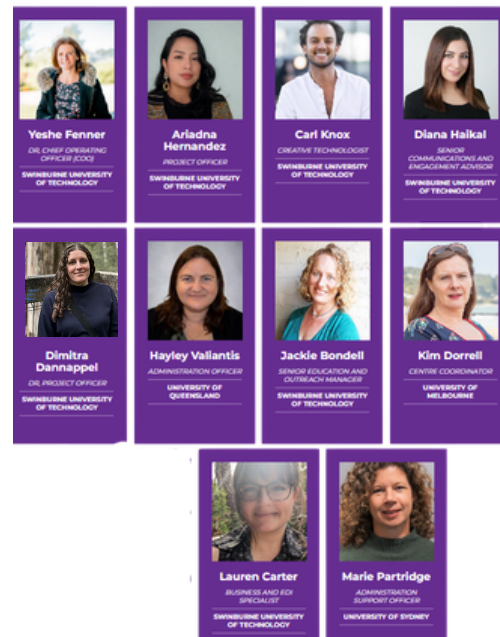
peter.veitch@adelaide.edu.au

HQ Support

We have two main email addresses you can use to contact us with any inquiry or admin request.

Ozgrav@swin.edu.au – Email us here for any questions you might have about your membership, events, grants and communications.

Ozgravadmin@swin.edu.au – Email us here for any administrative inquiries or request such as travel, accommodation, reimbursements, HDR-related questions and finance-related questions.



Communications

OzGrav uses several communication channels to keep members informed, connected and engaged. We encourage all members to stay in touch through the platforms below.

Weekly Videocon (Zoom)

Centre-wide meeting held every **Friday at 2:00 pm AEST**. Includes updates, announcements and research presentations. Zoom links are shared by OzGrav HQ.

Slack

Used for informal communication, discussions, committee conversations and community networking across OzGrav. A great way to stay connected day-to-day and check what is happening in each Key Program.



Website

The OzGrav website is the main place to find public news, research highlights, events and announcements from across the Centre.



Space Times Newsletter

Published every six months, Space Times shares updates, member achievements, events, outreach activities and research highlights.



Social Media

OzGrav actively communicates through the following social media platforms



OzGrav actively amplifies member achievements across our social media channels. To share your research and or contribute to our social media content, head to our [website](#).

Members Portal

Our Members Portal is OzGrav's internal members portal and intranet.

All members are expected to register before commencing their collaboration with OzGrav.

You can use the portal to:

- access the **members' directory**
- view the **Centre calendar and upcoming events**
- find governance information, **policies** and the **Code of Conduct**
- access **internal resources and forms**
- **provide feedback** or improvements on the portal or OzGrav more generally

Important

The portal is also used to **collect reportable data** from members for OzGrav's annual reporting to the Australian Research Council.

Keeping your **profile up to date** and **submitting information about your activities, publications, achievements and participation** is an important part of being an OzGrav member. This helps OzGrav demonstrate impact, secure continued funding, and ensure that our members' contributions are recognised.

You can register here

<https://ozgrav.zohocreatorportal.com.au/signup> or for further instructions, head to our [Checklist section](#)

Need Help?

- You can find detailed instructions, including some troubleshooting steps, available [here](#).
- Contact the HQ Operations team at ozgrav@swin.edu.au or use the [#portal-helpline](#) channel on our Slack.

Member Expectations

Being an OzGrav member means having access to excellent resources, support, and opportunities, and being part of a collaborative community of talented researchers. OzGrav aims for the highest standards of excellence, professionalism, and inclusiveness.

As an OzGrav member, your **responsibilities** include:

- **Adhere to our Code of Conduct.** Act fairly and reasonably, and treat colleagues and members of the public with respect, impartiality, and sensitivity.
- **Support our Key Performance Indicators (KPIs).** Understand how your work contributes to the Centre's goals and outcomes.
- **Assist with reporting.** Provide information for Annual Reports and other requests on time.
- **Share your achievements.** Let us know about publications, awards, outreach, and exciting science results so that we can help promote your work.
- **Engage in the community.** Participate in Friday videocons, meetings, workshops, and Centre activities when relevant.

We aim to create a positive, productive, and supportive environment where everyone benefits and contributes to OzGrav's success.

Publications and Acknowledgement Requirements

When publishing OzGrav research, it is essential that OzGrav and the Australian Research Council are correctly acknowledged. This helps us meet funding requirements and ensures your work is recognised as contributing to the Centre.

Acknowledgement Text

Publications that report OzGrav research must acknowledge the ARC. For example:

This research was conducted (or "Parts of this research were conducted") by the Australian Research Council Centre of Excellence for Gravitational Wave Discovery (OzGrav), through project number CE230100016.

Publications that are not OzGrav work should not be described as OzGrav papers.

Affiliations

Please include "OzGrav" in your affiliation so that we can identify OzGrav publications for reporting. For example:

Single affiliation

OzGrav-Monash, School of Physics and Astronomy, Monash University, Clayton, VIC, Australia

Two affiliations

*1 School of Physics and Astronomy, Monash University, Clayton, VIC, Australia
2 ARC Centre of Excellence for Gravitational Wave Discovery (OzGrav), Australia*



Being an OzGrav member also means gaining access to excellent **benefits**, including scientific communication training through our outreach programs, exclusive merch, mentorship and grants to fund your next research venture or travel.

Member Benefits

Mentorloop – Mentoring program

OzGrav members are encouraged to join the joint ARC Centres of Excellence mentoring program via Mentorloop, either as a mentor, a mentee, or both.

This program offers a valuable opportunity to build mentoring relationships with researchers and industry professionals from OzGrav and other Centres of Excellence, connecting you with experts across a wide range of disciplines and career stages.

Sign up: <https://app.mentorloop.com/>

If you have further questions about this mentorship program, please email ozgravadmin@swin.edu.au

Outreach Ambassadors Program

As an OzGrav Outreach Ambassador, you will play a leading role in delivering engaging outreach activities at your node, inspiring curiosity about gravitational waves and the dynamic universe.

The program is coordinated and actively supported by OzGrav HQ, providing structured training, communication guidance and ongoing support to help you succeed in your outreach activities.

As an ambassador, you can:

- Develop skills in science communication, outreach and public speaking
- Receive training and support to deliver outreach activities
- Receive a stipend for your time and OzGrav outreach merchandise
- Request a letter of support to strengthen your CV
- Take part in schools, festivals and community events

- Gain leadership experience and build networks beyond your research group

The program is a great way to contribute to OzGrav's impact, share your science, and gain transferable skills alongside your research.

If you are interested in **joining** the OOA, please head to <https://www.ozgrav.org/ozgrav-outreach-ambassadors/>

OzGrav Merchandise

Being part of OzGrav also comes with some fun perks. New members receive OzGrav-branded merchandise, including a hoodie, a notebook or journal, and a t-shirt. Ask your Node admin for them when you join.

Additional merchandise is often provided at Centre events, with a new design or item typically released for each OzGrav Annual Retreat.

Members can also choose to purchase OzGrav-branded merchandise at any time via our online stores, which offer a range of products and designs:

- <https://www.redbubble.com/shop/ap/166268701>
- <https://www.redbubble.com/shop/ap/166269070>

Exclusive Members Resources

As an OzGrav member, you have access to a curated set of resources to help you communicate and showcase your work:

- **OzGrav logos and branding assets** – for presentations, posters, and outreach materials
- **PowerPoint and poster templates** – professional, ready-to-use designs
- **Zoom backgrounds** – branded for meetings and virtual events

To access these resources, head to our [website](#) or the members portal.

Funding Opportunities

OzGrav offers funding and support to help all members collaborate, develop skills, lead projects, manage caring responsibilities and thrive professionally.

Most schemes are open all year round, applications are simple, funding is actively awarded, and decisions are assessed in-house.

Here are our funding opportunities:

- **ECR Travel Awards**

Supports extended visits to other OzGrav nodes or collaborating organisations to work on OzGrav research.

Up to \$4,500 international or \$2,580 domestic (with co-investment).

- **Research & Innovation Grants**

Funds new ideas and projects led by students and postdocs, including cross-node collaborations.

Up to \$5,500 individual / up to \$22,000 for teams.

- **Professional Development Grants**

Supports training, courses and activities that build skills and career capability.

Up to \$1,700, or up to \$5,500 in exceptional cases.

- **Research Translation Seed Funding**

Supports early work translating OzGrav research and technology to real-world applications. From \$5,000 to \$30,000.

- **International Visitor Funding**

Supports leading international collaborators in visiting OzGrav and engaging with members.

- **Vacation Scholarship Contributions**

Supports paid research placements for undergraduate and honours students, with a focus on inclusion.

- **Carer Grants**

Supports participation when caregiving responsibilities create barriers. Up to \$2,500.

- **Hardship Support**

Assists students and postdocs experiencing unexpected financial difficulty.

- **General Sponsorship**

Supports events, initiatives and activities that benefit the OzGrav community.

If unsure which scheme suits you best, ask OzGrav HQ at ozgrav@swin.edu.au, and we will help you

For more details and application forms, head to <https://www.ozgrav.org/funding-opportunities/>

Getting Started Checklist

Now that you have been introduced to OzGrav, here are some steps to officially kickstart your journey and maximise your OzGrav membership:

(Please be aware that the underlined text contains hyperlinks to streamline your onboarding process.)



Step 1 - Get set up:

- Bookmark and explore the [OzGrav website](#)
- Read our [Code of Conduct](#), as well as our other policies available on our website.
- Fill out our [New Members Form](#)
- Register in the OzGrav [members portal](#) and set up your new account
- Bookmark and explore the [Members portal](#)
- Join [Slack](#), browse channels, chat with members
- Make sure you are receiving our emails, add OzGrav to your safe sender's list.
- Follow us on [social media](#) (Facebook, Instagram, YouTube, LinkedIn, etc)



Step 2 - Plug into the community:

- Contact your local Professional Staff representative or equivalent at your Node.
- Learn what your **Node and Theme** community are doing
- Attend **Friday Videocons**
- Read [Space Times and contribute](#) by writing a piece for one of its editions
- Keep up with [OzGrav events](#)



Step 3 - Use the available opportunities

- Check out [funding schemes and grants](#)
- Check out [Mentorloop](#) and sign up as a mentee or mentor
- Join our [Outreach Ambassadors](#) program.
- [Promote Your Research](#) on our Social Media. Share your results and publications with us!



Step 4 - Do your research right

- Understand what is expected of OzGrav members
- Know how to correctly acknowledge OzGrav + ARC
- Include OzGrav in your affiliation where appropriate

Need help with anything?

Just email ozgrav@swin.edu.au and we will point you in the right direction.

Frequently Used Acronyms

- **AAL** – Astronomy Australia Limited
- **AAT** – Anglo-Australian Telescope
- **AdV** – Advanced Virgo
- **AGN** – active galactic nuclei
- **AI** – Associate Investigator
- **AU** – Adelaide University
- **AlGaAs** – Aluminium Gallium Arsenide
- **aLIGO** – advanced LIGO
- **CI** – Chief Investigator
- **ARC** – Australian Research Council
- **ASA** – Astronomical Society of Australia
- **ASKAP** – Australian Square Kilometre Array Pathfinder
- **BBH** – Binary Black Hole
- **BHBH** – Black Hole-Black Hole system
- **BNS** – Binary Neutron Star
- **CBC** – Compact Binary Coalescence
- **CE** – Cosmic Explorer
- **CoE** – Centre of Excellence
- **COMPAS** – Compact Object Mergers: Population Astrophysics and Statistics
- **CRACO** – Commensal Realtime ASKAP Fast Transient Coherent
- **CSIRO** – Commonwealth Scientific and Industrial Research Organisation
- **DR** – Data Release
- **DWF** – Deeper, Wider, Faster
- **ECR** – Early Career Researcher
- **EM** – Electromagnetic
- **ET** – Einstein Telescope
- **FRB** – Fast Radio Burst
- **GR** – General Relativity
- **GRACE** – Gravity Recovery and Climate Experiment
- **GRACE FO** – The Gravity and Climate Experiment Follow On
- **GRB** – Gamma-Ray Burst
- **GWIC 3G** – The Gravitational Wave International Committee Third Generation
- **GWOSC** – Gravitational Wave Open Science Center
- **HWS** – Hartmann wavefront sensor
- **IMBH** – Intermediate Mass Black Hole
- **IPTA** – International Pulsar Timing Array
- **ITM** – input test mass
- **LI** – Liquid Instrument Pty Ltd
- **LIDAR** – Light Detection and Ranging
- **LIEF** – Linkage Infrastructure, Equipment and Facilities
- **LIGO** – Laser Interferometer Gravitational-Wave Observatory
- **LISA** – Laser Interferometer Space Antenna
- **LMXB** – low-mass X-ray binary
- **LRN** – luminous red novae
- **LSC** – LIGO Scientific Collaboration
- **LVK** – LIGO-Virgo-KAGRA Collaboration
- **MCR** – Medium Career Researcher
- **ML** – Machine Learning
- **MMA** – Multi-messenger astronomy
- **MONASH** – Monash University
- **MoU** – Memorandum of Understanding
- **NICER** – Neutron star Interior Composition Explorer (NICER) X-ray telescope
- **NSBH** – Neutron Star-Black Hole system
- **NSNS** – Neutron Star-Neutron Star system
- **O1, O2, etc** – Observation Run 1, 2, etc
- **PD** – Photodiode
- **PI** – Partner Investigator
- **PPKTP** – Periodically poled potassium titanyl phosphate
- **PPTA** – Parkes Pulsar Timing Array
- **PSR** – pulsar
- **PST** – Pulsar Timing Sub-element
- **PTA** – Pulsar Timing Array
- **PV** – peculiar velocity
- **PWT** – Parameter Waveform Table
- **SKA** – Square Kilometre Array
- **SNR** – Signal-to-Noise Ratio
- **STEM** – Science, Technology, Engineering and Mathematics
- **SUT** – Swinburne University of Technology
- **TDE** – tidal disruption event
- **TDI** – time delay interferometry
- **TGR** – testing general relativity
- **TORPEDO** – Torsion Pendulum Dual Oscillator
- **UoM** – University of Melbourne
- **USyd** – University of Sydney
- **UQ** – University of Queensland
- **UWA** – University of Western Australia
- **VLBI** – Very Long Baseline Interferometry
- **VLT** – Very Large Telescope
- **VR** – Virtual Reality