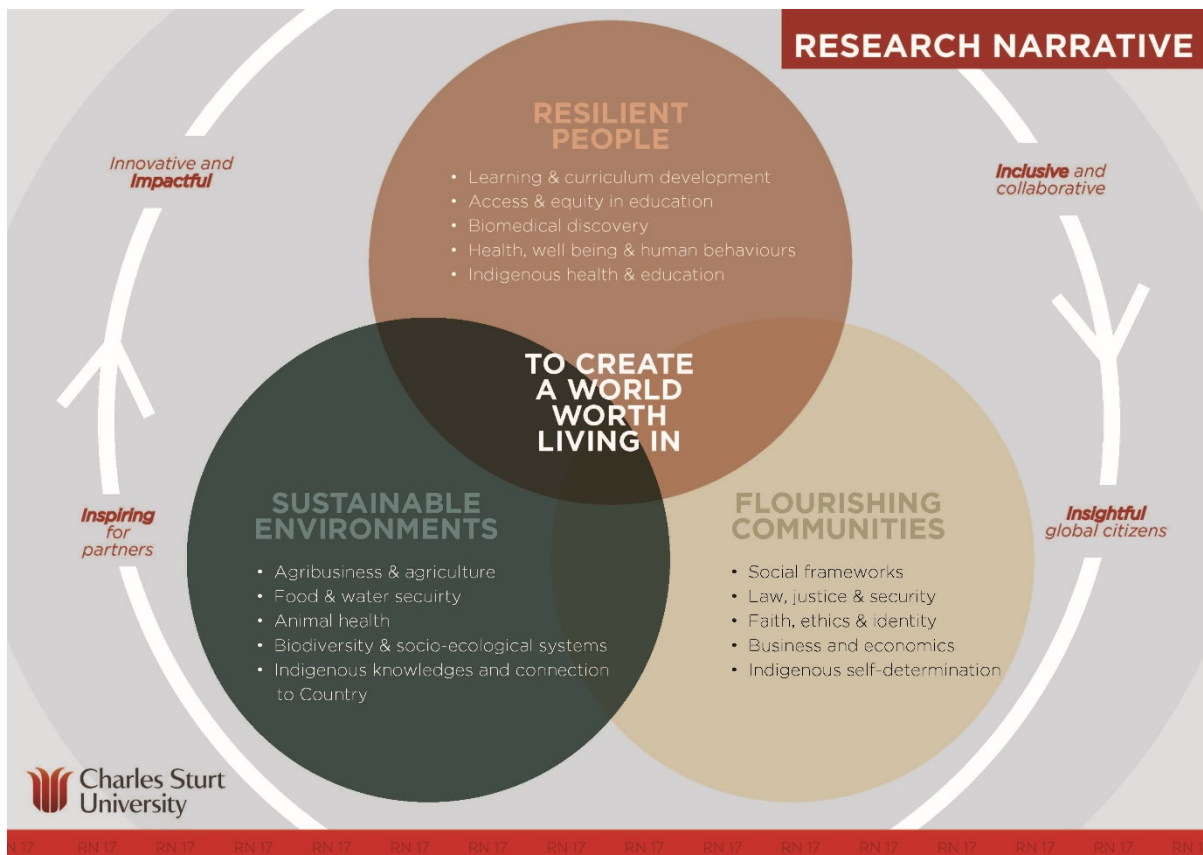


# CSU Research Fellowships & Senior Research Fellowships 2018



**Call for Applications Opens**

**6 April 2018**

**Applications Close**

**4 May 2018**

**Submit Applications & Completed NTS to [innovate@csu.edu.au](mailto:innovate@csu.edu.au)**

**Please direct all enquiries to [innovate@csu.edu.au](mailto:innovate@csu.edu.au)**

## **A NOTE OF THANKS TO UNCLE STAN GRANT**

We are extremely fortunate to be able to name the CSU Research Fellowships in a manner which gives them a distinct identify for CSU, and for this we express our thanks to Uncle Stan Grant. The Fellowships have been named according to the three interdisciplinary research spheres which encapsulate our research activity as defined in the [Research Narrative](#).

Fellowships in the **Resilient People** research sphere will be entitled **Walanbang mayiny** which means **very strong people**.

Fellowships in the **Flourishing Communities** research sphere will be entitled **Ngumbadal-ngilanha** which translates as **united**.

Fellowships in the **Sustainable Environments** research sphere will be entitled **Gulbali ngurambang** meaning **to understand country**.

## CSU Research Fellowships & Senior Research Fellowships

The Research Fellowships and Senior Research Fellowships are intended to boost research capacity within the university by supporting dedicated research time and providing additional research resources for a number of high-performing individuals.

The Fellowships are specifically focused on achieving growth and increased performance towards securing the future strength of research at CSU. The Fellowships are not simply an alternative funding model to enable the current level of research performance.

Each Fellowship recipient will be held accountable to ambitious performance indicators to achieve a clear return on investment in terms of research productivity, opportunity creation and increased research vibrancy. The latter can include, but is not limited to, increased research outputs, enhanced interdisciplinary collaboration, diversity and longevity of income, evidenced engagement and impact beyond the university and realisation of commercialisation outcomes where appropriate.

Built on the Research Narrative, the Fellowships also seek to better enable cross-collaboration and multi-disciplinary projects that lie within the research spheres and/or at the intersections of the research spheres. All Fellowships must be in a research area which **aligns to the Research Narrative** and can identify strongly with at least one research sphere.

**CSU Research Fellowships** will provide funding to support an increased research-focused workload up to a maximum of 60% FTE which is inclusive of the current research-focused workload of the eligible staff member as at time of application.

There will be **up to 10 Research Fellowships** awarded. There is no fixed allocation of Fellowships per research sphere.

**CSU Senior Research Fellowships** will provide funding to support an increased research-focused workload up to a maximum of 100% FTE which is inclusive of the current research-focused workload of the eligible staff member as at time of application and is inclusive of a 30% FTE commitment to research leadership in the designated research sphere. The expectations of research leadership in this context are outlined below.

There will be **up to 2 Senior Research Fellowships per research sphere** (up to 6 Fellowships awarded).

**Eligible staff** can submit an application for a Research Fellowships and an application for a Senior Research Fellowship separately, but cannot be awarded more than one Fellowship in this round.

All Fellowships will provide funding to support an increased research-focused **workload** and funding to support **research costs**. All Fellowships will provide funding for a maximum of **24 months** from commencement and will be awarded on a competitive basis. Continued funding after 12 months will be subject to evaluation against agreed **performance indicators**. All Fellowships must commence within 6 months of the date of award.

## **Eligible Staff & Eligible Applications**

This call for applications is open to staff who meet **all** of the following minimum required criteria at the 4 May 2018 closing date:

- Hold a substantive, continuing Teaching/Research position at Academic Level A-E;
- Are working in a full-time or part-time capacity, and if part-time could reasonably expect to complete the Fellowship in a maximum of 36 calendar months;
- Are not currently in a 100% research-focused position funded internally or externally;
- Are currently Tier 2 Research Active according to the University's current Definition and most recent dataset which is based on performance in the 2014-2016 reference period;
- Can provide evidence that their research priority area and recent success in this area contributes to the Research Narrative;
- Have confirmation from Head of School and/or University Research Centre Director (where relevant) of existing research-focused workload allocation and any existing specific expectations in terms of research leadership or other responsibilities within this workload; and
- Have approval from Head of School and/or University Research Centre Director (where relevant) to undertake the Fellowship if awarded (as per signed Notice to Submit form).

## **Funding Model: Research-focussed workload component**

- Schools (or relevant salary Org Code) will be reimbursed directly and at level for the full cost of the additional research-focussed workload allocation of the Fellowship recipient.
- Schools will be accountable for the use of this funding to meet the teaching commitments and/or other commitments previously undertaken by the Fellowship recipient for the duration of the Fellowship.
- Extended leave during the period of the Fellowship will not be approved except for parental leave or sick leave. In exceptional circumstances, and on a case by case basis, other extended leave will be considered in accordance with the Enterprise Agreement.
- No more than 3 months of the Fellowship period (FTE) can be spent based away from CSU at another approved organisation e.g. with a collaborator.
- Existing HDR supervision responsibilities must be retained.

## **Funding Model: Research Costs**

- Funding of up to \$150,000 research costs will be awarded per Fellowship based on a competitive application and fully justified budget.
- Funding must be expended within the year allocated and carry forward of funding between years is not permitted.
- HDR costs will not be supported through this funding.

The following eligible costs can be supported if justified as being essential for and specific to the proposed project:

- Salaries or salary contributions for research support staff, excluding salaries or salary contributions to other CSU ongoing, Teaching/Research staff;
- Access to national and international research and infrastructure facilities including specialist archives, collections and databases;

- Essential field research including technical and logistical support, travel and accommodation costs;
- Access to technical workshop services;
- Expert services of a third party including but not limited to language translation or transcribing services, purchase of bibliographical or archival material and data collection and analysis services;
- Purchase of equipment and/or consumables excluding computers, laptops, phones and other portable devices without express permission;
- Publication and dissemination costs including open access and outreach costs;
- Travel costs not exceeding 20% of the budget without express permission and appropriate justification;
- Hosting of expert research collaborators from outside CSU; and/or
- Commercialisation-related costs.

### **Performance Indicators**

Supervision of Fellowship recipients will be agreed between the Head of School, University Research Centre Director (if relevant) and the DVC RDI. A review of performance will be undertaken 12 months into the Fellowship period and will inform the next scheduled EDRS discussion for the Fellowship recipient.

Performance indicators will be agreed based on the approved time commitment and approved project. Key deliverables must be articulated in the application and should extend beyond standard research output aspirations of published works and/or applications for external funding. Particular emphasis will be placed on achieving research engagement and where possible impact, on expanding current work and expertise through collaboration, successfully securing external funding and establishing sufficient standing to contribute towards succession planning within the identified research area. Succession planning may include attracting new research teams and collaborators to CSU and at different career stages.

Performance indicators will be inclusive of both individual goals and institutional goals which strengthen the future of the research spheres within the Research Narrative. Senior Research Fellowship recipients may have a role in supervision as part of their research leadership responsibilities within the research sphere.

Underperformance if identified will be addressed by the supervisory team in consultation with the Fellowship recipient and an agreed set of revised performance indicators and KPIs will be put in place for a 3 month period. If underperformance is identified as ongoing the Fellowship funding may be terminated prior to the 24 months (FTE) period.

### **Expectations of Research Leadership in Senior Research Fellowships**

Recipients of Senior Research Fellowships will have a 30% FTE commitment to research leadership in the designated research sphere. The exact nature of this leadership role will be dependent upon a number of key factors including:

- The number of Fellowships awarded in the research sphere and therefore the level of expertise and leadership experience already in place;

- The maturity of the research sphere and the challenges of strengthening and/or sustaining the disciplines within that research sphere and/or contributing to it;
- The need to develop a long-term plan for the research sphere to incorporate future focus, talent retention and recruitment needs for succession planning, the ability to attract HDR students and external collaborators and the ability to achieve a sustainable funding model; and/or
- The diversity of the research sphere and the need to reach beyond Faculty and/or University Research Centre boundaries to achieve a cohesive, shared research agenda.

Additional funding will be made available at the discretion of the DVC RDI to support activities specifically related to this leadership role and building the strength of the research spheres, separate to the funding provided to the Senior Research Fellowship recipient for their own research project within the Fellowship. An agreed set of leadership KPIs will be agreed with the Senior Research Fellowship recipients once all Fellowships have been awarded and the research capacity within each research sphere has been assessed.

### **Assessment Process**

- Applications will be assessed by the Research Committee of the Academic Senate, expanded to include all four University Research Centre Directors.
- Recommendations for award of Fellowships will be made to the Deputy Vice-Chancellor (Research, Development and Industry).
- Fellowships will be awarded on a competitive basis within the budget available for up to ten Research Fellowships (no fixed allocation per Research Sphere) and up to six Senior Research Fellowships (up to two per Research Sphere).

Assessment will be made against the purpose and intent of the Fellowships as outlined in this document. The selection criteria used will include:

- Alignment to the Research Narrative and the potential to advance research capacity and performance in at least one research sphere;
- Track record of the applicant as evidenced by historical research performance, the proposal submitted and the statement of support from the Head of School and where appropriate, University Research Centre Director;
- The potential for return on investment in terms of research productivity, opportunity creation and increased research vibrancy, including but not limited to, increased research outputs, diversity and longevity of income, evidenced engagement and impact and realisation of commercialisation outcomes where appropriate;
- The potential for the proposed project to better enable cross-collaboration and multi-disciplinary projects that lie within the research spheres and/or at the intersections of the research spheres;
- The added-value potential for the project through alignment with existing externally -funded research projects, to increase the likelihood of success by building a critical mass of research outputs;
- The quality and competitiveness of the research proposed in terms of originality and creating a niche area as evidenced within the application; and
- The proposed return on investment value and potential impact to be achieved over the duration of the Fellowship.

### **Application Process: Timeline Research Fellowships & Senior Research Fellowships**

- Applications Close at 11:59pm on 4 May 2018. Late applications cannot be accepted and page limits must be adhered to
- Applications must be submitted as a single PDF with a completed Notice to Submit (NTS) form to [innovate@csu.edu.au](mailto:innovate@csu.edu.au)
- All enquiries should be directed to [innovate@csu.edu.au](mailto:innovate@csu.edu.au)

### **Application Process: Submission for Research Fellowship**

**Each Research Fellowship application** must include the following information to address the selection criteria as outlined above:

- A 3-page CV citing work most relevant to the Fellowship, listing all funding for 2018-2020 (including internal CSU funding, leverage on external grants & external grant income) and individually listing only 2018 research outputs. All research outputs prior to 31 Dec 2017 will be extracted from CRO;
- A 4-page research proposal outlining the proposed project for the duration of the Fellowship including draft KPIs and deliverables for the work to be undertaken, and a statement articulating alignment with the Research Narrative including primary research sphere;
- A 1-page budget (table format) and 1-page budget justification; and
- Letter of support from Head of School and (where appropriate) University Research Centre Director including a statement on current level of research performance, support for the Fellowship to be undertaken and confirming current research workload allocation.

### **Application Process: Submission for Senior Research Fellowship**

**Each Senior Research Fellowship application** must include the following information to address the selection criteria as outlined above:

- A 3-page CV citing work most relevant to the Fellowship, listing all funding for 2018-2020 (including internal CSU funding, leverage on external grants & external grant income) and individually listing only 2018 research outputs. All research outputs prior to 31 Dec 2017 will be extracted from CRO;
- A 4-page research proposal outlining the proposed project for the duration of the Fellowship including draft KPIs and deliverables for the work to be undertaken, and a statement articulating alignment with the Research Narrative including primary research sphere;
- A 2-page statement on the capability and track record of the applicant to undertake a research leadership role within the university and in the nominated research sphere;
- A 1-page budget (table format) and 1-page budget justification; and
- Letter of support from Head of School and (where appropriate) University Research Centre Director including a statement on current level of research performance, support for the Fellowship to be undertaken, confirming current research workload allocation and addressing the suitability and capability of the applicant for a research leadership role.