

**Faculty of Arts
Research and Postgraduate Studies**

Impact of Growing Esteem for Research-only Staff

**Prepared by Jessica Wolfendale for the Research Only Staff Committee Meeting
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The Research and Research Training Quality Taskforce was established in 2006 in order to assess Melbourne's research and research training and provide recommendations to meet the goals of Growing Esteem. In summary, Growing Esteem is likely to have the following impact on RO staff...

Greater focus on Strategic Research Areas

- However, there is uncertainty as to how to define these areas
- Development of a Future Generation research fund to encourage more intensive cross-disciplinary research across networks of academic departments, industry and other tertiary institutions.
- Focus of resources on those research programs with strong cross-disciplinary links. Priority will focus only on those academic areas which show the potential to be recognised as world-significant. Evidence of continuing under-performance will open the prospect of restructuring, re-organisation or closure as appropriate.
- The Strategic Research Initiatives Fund (<http://www.research.unimelb.edu.au/grants/apply/unimelb/srif/>) will provide support for 'priority projects' that "encourage more intensive cross-disciplinary research across networks of academic departments, industry, and other tertiary institutions." The R&RTQ Taskforce recommended that the internal component of the 2007 Strategic Research Initiative Fund (SRIF) support be focussed in the following areas:
 - Asian and Middle Eastern Interactions
 - Communications
 - Cultural and Social Analysis
 - Health and Medicine
 - Physical and Biological Systems.
- Recruitment of 10 Future Generation Professors to lead cross-disciplinary research. Part of the role for each Future Generation Professor will be to build research teams, and raise the funds to secure more opportunities for fellows, postdoctoral students and midcareer researchers. Criteria for their recruitment should include a track record of being able to attract grants and high quality team

members, and a proven ability to communicate complex research to a wide range of audiences.

- Recruitment of 6 Future Generation Fellows at post-doctoral and early career level
- Possible establishment of a Research Collaboration Advisory Group (RCAG) which (at the University-wide level) would look not only at strategic interinstitutional research linkages and university-industry collaboration but also internal collaboration.

Impact on Individual Staff

- New definitions of 'research active' which will be published on the MRO website
- More research on the use of bonuses and incentives to recognise/reward outstanding R&RT performance
- Continued development of the Themis researcher profile which would help profile shared interests between researchers, and help promote the University's research
- Continued development of the University's E-Prints Repository
- The University will aim to increase research citations by making Melbourne research more easily accessible to other researchers.
- 'Open Access' publishing will be strongly encouraged, including the establishment of institutional digital repositories of scholarly works.
- Writing critical reviews in quality journals, publishing with leading overseas scholars, exposure by presenting at the best national and international conferences, visiting fellowship programs, and ensuring that the University receives due recognition for the work of affiliated scholars and institutions will be among the approaches used to raise the profile of Melbourne research.
- A web-enabled research portal will be developed to make Melbourne scholars and their work significantly easier to find.

Grants

- Each faculty will set a five-year target for increasing research income as part of their operational performance review process, with interim targets.
- ARC Grant coordinators will be appointed to encourage best practice in departments in grant seeking and mentoring

Research Higher Degree Strategies

- Aim to increase completion rates by 10%
- The current measures of the quality of research higher degree (RHD) education and training will be expanded in 2007 to also include, for example, stage of withdrawal from the program; post-confirmation, completion rates; number of 'publications' from the thesis; and further information about post-graduation employment and longer-term career outcomes.
- Develop the Melbourne Advanced Studies Award for PhD students to be introduced in 2008. This will be a voluntary coursework study program.
- Regular, systematic feedback from students will continue to be used in professional development planning for supervisors and the use of research supervisory panels will be expanded.
- Improvements in the mentoring and development arrangements through targeted courses and performance management plans in order to support performance and career development among junior and mid-career researchers.
- Support for women at Levels A and B to complete doctoral qualifications and develop their research output and profile. Measures will be introduced to address barriers to progression for all equity groups, especially women.

Helpful web links

2007 Research and Research Training Plan

https://staff.growingesteem.unimelb.edu.au/docs/2007UniversityPlanAttachementA_RRT.pdf

Research and Research Training Quality Task Force Final Report

<https://staff.growingesteem.unimelb.edu.au/docs/R&RTQtaskforcefinalreportJan2007.pdf>

2007 University Plan

<http://growingesteem.unimelb.edu.au/2007universityplan/>