

ISSUES PAPER

SUPPORT AND REWARDS FOR RESEARCH ACTIVE STAFF OUTSIDE CONCENTRATIONS OF RESEARCH EXCELLENCE

Introduction

Although Macquarie sees Concentrations of Research Excellence (COREs) as important in terms of its national and international profile, the University is also committed to supporting and rewarding all of its research active staff. Not only does it recognise those researchers who do not fit well into a 'CORE' structure, the University's research strategy, as expressed in the document "Macquarie@50", aims to have 80% of its staff research active by 2014, whether or not they are members of a defined CORE cluster.

How the University Supports all Research-Active Academic Staff

The University has several strategically-driven internal research grant schemes designed to increase both individual research performance, and build collaborative efforts into research centres.

These are:

- MQRF – the University Level A Postdoctoral Fellowship Scheme.
- MQNS – provides support for researchers at the beginning of their academic careers.
- MQRDG – designed to assist researchers successfully compete for external research funding. Note: can include allocation of RAACE/iMURS Scholarship).
- MQRDG (Safety Net) – designed to temporarily support researchers unsuccessful in major competitive research grant schemes in order that they can prepare a successful application. Note: can include allocation of RAACE/iMURS Scholarship).
- MQECRG – designed to promote collaboration with external agencies (mainly research end users, but also can include other universities, especially international).
- VCIF – a relatively senior Postdoctoral Fellowship Scheme, designed to increase external collaborative research.
- MQRIF – designed to provide a significant amount of funding (up to \$250,000) to support major initiatives, including preparation by groups of researchers (i.e. potential clusters) for a major nationally funded Centre.
- MQRC – designed to bring together active researchers working in a common area. The Centre's research output must be greater than the sum of its parts, with the long-term goal of self-funding. Note: can include allocation of RAACE/iMURS Scholarship).

In addition to the above, other schemes or mechanisms designed to support researchers more generally are:

- MQRES Scholarships – Research Clusters, MQRCs, Commonwealth-funded Centres of Excellence, Federation Fellows and ARC APFs eligible for allocation of MQRES subject to annual budget. Also available to individual researchers.

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- RIBG – provides research infrastructure for active researchers, especially those attracting Commonwealth competitive grants funds.
- Direct cash support of ARC LIEF applications.
- Direct cash support for major national research centre bids (e.g. ARC Networks, CRCs, CoEs, etc).
- Direct cash support collaborative research initiatives (e.g. ARIES, SHIMS, etc).

Other Rewards for Staff's Outstanding Research Performance

A mechanism is envisaged whereby individuals can be recognised and rewarded for outstanding research performance. These are:

- Early Career Researcher Awards.
- Eminent Professor (E3) Awards