

## CHANGES TO HOW ECU WILL FORMALLY

### RECOGNISE AND SUPPORT THE RESEARCH EXCELLENCE

#### ASSOCIATED WITH CAT 1 FELLOWSHIPS (ARC/NHMRC AND CLOSELY ALIGNED SCHEMES)

These fellowships provide salary support for high performing researchers based on their own exceptional research track records. The schemes are highly competitive and would place awardees in the top 5-10% of peers in Australia and internationally. In the past, such fellowships have been held by researchers in SMHS, SSci and SAH.

Fellowship packages generally only cover salary for the named fellow, but not to the level of university appointments and so there is often a significant shortfall that needs to be borne by the university. The ECU practice to date has been for the salary shortfall to be covered 50/50 by the SRF/School, with salary loadings (most common in the medical and health disciplines) covered by Schools. Some fellowship schemes do provide limited project or other costs, but these fellowships are not, in the main, to cover research conduct.

#### CURRENT SRF SUPPORT AND CONDITIONS (2019 AND PRIOR)

- Fellowship must be fully administered through ECU.
- 50% of the difference between the funding body awarded amount and the ECU salary level that the fellow is appointed at for the duration of the fellowship.
- 0% of any loadings.
- Remaining 50% + loadings are covered by Schools.

#### SRF SUPPORT (2020 ONWARDS) – New commencing Fellowships<sup>12</sup>

##### Salary support

- Fellowship must be fully administered through ECU.
- 100% of the difference between the funding body awarded amount and the ECU salary level that the fellow is appointed at for the duration of the fellowship.
- 100% of any loadings where directly related to the appointment as a researcher (e.g. medical loadings for NHMRC fellows).

##### Additional research excellence recognition bonus

- For Level D/E appointments: 2 x 3.5 year PhD stipends at RTP rates and conditions (approx. \$60K pa for 3.5 years - \$210K total – HDR completion increase strategic goal).
- For Level B/C appointments: 1 x 3.5 year PhD stipend at RTP rates and conditions (approx. \$30K pa for 3.5 years - \$105K total – HDR completion increase strategic goal).
- All: Conference and publication support of \$10K pa for duration of fellowship (from ASPIRE reallocation).

##### Research Conduct Support

- Level C/B appointments: eligible to apply for centrally-funded EMCRN project grants, if not previously a recipient of category 1 project funding.

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<sup>1</sup> Applies to people awarded Cat 1 fellowships with a formal commencement date in 2020. Does not apply retrospectively.

<sup>2</sup> Will also apply pro-rata to people who are newly-appointed at ECU and who transfer an existing fellowship to ECU research administration

## **Additional School Support**

- All loadings related to higher duties or other non-fellowship related duties at ECU (e.g. teaching, management, etc.) to be borne by School.
- All other research conduct and project support costs to be covered through external funding or the School.

## **SRF INTERIM SUPPORT (2020 ONWARDS) – Renewing/Expiring Fellowships**

Applying for renewal of a fellowship can be just as competitive as initially applying for one. It is not uncommon for people who are applying for renewal fellowship support to not be successful in their first attempt, but to be successful in a subsequent attempt. As fellowship holders normally apply for renewal in their final year, this can lead to a year without salary support.

Subject to:

- The judgement of the DVCR that the research performance whilst on the current fellowship has been of the highest world-class standard, relative to discipline, and there is a good likelihood of further fellowship support success.
- Being currently supported by a Cat 1 research fellowship.
- An application for a new fellowship to a Cat 1 scheme being submitted in the final year of a current fellowship.
- The new fellowship application being fully administered through ECU.
- The applicant being fully compliant with the internal fellowship review processes through Research Services.
- The fellow continuing to apply for other external funding and submitting publications to Q1 peer-review journals.

The SRF will cover the costs of:

- 12 months of interim salary support, including any loading required (for research-only roles) or until fellowship funding is obtained (whichever is the earliest).
- \$10K to cover conference/publication costs in the interim year only (paid on a calendar year basis).

The SRF will NOT cover the costs of:

- Higher-duties or other workload related loadings or salary for teaching duties.
- Research conduct costs – including staffing, consumables or other project related expenses.
- The extension of any funding beyond 12 months from cessation of the initial expiring fellowship.