

DIVISION OF HUMANITIES
RESEARCH STRATEGIC PLAN
2006 – 2008

GOAL
IMPROVE RESEARCH PERFORMANCE OF THE DIVISION

OBJECTIVES

1. Increase the proportion of research active staff by 10% by 2008.
2. Increase the success rates of external grant applications by 10% by 2008
3. Increase the number of A1, B1, C1 DEST publications by 10% by 2008
4. Establish 'Quality' benchmarking procedures for evaluating publications and impact
5. Implement research training programme and sustainable infra-structural support to assist in building 'quality' research track records and increasing success rate of external grant applications
6. Form RQF legible Research Groupings by January 2007
7. Identify and develop three emerging areas of research excellence by 2008.
8. Increase HDR enrolments by 2008
9. Increase HDR completions per year by 5%
10. Develop and sustain both internal and external funding strategies for ensuring both HDR enrolment and completion increases

STRATEGY	PERFORMANCE INDICATORS	ACTION TAKEN
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1. Revise the role of the Division Research Committee so that its membership and terms of reference are aligned to the promotion of the research performance of the Division	Current Research Committee reconstituted and revised terms of reference to be framed. Establish clear lines of communication between Divisional representatives on University Research Committees, the Divisional Research Committee and Heads of Department	Dean, Associate Dean of Research and Current Chair of the Research Committee to appoint new membership and draft new terms of reference by December 2006.
2. Implement benchmarking of Divisional Research Performance against comparable national and international departments and divisions.	Benchmarking of research performance is already under way with identified benchmark partners at the University of Utrecht and Flinders University.	Deputy Dean is currently managing this process, to be completed by 2007
3. Encourage high performing research staff and postdoctoral fellows to apply for externally funded grants and fellowships. This will include increased administrative support in preparation of grants.	1. Training programme to be developed to prepare staff for upcoming and future rounds of ARC and other External Funding Schemes. 2. Appoint Humanities Research Grants Officer	1. Divisional Grants Officer by November 2006. 2. Dean and Associate Dean of Research by November 2006
4. Increase staff uptake of internal schemes by encouraging perception of these schemes as training for external grant applications.	1. Training programme to be developed and systematic approach to mentoring of new and inexperienced grant applicants to be implemented. Particularly targeting, MQNS, MQRDG and MQECRG 2. Send notifying emails informing staff of upcoming internal and external research schemes and of relevant training sessions	1. Research Grants Officer in consultation with Heads of Departments by mid 2007. 2. Divisional Grants Officer November 2006

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5. Establish agreed, updated discipline research profiles for each department that include disciplinary specific performance indicators for each academic level to use in staff appraisals, promotions and selection.	1. Discipline profiles to be updated and agreed upon 2. Dissemination of University Research Active Status model as agreed by URPMC September 2006.	1. Dean, Associate Dean of Research and Heads of Department June 2007. 2. Associate Dean of Research and Heads of Department December 2006.
6. Ensure that staff selection emphasizes strong research performance at all levels of appointment from Level A to E. These must conform to discipline profiles and be the result of international, as well as national, advertising and recruitment strategies	Appointment of new staff with internationally competitive research track records	Dean, Associate Dean of Research, Heads of Department by June 2007.
7. Ensure that Divisional and Departmental policies and practices recognise and support research excellence of individual staff members.	1. Sustainable funding of active researchers in the department – including conference travel, research assistance, incentives to grant applicants 2. Systematic mentoring of research active staff – in particular ECRs by Senior Researchers	1. Heads of Department December 2006 2. Heads of Department December 2006
8. Ensure that OSP is only awarded to research active staff	Only research staff are approved for OSP	Dean, Associate Dean of Research and Research Committee already implemented in 2006 OSP round.
9. Encourage staff to publish their research	1. Develop annotated discipline	1. Heads of Department by December

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in high impact, international, refereed journals and with highly ranked international presses	<p>specific lists of top tier journals (1-20) by December 2006 in consultation with members of department</p> <p>2. Implement mentoring strategies to assist staff to identify and place their work in quality journals and presses</p>	<p>2006</p> <p>2. Heads of Department by March 2007</p>
10. Develop competitive internal grant applications for schemes currently under utilised by Humanities, such as RIBG	Identify disciplinary and divisional needs for infra-structural support and large equipment	Associate Dean of Research and Heads of Department by mid 2007
11. Form RQF legible Research Groupings	Identify two groupings through strategic analysis of interdisciplinary research synergies across the Division and beyond.	Dean, Associate Dean of Research and Research Committee by March 2007.
12. Identify three emerging areas of research excellence	Clustering of researchers with strong research track records in groups that foster interdisciplinary research synergies eg., Feminist Studies, Media Histories	Dean, Associate Dean of Research and Research Committee by March 2007.
13. Encourage staff to participate in international collaborations, apply to international granting bodies, participate in international editorial boards, attend international conferences, and achieve international keynote invitations	Include these international activities in discipline profiles for selection and promotion.	Dean and Heads of Department by December 2006.
14. Develop and implement a transparent and equitable academic staff workload allocation model that provides appropriate recognition for research activities. This will include providing sufficient teaching	Divisional workloads model will be developed in consultation with Departments	Dean and Heads of Department by December 2006

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relief for new staff member to enable them to establish a viable research programme. Enable staff to distribute workloads so that intensive teaching and research periods are possible, in line with meeting teaching and learning quality benchmarks		
15. Enhance Divisional research profile by nomination of staff for prestigious awards and fellowships. This should include internal awards for Senior and ECR staff.	Increased nominations and success in achieving awards and fellowships	Dean, Associate Dean of Research, Research Committee and Heads of Department by December 2007.