

Research Performance Guidelines
Guidelines for reporting staff research activity
normalized by Academic Group and Level

Staff on academic appointments at Level B-E with a research component to their academic profile will be evaluated for research activity. Components of the Research Performance Guidelines are:

1. Research Outputs¹ published over preceding five-year reference period;
2. External Research Income² – preceding five-year reference period;
3. Higher Degree Research student supervision that has led to a completion – preceding five-year reference period.

The Guidelines provide the framework for reporting academic staff research activity. Discussions about quality, especially in relation to research outputs, should occur within the context of the annual ASRP round.

Academic Level	Minimum Performance levels required to demonstrate satisfactory research activity
Level B	Research Outputs – academic element assessment of volume and quality
Level C	Research Outputs – academic element assessment of volume and quality; AND One external research grant OR one HDR student completion
Level D	Research Outputs – academic element assessment of volume and quality; AND Two of (in any combination): external research grants OR HDR student completions
Level E	Research Outputs – academic element assessment of volume and quality; AND Three of (in any combination): external research grants OR HDR student completions

¹ **Research Outputs – Assessment of volume and quality to be undertaken by academic supervisor**

Qualifying outputs include:

- (i) Excellence in Research for Australia (ERA) eligible A1 (books, authored research), B1 (book chapters), or C1 (refereed journal articles) for all disciplines but with category A1 outputs assigned a weighting of 5 relative to other outputs; and/or
- (ii) ERA eligible category E1 (refereed conference publications) plus any of the outputs in (i) above for researchers in engineering or ICT academic disciplines (as determined by the Field of Research code assigned against each output); and/or
- (iii) ERA eligible creative works, provided these outputs have been subject to a formal verification process and are recorded in the Research Information Management System (RIMS).

² **External research grants** include all HERDC/ERA eligible research income (greater than the \$25,000 threshold or an accumulation of grants exceeding \$10,000) which will count as one full ROU for each of the named investigators on the contract agreement for Research performance reporting.

Implementation of the Research Performance Guidelines

How will the University apply the definitions?

The Research Performance Guidelines apply to all staff with a research component as part of their appointment. For reporting purposes, research outputs, income and HDR completions will be recorded as Research Output Units – ROU.

Research publications

Any qualifying book (ERA category A1) will be assigned a weighting of 5 ROU relative to other outputs. All other qualifying outputs will contribute 1 ROU each. All multi-authored papers will count as one full ROU for each of the multiple authors for the purpose of the Research Performance Standards. Any multi-authored book (A1) will count as 5 for each of the individual authors in this context. ROUs should not be confused with ERA weighted publication points which apportions research outputs between authors. Qualifying research outputs may include outputs produced at another institution if the staff member has joined Griffith during the current ERA reference period and provided these are recorded in the Griffith University research publications database.

Assessing quality

The Guidelines provide the framework for reporting academic staff research activity. Discussions about quality and volume, especially in relation to research outputs, should occur within the context of the annual ASRP round.

ASRP supervisors in consultation with the Group Research Dean and/or relevant Centre or Institute Directors should include a quality assessment into individual performance assessment in addition to publication activity thresholds having been met. Consideration may be given to indicators such as journal quality (e.g. rankings or impact factor), individual output citation counts (e.g. Web of Science, Scopus or Google Scholar), quality of publishers or, in the case of creative outputs, prestige or quality of performance venue or place of exhibition.

Research income:

HERDC/ERA eligible research income (greater than the \$25,000 threshold or an accumulation of grants exceeding \$10,000) will count as one full ROU for each of the named investigators on the contract agreement for Research performance reporting.

HDR completion supervision:

An HDR completion will count as one full ROU for each of the named primary or co-supervisors, or for staff constrained by experience to only be allowed associate supervision status (transitional supervisor).

Exemptions from these Guidelines:

Staff appointed as Teaching Focused and those at Lecturer Level A are exempt from the application of these Guidelines

How are the Research Performance Guidelines used by the University?

The Guidelines provide the framework for reporting academic staff research activity for University-wide reporting at the Group and academic element level including research centres and institutes:

- Staircase Performance Reports;
- Research Centre and Institute Annual Reports; and
- Research Centre and Institute Third Year Reviews.

The Guidelines also provide the framework for reporting of research activity for individual academic staff to inform discussions held in the context of the Academic Staff Review and Plan (ASRP) round.