



SCHOOL OF POPULATION HEALTH



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AUSTRALIA

Assessing Staff Research Productivity within an Australian School of Population Health

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Background – building the “Research Culture”

- Establish clear research expectations for academic staff
- Measuring research productivity: Research Monitoring System
- Other SPH research support initiatives:
 - Research Incentive Scheme (staff and students);
 - Research Grant Development Scheme ;
 - Small Grant Research Scheme; and
 - SPH staff Conference Support Scheme.



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SPH Research Targets

	Weighted RHD expectation #	Expected peer-reviewed journal article output/year	Best Mean Impact Factor target	First or sole or last author target per year	Weighted grants income per year [^]
Level A	0	1-2	1	1	0
Level B	1	2-4	1.5	1-2	\$10,000
Level C	2.5	4-6	2	2-3	\$40,000
Level D	4.0+	6-8	3.5	3-4	\$60,000
Level E	4.0+	8+	5+	5+	\$100,000+

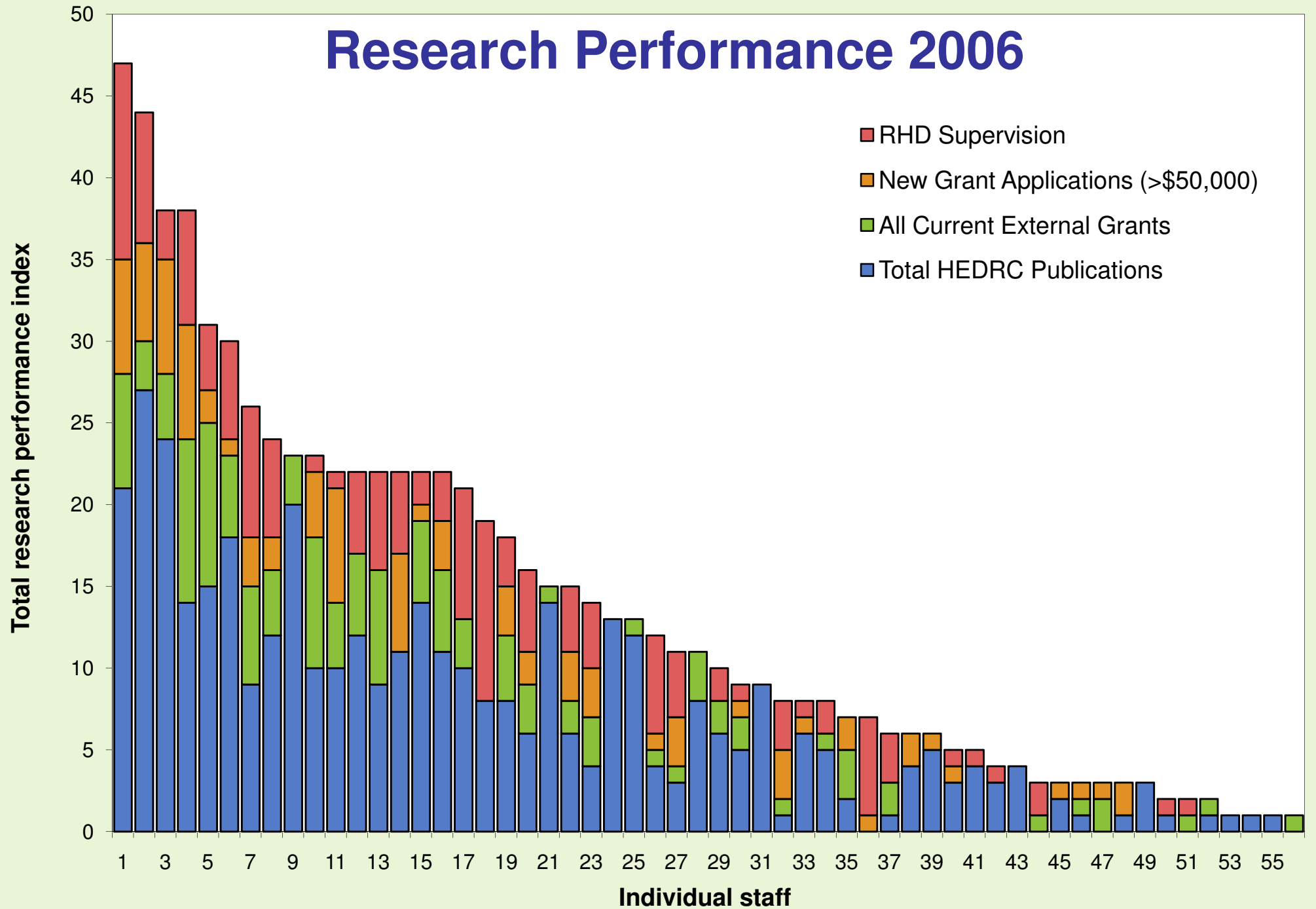
Principal Supervisor = 1.0; Associate Supervisor = 0.5; same for M.Phil or PhD.

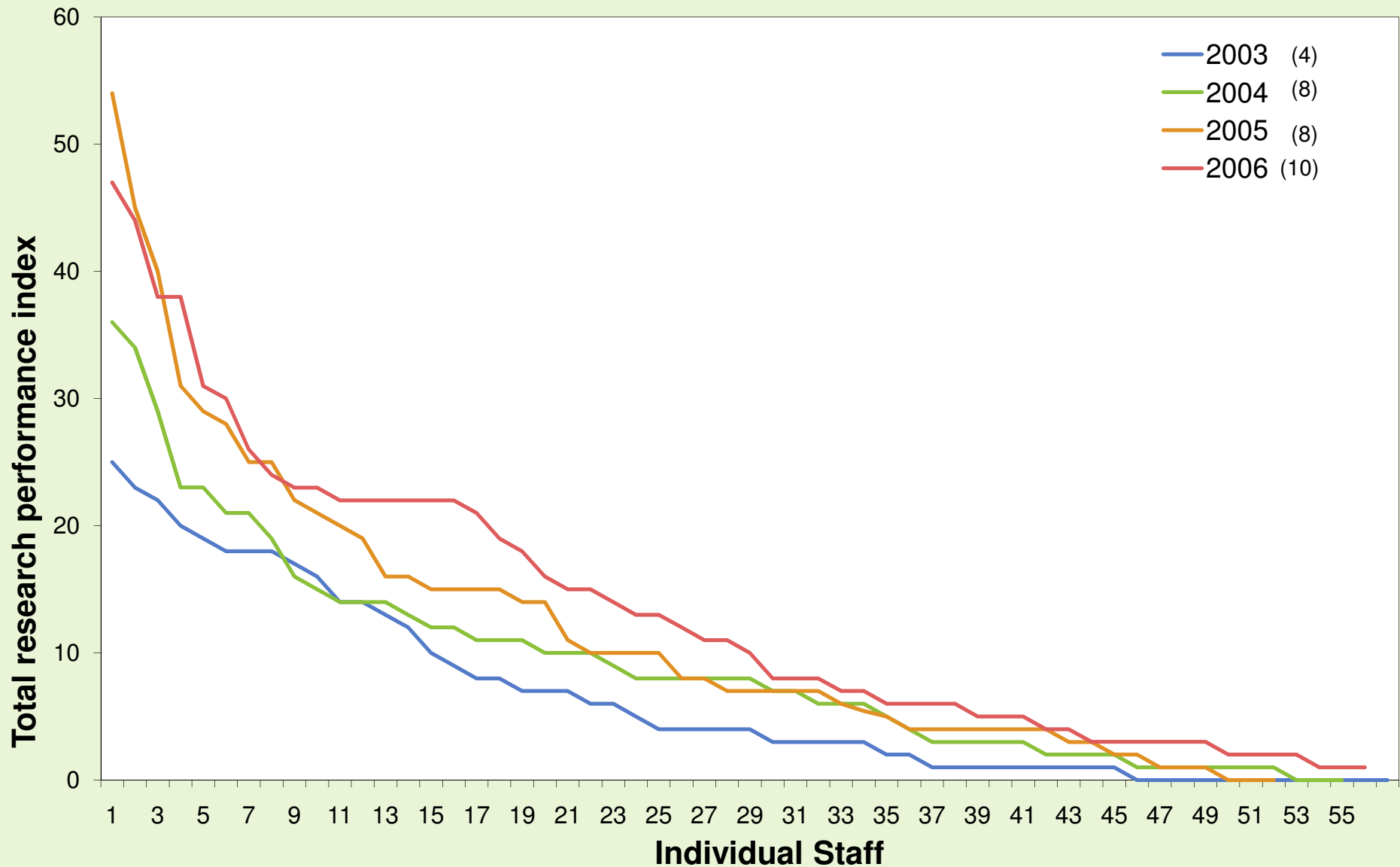
[^] This represents the annualised sum of all external grants that the staff member has been awarded, adjusted for the number of chief investigators on the grant. Principal applicant (CIA) receives double weighting.



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Research Performance 2006





Note: Graph shows rankings of all SPH staff in any given year, according to overall 'research performance index' for each individual staff member. The same staff member may be ranked differently in different years.

Percent of SPH staff meeting School research targets, 2006

	RHD expectation	HERDC publications	Impact factor	First /sole author	Grant Income
Academic level					
Level B	86	59	50	50	50
Level C	38	15	46	15	62
Level D	33	67	22	22	78
Level E	55	100	73	100	100
All School staff	61	59	50	48	68



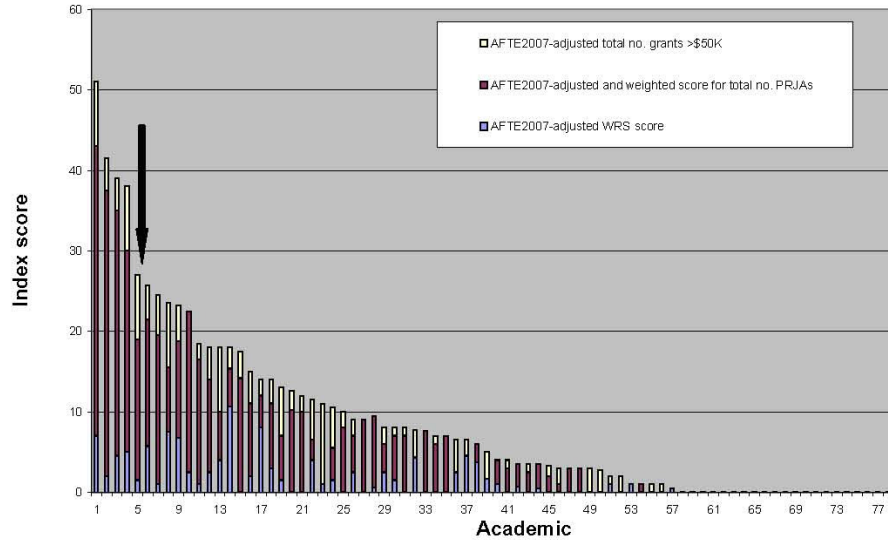
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	2003	2004	2005	2006	2007	2008
PUBLICATIONS						
Number of peer reviewed journal articles	156	165	267	331	328	246
Number of books/chapters	11	21	14	26	21	9
% PRP where IF = 0	25	26	15.4	28.7	16.5	16.6
% PRP where IF >=5	13.5	13.9	14.2	12.4	15.2	10.9
Average IF	2.9	3	3	2.8	2.4	3.0
Number of journal publications/FTE staff	2.6	2.9	4.8	6	5.4	3.5
RHD STUDENTS						
HDR completions	16	20	24	18	25	15
HDR enrolments	114	120	126	117	125	114
RESEARCH INCOME						
Annual research income (\$'000)	5,420	4,558	6,729	10,247	10,468	9,877

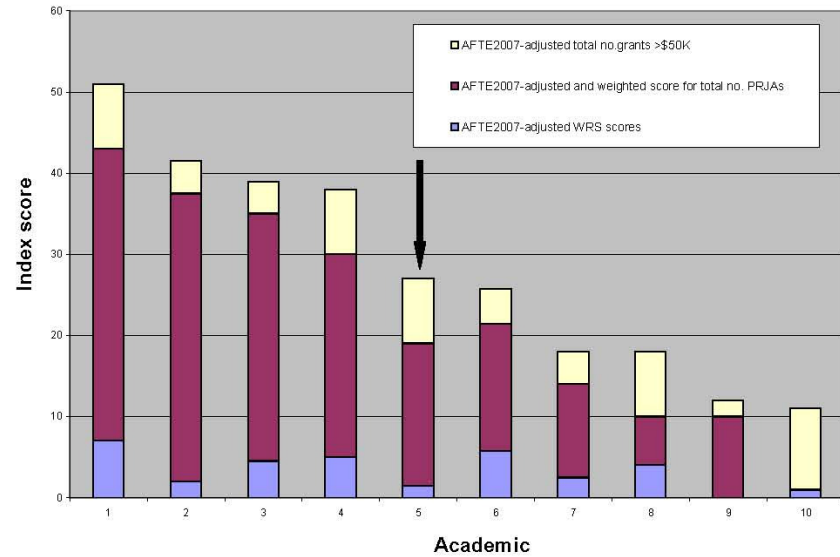
Staff Annual Appraisal: Research Performance

Staff List							RHD Student Supervision 2007														SPH-affiliated publications for 2007												SPH-administered grants for 2007															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	
Surname	First Name	Academic Level	FTE	Number months employed SPH	Proportion of year employed at SPH in 2007	Annual full time equivalent for all of 2007 (AFTE2007)	Principal supervision	Associate supervision	Total RHD students supervised	Weighted RHD Supervision (WRS) score	AFTE2007-adjusted WRS score	Target AFTE2007-adjusted WRS score	Target met (1=Y, 0=N)	Number Journal articles	Number times first or sole author	Weighted score for total number of journals articles	AFTE2007-adjusted and weighted score for total number of PRJAs (columns 17/17)	Target AFTE2007-adjusted and weighted number of journals articles	Target met (1=Y, 0=N)	AFTE2007-adjusted number of times first/sole author	Target AFTE2007-adjusted number of times first/sole author	Target met (1=Y, 0=N)	Mean Impact Factor	Best Mean Impact Factor	Target AFTE-adjusted Best Mean Impact Factor	Target met (1=Y, 0=N)	Number of Books	Number of Book chapters	Number of reports	Number of non-peer reviewed journal articles	Total number of publications	Existing Grants <=\$50K	Existing Grants >\$50K	New Grants <=\$50K	New Grants >\$50K	Total number of grants >\$50K	AFTE2007-adjusted total number of grants >\$50K	Total weighted income	AFTE2007-adjusted total weighted income	Target AFTE2007-adjusted total weighted income	Target met (1=Y, 0=N)	Number of non-SPH administered grants	Total index score (columns 12+18+42)	Total targets met (out of 5)				
E			1.0	12	1.0	1.0	1	1	2	1.5	1.5	4	0	17	1	17.5	17.5	8+	1	1.0	0	1	12.39	22.79	3+	1	0	0	1	0	18	0	0	6	1157238	1	49500	2	253238	8	8	1459976	1459976	100000+	1		27	4

Research Performance Index - school rankings, 2007



Research Performance Index within Level E, 2007



Research Incentive Scheme (RIS)

- *Staff Research Incentive Scheme* running since 2004
- Scheme allocated 1% of the T&R budget
- Targeted primarily at **level A to C** academic staff, with honorary mentions for level D, E and adjunct staff
- Rewards staff for peer reviewed publications over and above the target for each level of appointment
- Separate *Student Research Incentive Scheme*
 - \$5000 available for RHD students who publish as 1st or 2nd author



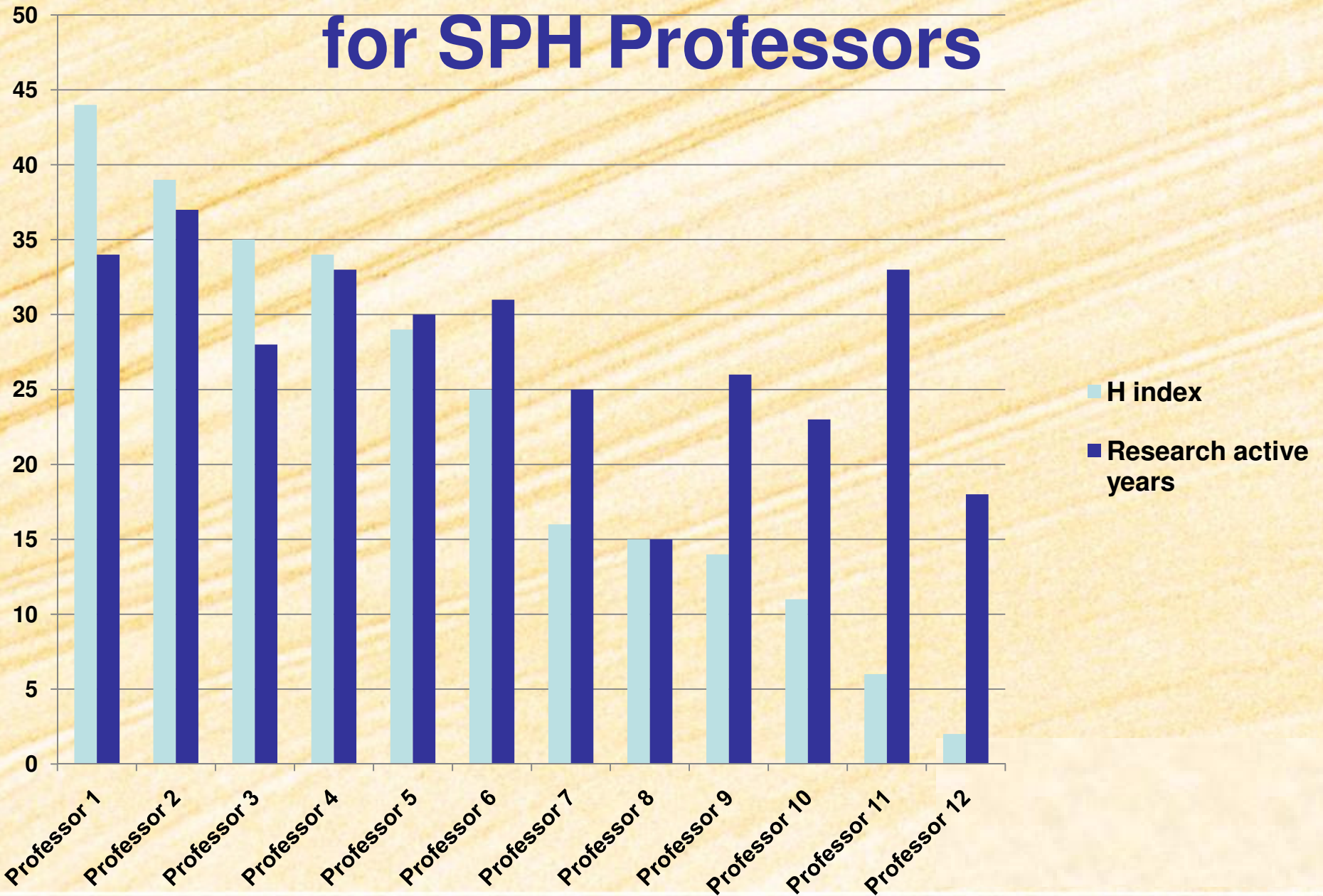
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School Research Committee

Priorities for 2009:

- Revise core research priorities for School;
- Facilitate greater integration of staff research interests into these priority areas;
- Facilitate serious, focused and productive cross-School research activity;
- Raise research income and output (publications, RHD students) for ALL staff;
- Progressively raise impact factor of journal publications; and
- Facilitate productivity/involvement of junior research staff.

H Index and Research Active Years for SPH Professors



Future

- *h index* for all staff
 - measured against time since first publication (ie: research active years) and lifetime number of publications, lifetime citations
- Improve research support and development schemes within the School (esp. for junior staff)
- Complement national research assessment exercise (ERA) and University KPIs
- Benchmarking with other G08 Schools of Public Health

Questions?

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- **Danielle Penn**

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