

Research Support Guidelines for Academic Staff

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1. Preamble

The conduct of research is an integral part of the specific duties expected of academic staff at the Australian National Institute of Management and Commerce (IMC).

IMC is committed to being a research based Higher Education Institute and as such is keen to foster and support a research ethos. A driving principle at IMC is that higher education teaching should be informed by scholarship and research.

Reduced teaching loads will be considered so as to encourage and enable more research outcomes. Similarly, financial support will be provided to enable research presentations at conferences and to facilitate publication in national and international journals, book chapters and books.

2. IMC Research Support Initiatives

IMC wishes to foster and support research in a way that will provide encouragement to undertake research and to communicate the research outcomes in a scholarly manner.

3. Internal Research Grants (IRG)

IMC has an IRG whereby staff engaging in research can apply for an amount up to \$5,000. They key elements of the scheme are described below:

a. Objectives

The objectives of the IRG scheme are to:

- (i) Provide opportunities for researchers to undertake a coherent research project and publish their work.
- (ii) Provide stronger support for researchers and assist them reach national and international levels of recognition.

- (iii) Provide support for projects which will form the basis for external grant applications.
- (iv) Support team-based research, especially that involving less experienced and early career researchers.
- (v) Promote the development of a research culture and signify the value of research.
- (vi) Promote links between teaching and research.

b. Eligibility

- (i) A Chief Investigator must be a contracted academic staff member (this excludes sessional staff members).
- (ii) Applications must include at least one Chief Investigator who has been appointed to a position which has appointment for two or more consecutive years.
- (iii) Staff enrolled for higher degrees and who have not successfully completed their may be eligible for research assistance to support their PhD studies.
- (iv) A Chief Investigator may not hold more than two IRGs simultaneously.
- (v) The Research Committee will receive applications from those who are not yet on campus but who will join the staff of the Institute within three months of lodging the application.

c. Selection Criteria

The ranking of applications and awarding of grants will be based on the following criteria:

- (i) Alignment with IMC's strategic direction and research and teaching focus.
- (ii) Research track records and academic qualifications of the Chief Investigator(s).
- (iii) Excellence of the project.
- (iv) Demonstration of well-planned research.
- (v) Detailed justifications for the Research Plan and Budget.
- (vi) Evidence that the project will result in publications (i.e., refereed journals, book chapters, books).
- (vii) Evidence that the project will result at least one external grant application.
- (viii) Applicant's (Applicants') track record(s).
- (ix) Demonstrated involvement of, and contributions from, collaborators including industry, the professions, the community, and other groups; or evidence of significance to industry, the professions, the community, and other groups.
- (x) Overall quality of the application (i.e., well-written; few errors in presentation; logical and coherent project description).

- d. Level of Funding
 - (xi) Applications will be accepted for funding of up to \$5,000.
 - (xii) All funds must be committed and spent by 31 December in the year of grant unless otherwise approved by the Dean, IMC
 - (xiii) Funds may not be used to buy out teaching.
 - (xiv) Project progress reports must be submitted to the Dean, IMC every 6 months.
- e. Time Allocation

It is expected that academic staff undertake the project in their scheduled workload.
- f. Consideration of Applications
 - (i) Applications will be considered by the Dean, IMC in consultation with other senior staff where necessary.
 - (ii) Applicants advised in writing of the outcomes.

Further details relating to the IRG are contained within the IRG Application Form.

4. Conference Attendance Support

IMC staff need and deserve opportunities to report their research to academics, industry and the wider community. Conferences can be vital in assessing the relevance of research and its potential to foster engagement with other academics, industry, government and the wider community; establishing and enhancing networks and alliances; getting feedback on research; publishing papers in refereed proceedings.

IMC has a generous Conference Grants Scheme that helps cover economy travel costs, registration, accommodation and meals. To be eligible to apply for financial support Applicants must be presenting a paper, either accepted or invited.

Staff may apply for funding to support attendance at conferences of national or international academic standing. Only prestigious academic conferences, as distinct from “industry-based” conferences, as evidenced by scholarship, peer review and publication of refereed proceedings may be applied for and will be subject to approval by the Dean, IMC.

Evidence of the publication of a peer reviewed output associated with the conference paper is required. Thus, acceptance of the full conference paper (recognised E1 paper) in conference proceedings or acceptance of the paper for a recognised refereed journal (C1) or research book chapter (B1) is a requirement.

The following publications categories are eligible:

- A1 - Authored Book (Research)
- A3 - Authored Book (Substantive Revision or New Edition)
- A4 - Edited Book (*must present evidence of new research)
- B1 - Book Chapter (Research)
- C1 - Journal Article (Scholarly Refereed)
- E1 - Conference Paper (Scholarly Refereed)

IMC must be in the author's by-line of the publication, so it is attributable to IMC's research outputs and performance.

A presenter is eligible for two conference grants in each calendar year (two domestic conference grants; or one domestic and one international conference grant), being the year of the conference.

Only one author/presenter is eligible for the grant.

The completed application form and relevant attachments must be emailed to the Dean, IMC. Attachments must include:

- Copy of the paper abstract and paper
- Copy of acceptance and/or invitation
- Copy of travel quotes

The arrangement of all travel must be made in accordance with IMC travel policies.

The Presenter in receipt of the grant must submit a report to the Dean, IMC within four weeks of the conference presentation. The report should clearly explain: (1) the benefits of the conference; (2) the source(s) of publication of the paper; (3) the formal and informal feedback received on your paper as presented at the conference.

Financial support will be available for the following, with maximum amounts available indicated:

<i>Conference registration:</i>		<i>\$1,200</i>
<i>Travel, accommodation, meals:</i>	<i>Sydney:</i>	<i>Nil</i>
	<i>NSW outside Sydney:</i>	<i>\$800</i>
	<i>Elsewhere in Australian and New Zealand:</i>	<i>\$1,200</i>
	<i>International:</i>	<i>\$2,500</i>

5. Related Documents

IMC Employee Handbook

IMC Internal Research Grant Application for Funding and Instructions for Submission

IMC Conference Grant Application Form

Research Code of Conduct