



HASS Enabler Funding Scheme (HASS EFS) - Guidelines

1. Rationale

In 2021, the HASS Faculty Executive and the HASS Research Committee identified the need to provide small grants for Teaching and Research (T&R) staff in HASS schools to commence, progress or complete research projects. The focus on T&R staff is in response to the significant impacts of COVID-19 on research productivity for staff involved in delivering courses in dual mode since early 2020. The Faculty also recognises the ongoing impact of suspended research support schemes at UQ, such as the Special Studies Program (SSP) and the UQ ECR Grant Scheme. There have been opportunity costs associated with the impact of COVID-19 for all academic staff in HASS; however, the risks of research career interruption are particularly acute for staff who are in the earlier stages of building a research track record.

In March 2021, UQ has provided an allocation of funding in line with the Federal Government's Research Support Package (RSP) for Faculties to develop schemes that support research and researchers. The RSP includes 3 allocations:

- Allocation 1: Local area support for research. \$20M p.a. for the next two years to be distributed to local areas (Faculties, Institutes and relevant Central Research Platforms) as earned.
- Allocation 2: Postdoctoral Research Fellow support scheme. Funding to support a number of postdoctoral research positions for the next two years.
- Allocation 3: Strategic research investment. \$56M over the two years for strategic research investment.

As identified in the documentation, Allocation 1 is aimed at supporting local research priorities through targeted schemes. The HASS Executive Dean and Associate Dean (Research) in consultation with the HASS Faculty Executive and the HASS Research Committee has determined a key focus of Allocation One will be to support Early and Mid-Career (ECR/MCR) T&R staff based in schools via this *HASS Enabler Funding Scheme*.

HASS Centres and Institutes will be supported as determined by the HASS Executive Dean across the three allocation opportunities in the RSP including through other funds in Allocation 1 and through the retention and recruitment fellowship schemes provided under Allocation 2 and the strategic funding bids in Allocation 3.

2. Scheme Overview

The *HASS Enabler Funding Scheme* is provided to support early career and mid-career teaching and research academics (Level A-C) who have maintained a standard teaching load since Semester 1, 2020, to get their research program back on track after the disruption caused by the COVID-19 pandemic and the associated impacts on research productivity.

The *HASS Enabler Funding Scheme* is designed to enable researchers to commence or progress a significant piece of research, complete a concrete research outcome or publish high-quality research (conventional or non-traditional) in quality outlets. Staff are encouraged to think imaginatively about how to use the funding under the scheme. Collaboration between researchers is encouraged.

The *HASS Enabler Funding Scheme* will operate in two rounds. Staff will not be disadvantaged if they wait for Round 2. The approach is simply designed to recognise that some staff will be ready to apply immediately, whereas others may need more time. Two funding rounds will also assist Heads of School in managing any associated workload impacts across the remainder of 2021 (Semester Two) and into 2022 (Semester One and Semester Two).

3. Scheme Eligibility

Applicants must hold an eligible University of Queensland salaried appointment in a school of the Faculty of Humanities and Social Sciences. The Lead applicant (or Co-Lead applicants on at Team project) must meet the following criteria:

- must be in a Teaching & Research appointment at level A, B or C at time of submission.
- must be appointed on at least 0.5 FTE (Full Time Equivalent) basis. Applicants on fractional appointments will be eligible for the full amount of funding;
- must be contracted as a UQ employee until the end of 2022 (can be a single appointment or a series of back-to-back appointments). If not a single appointment, letter from relevant Head of School confirming school's support until end of 2022 is required;



4. Scheme Conditions

The *HASS Enabler Funding Scheme* will operate under the following conditions:

- *HASS Enabler Funding Scheme* awards are up to a maximum of \$15,000 per staff member.
- Staff may submit a collaborative Team project in their own school and with other schools in HASS to undertake multidisciplinary projects, with a combined budget up to a maximum of \$50,000 with a minimum of three eligible researchers. All Leads and Co-Leads need to meet the Scheme Eligibility for a Team project to be considered.
- Individual and Team projects can include other staff as collaborators or mentors where relevant.
- Activity funded by the Scheme may include research assistance, infrastructure equipment, fieldwork travel (local/interstate), marking relief and buy-out of some teaching activities. Please note that any requests for teaching buy-out are subject to the support of the Head of School. The Head of School may decline any teaching buyout requests where the justification is not clear, where school teaching plans are significantly disrupted and/or where alternative teaching arrangements may compromise teaching and learning quality
- Activity not funded by the Scheme includes (but not limited to) investigator salaries or allowances, international travel, conference travel, open access publication costs, abstracting services, projects which consist substantially of student support (including stipends).

5. Scheme Criteria

The Scheme is designed to support eligible staff, with particular emphasis on supporting researchers most impacted by COVID-19 and other equity considerations. The Scheme Criteria under which applicants will be considered are:

- Concrete research outcomes (eg publications/creative works)
- Potential for the activity to lead to future research activity (e.g., an external funding opportunity)
- Relative to opportunity research track record
- Impact of COVID-19 and other equity considerations
- Alignment with school research priorities
- Budget and budget justification to demonstrate ability to expend funds by the deadline

6. Application Process

The Scheme process is as follows:

- The *HASS Enabler Funding Scheme* Application Form needs to be completed in consideration of the Guidelines and Conditions of Award.
- Following Head of School approval applications are submitted to the Faculty Research Office at research@hass.uq.edu.au by the due date for Round 1 or Round 2.
- The HASS Faculty Research Office will undertake eligibility and compliance review of the proposals and seek Head of School ranking (if required) before distribution to the HASS Enabler Review Panel for consideration.
- Applications will be considered by the HASS Enabler Review Panel which consists of the HASS Associate Dean (Research) and selected members of the HASS Faculty Research Committee.
- Recommendations will be provided by the HASS Enabler Review Panel to the Executive Dean. The Executive Dean will make the final determination of the awards.
- All applicants and their Head of Schools will receive notification on the outcome from the Faculty Research Office.
- Successful applicants will receive further advice to advise on the operationalisation of their project.
- Unsuccessful Round 1 applicants can reapply in Round 2. Staff will not be disadvantaged if they wait for Round 2.

7. Timeline

Round 1 - funds will need to be fully expended by 15 December 2021.

- Application due date: Friday 11 June 2021.
- Applicants are expected to be notified of outcomes in June/July 2021.

Round 2 - funds will need to be fully expended by 15 December 2022.

- Application due date: 3 September 2021.
- Applicants are expected to be notified of outcomes in October/November 2021.

8. Further Information and Contact

All information regarding the *HASS Enabler Funding Scheme* will be available on the [HASS website](#). Please contact the Faculty Research Office at research@hass.uq.edu.au.