



## SUBJECT BUYOUT GUIDELINES 2023

### 1. Introduction

- 1.1 The primary goal of the Subject Buyout Scheme is to support the development of high-quality research outputs in designated priority FoR code areas. This will support CSU's effort to lift and maintain, priority areas to World Standard (ERA 3). There is a fixed budget available for this scheme, hence it is not possible for all FoR areas to be prioritised.
- 1.2 Subject Buyouts in 2023 are available for the 202330, 202360 and 202390 sessions
- 1.3 Academics receiving a Subject Buyout must teach a minimum of one session in any 12-month period. If an academic has received a buyout of teaching through another means (e.g. a research grant) this will reduce the amount of time release they are eligible for.

### 2. Funding

- 2.1 Subject Buyouts involve the buying out of one or more subjects up to a maximum cost of \$15,000. Examples of buyout activities can include subject writing/development, marking, teaching, and other subject activities in consultation with the Head of School.
- 2.2 Subject buyout funds are only available where another source of funding are not available (e.g. Sturt Scheme or External Research Income).

### 3. Eligibility

- 3.1 The nomination for the subject buyout scheme is a collaborative process between the Associate Deans Research and the relevant Heads of School and Executive Dean. The researcher's teaching expertise and commitments must be considered. All three must agree that the scheme is convenient and appropriate for the academic to be nominated.
- 3.2 Applications must meet minimum requirements under the Research Productivity Index (RPI) unless there are exceptional circumstances involved (e.g. new staff, leave of absence, etc.).
- 3.3 Proposed outputs must be targeted for submission in high-quality outlets. e.g. Q1 or Q2 journals, ARC grant applications.

### 4. Assessment Criteria

- 4.1 Faculty Subject Buyouts will be prioritised for those staff working in the following research areas:

- FOAE: Curriculum & Pedagogy (3901), Education Systems (3903), Applied Ethics, Religious and Philosophy Studies (5003 and 5004), Library and Information Studies (4610), Social Work (4409), Sociology (4410), Communications Studies (4701) and Indigenous Studies (4501/4502).
- BJBS: Human Resources and Industrial Relations (3505), Marketing (3506), Strategy, Management and Organisational Behaviour (3507), Civil Engineering (4005), Criminology (4402), Computer Vision and Multimedia Computation (4603), Cybersecurity and Privacy (4604), Data Management and Data Science (4605), Law and Legal Studies (48) and Applied and Developmental Psychology (5201)

- FOSH: Animal Production (3003), Crop and Pasture Production (3004), Food Science (3006), Biochemistry and Cell Biology (3101), Clinical Science (3202) Education - Curriculum and Pedagogy (3901), Allied Health and Rehab Science (4201) Nursing (4205) Sports Science and Exercise (4207), Aboriginal and Torres Strait Islander Health and Wellbeing (4504)

4.2 The level of support that the proposed research area is already receiving via the Sturt Scheme (if any).

4.3 The level of risk of the proposed Field of Research falling under world standard, and its alignment with University priorities for FoR codes targeted to be at world standard.

4.4 Whether the researcher is an active participant in a current external research grant. Those staff without a current external grant are still welcome to apply.

4.5 Quality and Quantity of additional research activities and outputs proposed. Please note that academics should demonstrate in their application that the research outcomes that they plan to achieve will be over and above what they would normally be expected to achieve via their academic appointments (E.g. additional to EDRS research objectives).

4.6 Likelihood of achieving the proposed outcomes (please indicate whether you have a research mentor, if appropriate)

4.7 Applicant's Research Productivity Index Score given their academic level and area of research.

## 5. How to Apply

5.1 Applicants should discuss their application with their Head of School and the Associate Dean (Research). Applications should provide succinct information about the planned research activities, outputs and outcomes and provide sufficient information to demonstrate how their research will support the research objectives of the Faculty – if unsure please ask.

5.2 Heads of School must sign off on applications prior to submission.

5.3 Submission is by the Application Form (available separately) and must include correct calculations in regards to buy-out budget (calculator supplied with Application Form). Applications are to be emailed to the Tri-Faculty Research Officer at [Tri-Faculty-research@csu.edu.au](mailto:Tri-Faculty-research@csu.edu.au)

5.4 Additional information can be supplied as necessary. Key considerations when preparing your application should be:

- How does the proposed research align with the aims of the priority Faculty Research Areas?
- What tangible outputs and outcomes will result and can be used to measure the success of the research activities?

5.5 Applications will be reviewed by a committee comprising the three Associate Deans (Research). Recommendations will then be made to the Executive Dean of the Faculty, who will approve all appointments.

## 6. Reporting

6.1 Academics receiving Subject Buyouts remain under the supervision of the Head of School and are located in their existing office. Agreed outputs and outcomes from Subject Buyout should be specified and will be signed off by the Associate Dean (Research), Head of School and Researcher through a formal agreement. The content of the agreement will normally be discussed and documented for successful candidates' next Employee Development and Review Scheme (EDRS) meeting.

**Applications Close: Wednesday, 7 December 2022**

**Further information can be obtained by contacting:**

**Tri-Faculty Research Officer – [Tri-Faculty-Research@csu.edu.au](mailto:Tri-Faculty-Research@csu.edu.au)**

