Research performance metrics

....coming to a school near you
Individual performance metrics

- Discipline sensitive
- Differentiated by appointment level (A-E)
- Research outputs (publications and non-traditional outputs)
- Research income, HDR supervision
- Need to introduce a quality measure
  - $H$ index
  - Relative citation index (RCI) from ERA
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<th>Publications Minimum</th>
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<th>Supervision Minimum</th>
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Initial feedback received; now sending out for schools/disciplines to amend

Schools must justify amendments using external benchmarking.
Quality measures

- H index (5 year term)
- i10
- Journal impact factors and book publishers ranking
- Relative citation index based on ERA
  - Currently at ERA discipline level
  - Based on publication citations and normalised to world average
  - Can be calculated for individuals
Quality measures

• Developing a ranked list of book publishers
• Compiling a list of ranked journals using Scopus SCImago journal rankings
• Journals are ranked by H-factor, average citation per paper, visibility of outlet etc.
• Disciplines will be asked to use these lists to compile their own rankings based on local knowledge (ie smaller sets)
• Staff will be encouraged to publish in the highly ranked outlets
Recruiting research intensive staff

• All new appointments must be research intense
• Citation analysis of candidates is essential
• A complete research metrics package is being developed to assist with this
  – Includes RMS upgrade
  – Symplectic
  – InCites software for citation analysis and benchmarking
Recruiting staff

• all new staff appointments will be analyzed against:
  – Fit with areas of research priority
  – Research performance (citations, outputs quality and quantity)
  – Collaboration profile and industry links
  – potential for high research funding

• This will include proactive recruitment of externally funded fellows.
New budget model will reward research performance

- Dusting off “Flindex”
  - Discipline sensitive weighting of research outputs and income for cross-campus comparisons
  - Will be used to redirect 10-30% of CSL block grant to faculties
  - Research income and publication targets for faculties and schools will be developed as part of budget and planning process
Determining our focus

• What areas can we develop to be world-leading?
• How do we fund these?
• What will we stop doing so that we can focus on growth areas?
• Need to consider impact of research as well as ERA performance and research income
• Business and industry links will be key
New opportunities

• 50\textsuperscript{th} anniversary is an opportunity to fund-raise
• 50 new research positions (at least)
• New Future Fellowships at Flinders scheme about to be launched
• Strategic professorships still available but we are only interested in real high flyers
  – HighCites will excite the VC and attract serious resources