


UNIVERSITY OF THE WESTERN CAPE			
 <p>UNIVERSITY of the WESTERN CAPE</p>	<p>RESEARCH POLICY ... Section 6: Internal Research Funding</p>	Council Approval Reference Number	C2009/04
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SECTION 6: INTERNAL RESEARCH FUNDING

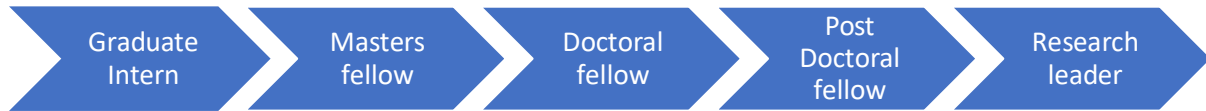
6.1. Introduction

The following undertakings formed the background on which the proposals for internal research funding are based:

- An examination of current internal research funding – the mechanism and process within the context of the research vision/strategy of the University.
- An examination of research funding relative to total budget – the objective is to establish a broader perspective of funding leverage.
- An examination of how UWC leverages advantage from its funding – specifically how to optimally use the research capital expenditure budget (R-CAPEX) and staff development budget.
- An examination of strategic investment into niche areas with the objective of identifying best use of money allocated.
- An examination of best practice models for encouraging research culture and reducing dependence on state-funded agencies (NRF, SAMRC) models.
- An examination of productivity-increasing activities

https://cdn5.euraxess.org/sites/default/files/policy_library/towards_a_european_framework_for_research_careers_final.pdf
<https://researchtraining.nih.gov/>
<https://www.cam.ac.uk/research-staff/employment-and-career-management/employment-and-career-management-scheme/researchers-employment-policies-and-protocols/job-titles-and-duties>
<https://www.nrf.ac.za/document/definition-rating-categories>

6.2 Research/Academic Types



The university has as a strategic objective with the intention to move staff along a research career map to become leading researchers.



The research career map includes four research career stages for UWC staff. The four research career stages are meant to serve as guidelines only.

1. Next generation researchers (up to the point of PhD)

Next generation researchers (NGRs) are generally pre-doctoral researchers or PhD candidates. NGRs typically carry out research under supervision; have the ambition to develop knowledge of research methodologies and discipline; have demonstrated a good understanding of a field of study; have demonstrated the ability to produce data under supervision; are capable of critical analysis, evaluation and synthesis of new and complex ideas; are able to explain the outcome of research and value thereof to research colleagues.

2. Emerging researchers (PhD holders or equivalent who are not yet fully independent)

Emerging researchers (EmRs) have held a doctorate or equivalent qualification typically for less than five years. EmRs have not yet established a significant level of independence. Their research activity will provide substantial scope for academic judgment, originality, interpretation and presentation of results. Emerging researchers will often have supervisory responsibilities for more junior researchers and may well exercise full authority over many aspects of project work.

3. Established researcher (researchers who have developed a level of independence)

Established researchers (EsRs) will have full operational responsibility for a major project and some may hold research grants in their own right. They will have demonstrated a high level of competence and an independent national standing as a researcher. EsRs will have a sustained recent record of productivity in the field who are recognised by their peers as having produced a body of quality work, the core of which has coherence and attests to ongoing engagement with the field; and demonstrated the ability to conceptualise problems

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<https://researchtraining.nih.gov/>

<https://www.cam.ac.uk/research-staff/employment-and-career-management/employment-and-career-management-scheme/researchers-employment-policies-and-protocols/job-titles-and-duties>

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and apply research methods to investigating them. They have also established a record of mentoring others through successful masters and PhD supervision.

4. Leading researcher (researchers leading their research area or field)

Leading researchers (LRs) perform independent research in an academic, industry, or government setting with independent (often peer-reviewed) national and international research funding. They have a demonstrated high level of productivity and a distinguished record of original contributions as a recognized leader in their research field, and serve as mentors and role models in their scientific expertise areas. LRs are unequivocally recognised by their peers as leading international scholars in their field for the high quality and impact of their recent research outputs.

6.3. PhD research funding

Faculties of the University are at varying stages of development in their research programmes, and not all departments have an active tradition of research, innovation or publication. The University's strategy is to vigorously expand participation in research by all instructional and research staff, including professional support staff. In the pursuit of the target of 75% of instructional and research staff obtaining doctoral degrees by 2030¹, UWC will pursue a "grow-our-own-timber" approach to developing people of the designated groups. UWC's diversity and equity strategy should ensure that staff members are afforded the opportunity for staff development and completion of their higher degrees.

The University is committed to supporting staff to complete doctoral level studies. As an expression of that commitment, the following strategic initiatives are applied:

- Full tuition rebates for staff registering at UWC for their programmes and partial rebates at partner institutions with whom we have such agreements
- Active engagement with capacity building initiatives that form part of the University Capacity Development Programme supported by DHET and state-funded agencies.
- Strategic partnerships that can offer dual degrees and staff exchange
- Budgetary allocations for matching funds on capacity building initiatives and funding instruments (e/g/ Thuthuka, Black Academics Advancement Programme, etc.)
- Strategic application of the University Capacity Development Grant for doctoral completion

6.4. Internal funding categories and principles

The following categories of internal funding are available to staff:

- International Conference Funds
- National Conference Funds
- Project Funds
- Publication Cost Funding

Each category of funding have guidelines and processes (Appendices attached)

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