



UNIVERSITY OF WESTERN CAPE (UWC)

RESEARCH POLICY SECTION 7: RESEARCH INCENTIVE GRANT SCHEME

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RESEARCH POLICY

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Introduction

In revising the Research Incentive Grant schemes (RIGS) the following points are noted:

- i) In the past two years the University has made significant improvements to the RIGS for the benefit of researchers. Apart from an enhancement of the funding per Department of Education (DOE) accredited unit, in addition to publication outputs, units are allocated for supervision of graduating doctoral students and attainment/retention/improvement of NRF rating.
- ii) Presently the University does not achieve its DOE stipulated research output target of 1.25 units per fulltime staff member. Consequently it receives a substantial amount of subsidy funding as a research development grant, which the DOE has indicated may not be sustained in the future.
- iii) The University's Institutional Operating Plan (IOP): 2010 – 2014 projects an increase in the proportion of staff with doctoral qualifications and a significant growth in the enrolment of postgraduate students. It is, therefore, important that the RIGS is in synergy with these strategies. Consequently, it is suggested that the RIGS be extended to include credit for graduating full dissertation Masters students.
- iv) The RIGS is based solely on research output. Therefore, it will serve as the major source of research funding for established researchers at the University. Given the needs of the developing researchers on the staff of the University as well as new staff members, the RIGS must be implemented in parallel with other research funding schemes in the University.

The table on the next page shows the existing RIGS in the middle column and the proposed scheme in the right hand column.

Proposed Research Incentive Scheme – July 2009

Research Outputs	Allocation of Units	
	Existing Scheme (Approved 2008)	New Scheme (Proposal)
Sole authored DOE accredited journal article	1.0	1.0
DOE accredited journal article co-written with Postgraduate students (To be shared by all UWC Staff co-authors)	1.0	1.0
Successful supervision of a graduating Doctoral Student. (To be shared by all UWC Supervisors)	1.0	1.0
Successful supervision of a graduating Masters (Full Thesis) Student (To be shared by all UWC Supervisors)	Nil	0.25
Staff member receiving a Y or C NRF-Rating for the first time	2.0	2.0
Staff member receiving a B NRF-rating	3.0	3.0
Staff member receiving an A or a P NRF-rating	5.0	5.0
Improvement of NRF –rating from one category to another (e.g. C1 to B2)	2.0	2.5
Improvement of NRF-rating in the same category (e.g. C3 to C1.)	1.5	2.0
Staff member retains an NRF-rating at the same or lower level	1.0	1.0
<p><i>The units for Books, Chapters in Books and Conference Proceedings are presently the subject for discussion between the University and the DoE.</i></p>		
<p>Note: Finally, when the research outputs of the University increases beyond its DOE stipulated target, consideration should be given to awarding staff members with significant individual outputs a salary bonus.</p>		

