

## Rewarding Research Endeavour

### Purpose:

Sunway University aims to become established as an international leader in higher education, including for its research. The primary measures of research used by MyRA, SETARA and the main league tables are:

- (i) Number of publications
- (ii) Citations
- (iii) External grant income

This Policy sets out how the University recognises those staff who contribute significantly to fulfilling its ambitions in respect of these research measures. Any queries regarding the policy should be addressed to the REO. The REO shall be the final arbiter in the interpretation of the policy, in determining the level of any award, and in approving all expenditure under the scheme.

### Eligibility:

Only fulltime members of staff of Sunway University are eligible to receive rewards under this scheme. Rewards will be in the form of a credit to the *research account* of the **Principal Investigator (PI)**. The Principal Investigator is defined as *the lead researcher for a project*. The PI shall normally be the first/last named or corresponding author of a publication; in the case of research carried out under a grant, the grant holder shall be considered as the PI. Rewards will be allocated to the Principal Investigator or *senior* Sunway University author/creator.

### Determination of Awards

For 2018 the REO shall **allocate** monies to individuals, based a QR (quality-related) funding model, similar to models used in Australia, New Zealand and the UK. A QR score will be calculated for each individual based on research *performance* averaged over the preceding three-year period, *i.e.* 2015, 2016 and 2017.

SCOPUS output and citations, and external grant income will be used as measures of performance, since these are key measures used by QS, MyRA and SETARA. Individuals will be allocated Rewarding Research monies based on their individual scores. Details of how QR scores are calculated may be obtained from the REO, but, in brief, the QR score for each member of staff shall be determined by:

- (i) Number of countable outputs;
- (ii) Quality of countable outputs (determined by journal tier)
- (iii) Citations (over the last 5 years)
- (iv) Countable external income
- (v) Subject Cost Weighting
- (vi) Discipline Weighting

Countable elements are those that Sunway University is eligible to count under MyRA (2017).

The sum awarded to each individual shall be determined by their individual QR score and available budgets. Individuals in receipt of Rewarding Research monies in 2018 will be notified of their allocation by the REO before the start of the year.

**Expenditure**

Reward monies may be used only for the furtherance of the awardees own research, and all expenditure must be approved by the REO **in advance**. All reward monies must be utilised in the same financial year in which it was awarded. No monies may be carried over into subsequent years.