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**Centre for Creative and Cultural Research (CCCR)**

**Membership details 2014–2017**

**1. Background**

The Centre for Creative and Cultural Research (CCCR) will be run by a Director and initially have two Deputy Directors: one in the field of Creative Writing and the other in the field of Digital Culture. Members will be accepted into the CCCR upon application. At any one time the CCCR will have a small number of core members and a larger number of associate members. Membership is by application for both core and associate levels; please see application form at Appendix 1, below.

**1.1 Associate members** will be working on projects pertinent to the CCCR agenda, and:

* may be preparing to apply for core membership;
* are entitled and encouraged to participate fully in the life of the CCCR, with access to workshops, symposia and other events; provision of mentoring as required; the opportunity to propose any research or research training events and activities; and, where the budget allows, the opportunity to request small seed funding to develop collaborative and collegial projects that are well aligned with CCCR activities;
* are expected to meet the UC performance expectations for teaching and research academic staff, as set out at <http://www.canberra.edu.au/hr/organisational-development/peas>.

**1.2 Core members** will be working on projects that are key to the CCCR agenda and:

* will have access to the membership benefits described above, have a reduced teaching load, and have the opportunity to apply for small seed funding to support research projects that are well aligned with CCCR activities, and well designed to build their research and career profile;
* are expected to exceed the UC performance expectations for teaching and research academic staff, because of the reduced teaching load and additional support that is available to them. In addition, they will be expected to initiate research activities and demonstrate research leadership: criteria for core professorial members and core assistant professors are set out below;
* may hold core membership for a 3-year period, although individuals may apply for an extended membership period if they believe they have a compelling case to make.

**1.3 Adjunct members** will hold an adjunct, professional associate or visiting fellow position with the University of Canberra, will be working on projects pertinent to the CCCR agenda, and:

* are entitled and encouraged to participate fully in the life of the CCCR, with access to workshops, symposia and other events; the opportunity to propose any research or research training events and activities; and, where the budget allows, the opportunity to request small seed funding to develop collaborative and collegial projects that are well aligned with CCCR activities;
* are encouraged to provide mentoring and supervisory roles within the CCCR;
* are expected to attribute publication bylines to the University of Canberra, when appropriate to do so.

**1.4 HDR members** will be enrolled in a masters by research or doctoral program at the University of Canberra, will include on their panel a member of the CCCR, and will be working on a topic that is aligned with the CCCR agenda. While any FAD HDR candidate is welcome to participate in workshops and other events hosted by the CCCR, those who have applied for membership will be entitled to additional benefits and professional development opportunities. The CCCR HDR representative (for 2016 is Monica Carroll) will provide information and application documents to those interested in pursuing HDR membership.

**2. Criteria for core membership**

Core members of the CCCR will be academic leaders in the case of Associate Professors and Professors, or will have demonstrated the capacity for rapid development as future academic leaders in the case of Assistant Professors. They will be highly productive research active staff who contribute strongly to the CCCR and the Faculty of Arts and Design’s research outputs in traditional and, where appropriate to their discipline, non-traditional research. They will also contribute to CCCR research activities and public programs, and demonstrate a high level of collegiality in their academic practice.

**2.1 Professoriate**

Over any three-year period, a **core** CCCR member in the professoriate will be expected to achieve the following:

* publish at least **eight** refereed articles in quality journals, or a combination of scholarly books, articles and refereed conference papers, or a combination of scholarly outputs and NTROs that meet the ERA requirements. While creative work is strongly encouraged, at least 50% of outputs will be traditional peer-reviewed publications;
* raise **$150,000 to $300,000** of grant income over three years (the level of this income will be commensurate with what is achievable within the relevant FoR);
* demonstrate **leadership** within the CCCR by performing at least three of the following to a significant level:
  + head up one of the key themed CCCR research strands (IPSI, Future Heritage, and Cultural Vocations, Creative Communities) and ensuring it is well on track to meet the CCCR strategic aims;
  + develop and facilitate national and international strategic partnerships and affiliations for the CCCR;
  + undertake international collaborations with demonstrated outcomes and outputs;
  + develop and facilitate major research events with demonstrated outcomes and outputs;
  + actively mentor ECRs and HDR candidates with demonstrated outcomes and outputs.
* primary supervision of at least **three** HDR panels, and participation in other panels to mentor ECR supervisors. On-time completions of 90% of supervised load is required;
* demonstrate significant and substantial collaborative and collegiate activity (including, as mentioned above, working closely with ECRs and others to initiate collaborative research projects with clearly specified research outcomes, on a national and international level; and co-authoring publications with international collaborators).

**2.2 Assistant Professors**

Over any three-year period, a **core** CCCR member will be expected to achieve the following:

* publish at least **six** refereed articles in quality journals, or a combination of scholarly books, articles, refereed conference papers and NTROs that meet the ERA requirements. While creative work is strongly encouraged, at least 50% of outputs will be traditional peer-reviewed publications;
* raise **$100,000** of grant income over three years (the level of this income will be commensurate with what is achievable within the relevant FoR);
* primary supervision of at least **two HDR panels**, and participation in other panels as appropriate. On-time completions of 90% of supervised load is expected;
* demonstrate **leadership** within the CCCR, such as convening seminar series, hosting public research events, and organising and facilitating esteemed visiting professors and/or academic exchanges;
* demonstrate significant collaborative and collegiate activity by initiating collaborative research projects with members of UC and, where possible, with external research colleagues on a national and international level, and by co-authoring and publishing the products of that research.

[This document has been produced with input from the CCCR External Advisory Board, and through consultation with 2014 core and associate members. Expected outputs are based on the current UC PEAS for RO and TR staff. This document remains valid for the period Jan 2015—Dec 2017, at which time it will be updated.]

**Appendix 1: Application for membership of the CCCR (Associate, Core and Adjunct members)**

**1. Personal details**

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| **Name** |  | | | | | |
| **Discipline area** |  | | **Current research cluster** | |  | |
| **HERDC points achieved in past 3 years** |  | | **Creative research outputs past 3 years** | |  | |
| **Contributions to research culture past 3 years** |  | | | | | |
| **Current HDR students you are supervising** | | | | | | |
| **Student name** | **Degree; and ft or pt enrolment** | **Your role** (chair, secondary, advisor) | | **Title of project and FoR code** | | **Anticipated date of submission** |
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**2. Relationship to Centre**

**Statement of the relevance of your work to the Centre’s aims**

(maximum half page / 200 words)

**3. Research activity**

**The proposed research project you will pursue under the Centre’s auspices**

(title, aims, methodology, method and approach, anticipated outcomes and outputs, any funding secured for the research; max 1 page / 400 words)

**4. Resources**

4.1 What will you bring to the Centre (external funding; external networks; esteem factors; capacity to mentor others; capacity to recruit and support HDR candidates; capacity to contribute to the research culture and its direction)? Provide details; maximum 200 words.

4.2 What will you require of the Centre (training and development; time dedicated to research; participation in team-based research; administrative report for grant applications and linkages; access to funding sources)? Provide details; maximum 200 words.