

# Women in STEMM Early Career Researcher PhD Candidate Scholarships

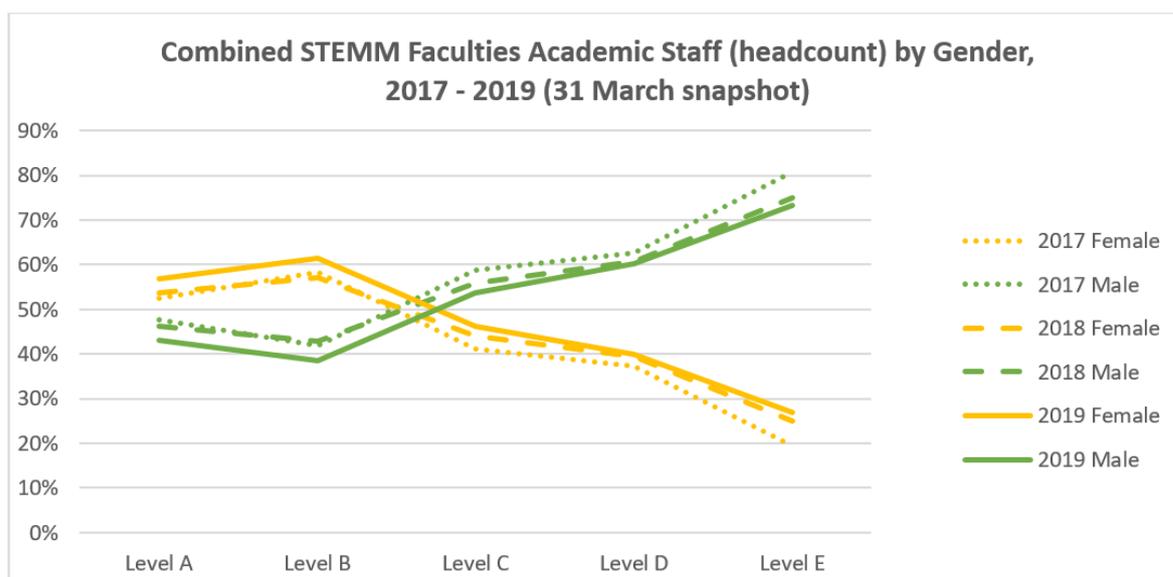


Date Approved: 26 February 2020  
Date of Commencement: 26 February 2020  
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## 1. Context

This document supports the University’s commitment to fostering and developing Early Career Researchers’ research and research leadership through the provision of fully funded PhD scholarships. The PhD scholarships are available for domestic candidates only (Australian and New Zealand citizens and Australian Permanent Residents and Humanitarian visa holders).

These scholarships are intended to enhance Early Career Researcher projects and bring together quality PhD candidates with committed Early Career Researchers for their mutual benefit. This initiative is an element of *Research Advantage* and the UON Athena SWAN SAGE Pilot Action Plan, and aligns with the *NeW Futures Strategic Plan 2016-2025* focus on supporting researchers’ endeavours and attracting high calibre research candidates. A primary focus of the initiative is supporting the development of early career academic of women in STEMM fields, particularly those in low female participation disciplines (e.g., physics, mathematics, engineering), with the aim to redress some of the systemic biases that early career women face, including fewer HDR supervision opportunities and support ([https://www.newcastle.edu.au/\\_data/assets/pdf\\_file/0008/498581/University-of-Newcastle\\_Athena-SWAN-Institution-Application-Bronze-Award\\_Redacted-version-PDF.pdf](https://www.newcastle.edu.au/_data/assets/pdf_file/0008/498581/University-of-Newcastle_Athena-SWAN-Institution-Application-Bronze-Award_Redacted-version-PDF.pdf)).



Source: UON Data Warehouse, 27 February 2020

## 2. Definitions

**ECR** means Early Career Researcher, a University of Newcastle employee who holds an Academic Level A, B or C appointment, and was awarded their PhD no less than 12 months ago and no more than five years ago, with consideration given to periods of career interruption.

**PhD** is a Doctor of Philosophy degree, referred to as a Doctoral Degree (Research) by the Australian Qualifications Framework.

**University** means The University of Newcastle.

## 3. Timeline

<b>5 March 2020</b>	Call for ECR applications.
<b>6 April 2020</b>	Closing date for ECR applications.
<b>By 30 April 2020</b>	ECR applicants advised of outcome.
<b>31 May 2020</b>	Closing date for PhD candidates' applications.
<b>30 June 2020</b>	PhD candidates advised of outcome.
<b>31 July 2020</b>	Latest date for PhD candidates to commence candidature and scholarship.

## 4. Eligibility

The University requires that all ECR applicants satisfy the following eligibility criteria;

- i. Applicants must be a paid employee of the University of Newcastle; **and**
- ii. Applicants must hold an Academic Level A, B or C appointment in a STEMM Faculty (FEBE, FSCI and FHEAM) and the remaining term of the appointment must meet or exceed the tenure of the PhD program (4 Years) or written evidence from the unit of employment to extend the current appointment commensurate to the length of the PhD program; **and**
- iii. Applicants were awarded their PhD no less than 12 months ago and no more than five years ago, with consideration given to periods of career interruption. Career interruptions may include but are not limited to periods of non-research employment, parental leave, misadventure or carer responsibilities; **and**
- iv. Applicants cannot have been previous recipients of an ECR HDR scholarship.

## 5. Application Process

- 5.1. ECR applicants must submit the following documentation to the Dean of Graduate Research [Dean-Graduate-Research@newcastle.edu.au](mailto:Dean-Graduate-Research@newcastle.edu.au) no later than 5pm on the closing date for ECR applications.

- i. Completed application form

- ii. List of the ECR's research achievements post the award of their PhD (i.e. a publications list; conference presentations; income; and grant applications, indicating success or otherwise)

5.2. ECR applicants must obtain the support of their Head of School and Assistant Dean Research Training prior to the application closing date.

## 6. Award of Scholarship

6.1. The Award Committee consists of the Dean of Graduate Research, Pro Vice-Chancellor (Research & Innovation), the Women in STEMM Chair, the Deputy Vice-Chancellor (Research & Innovation). Each member of the Award Committee may delegate their responsibility to a nominee. The membership of the Award Committee must be gender inclusive, and additional members may be invited accordingly.

6.2. The Dean of Graduate Research will assess all applications and provide a shortlist to the Award Committee members for their review and determination of award.

6.3. The following criteria will be taken into account by the Award Committee when reviewing applications:

- i. Impact of the potential scholarship award to the ECR: how the award of a scholarship would strengthen the ECR's career and development; **and**
- ii. ECR's contribution to UON's areas of research concentration, including any collaborative aspects; **and**
- iii. ECR's prior supervisory experience, including strategies to ensure a successful and timely completion; **and**
- iv. Excellence of the ECR as demonstrated by their research achievements relative to opportunity. This will take into account:
  - Quality of publications
  - Conference presentations
  - Research income
  - Grant successes and near misses
  - Career awards
  - Memberships of Professional Bodies/Associations

6.4. No more than one scholarship will be awarded to any successful applicant.

6.5. The scholarship is awarded to the ECR, who will recruit a domestic PhD candidate subject to the candidate meeting the scholarship eligibility criteria as defined in the [Research Training Program Scholarship Policy](#) and relevant Scholarship Conditions.

6.6. The Award Committee's decision is final.

## 7. Scholarship inclusions

7.1. The scholarship provides the PhD candidate with:

- i. Domestic tuition fees at the appropriate program level;

- ii. Living allowance scholarship at the base Research Training Program (RTP) rate for a period of up to 3.5 EFTSL;
- iii. Relocation and establishment allowance - up to \$1,500 (subject to the provision of receipts);
- iv. A HDR laptop, and;
- v. Direct Research costs at the appropriate Faculty level.

## 8. Conditions of scholarship

- 8.1. Successful ECR applicants must identify a suitable PhD candidate and the candidate must commence their program no later than 31 July 2020.
- 8.2. PhD candidates must not have commenced their HDR program prior to 1 January 2020.
- 8.3. PhD candidates must meet eligibility requirements consistent with the [Research Training Program Scholarship Policy](#) and relevant Scholarship Conditions.
- 8.4. If the ECR has not previously supervised a HDR candidate through to successful completion, there must be an experienced co-supervisor who has supervised to completion and who has at least a 35 per cent supervisory load.
- 8.5. It is the responsibility of the ECR to propose an experienced supervisor as a supervisory mentor and co-supervisor for approval by the relevant Head of School and Dean of Graduate Research.
- 8.6. In the event, the PhD candidate withdraws or is terminated any time after completing 12 months of their program, the scholarship is forfeited. If termination or withdrawal occurs before 12 months of the program consideration will be given to the provision of a new scholarship.
- 8.7. Transfer of the principal supervision will result in the scholarship being revoked.
- 8.8. Engagement in at least three (3) Research Advantage EMCR *Connect and Empower* network events in 2020 [Five (5) hrs in total].
- 8.9. Engagement in **three** (3) network and collaboration events hosted by Research Advantage to support the development of women in academia.

## 9. Confidentiality

The deliberations and decisions of the Dean of Graduate Research, Pro Vice-Chancellor (Research & Innovation), the Women in STEMM Chair, and Deputy Vice-Chancellor (Research & Innovation) and/or delegates relating to allocation, selection and award of scholarships are confidential.

## 10. Delegations and Relaxing Provision

If required, the Dean of Graduate Research, or nominee under delegated authority, may act to resolve urgent matters relating to award of scholarships. In exceptional circumstances arising in a particular case, the Dean of Graduate Research may relax any provision of these Guidelines.

### Related Documents

[Research Advantage](#)

[Research Training Program Scholarship Policy](#)

[Early Career Researcher PhD Candidate Scholarships Application Form 2020](#)

**Positions**

**Identify the following positions in line with the key below;**

Policy Sponsor: Deputy Vice-Chancellor (Research and Innovation)

Policy Owner: Deputy Vice-Chancellor (Research and Innovation)

Policy Contact Position: Manager, Operations; UON Graduate Research

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The following data will be entered after the document is approved.

Date Approved: 26 February 2020

Approval Authority: Deputy Vice-Chancellor (Research and Innovation)