

CHANCELLOR'S POSTDOCTORAL RESEARCH FELLOWSHIPS 2017

SCHEME GUIDELINES & INFORMATION FOR APPLICANTS

Key Dates

'Expressions of Interest' (EOI) open	Thu, 28 April 2016
EOI Registrations close	Thu, 19 May 2016 12 noon AEST
EOI Submissions close (registered candidates only)	Thu, 26 May 2016 12 noon AEST
EOI outcome (tentative)	Wed, 22 June 2016 12 noon AEST
Full applications open (by invitation only)	Thu, 23 June 2016
Full applications close (by invitation only)	Tue, 12 July 2016 12 noon AEST
Full applications outcome (tentative)	Mon, 29 August 2016 12 noon AEST
Interview Dates	Mon 19 – Wed 21 September 2016
PhD census date for eligibility (PhD awarded)	On or after 1 July 2011
PhD submission date for eligibility (not yet awarded)	On or before 12 July 2016
Fellowship must be commenced on or before	Tue, 31 January 2017

1. Preamble

The UTS vision is to be a 'world leading university of technology' – and research plays a central role in this. UTS is committed to increasing the scale and capacity of its research through its research strategy which aims to have real impact on society, environment and industry; to benefit the community by being effective and relevant; and deliver practical solutions to current national and international challenges.

The **UTS Chancellor's Postdoctoral Research Fellowship (CPDRF) Scheme** aims to support the research strategy by attracting and retaining *outstanding* early career researchers across the following UTS Research Focus Areas:

- Health
- Data Science
- Sustainability
- Social Futures
- Future Work and Industry

In 2017, the Chancellor's Postdoctoral Research Fellowship Scheme will award Fellowships with the aim of building research capacity in disciplines of strategic importance to UTS, Faculties, Centres and Institutes. The number of Fellowships awarded will be dependent on the quality of the candidates and the funding available.

Fellowship candidates must have a highly competitive track record, commensurate with expectations for nationally competitive early career fellowships. A candidate must gain support for their application from the prospective supervisor and from the Faculty in which they are proposing to work. Refer to the Faculty contact list (Appendix 3) for assistance in identifying potential supervisors.

The Scheme is strongly supported by the University's Chancellor.

2. Objectives and Outcomes

The Scheme has the following objectives:

- To attract and retain talented and outstanding early career researchers, within five years of the award of their PhD and show evidence of excellent potential of becoming independent research leaders;
- To provide a research environment for early career researchers, allowing them to increase their competitive edge in securing research funding from non-University sources including industry;
- To enhance the research capabilities of existing and emerging areas of research concentration and excellence within UTS;
- To develop a broad range of research, management and communication skills in the Fellows that will equip them to become the next generation of excellent early career and mid-career researchers at UTS;
- Provide opportunities for researchers at postdoctoral level to undertake research of national and international significance and impact, and engage with non-university fund sources including industry.

3. Eligibility

3.1 *PhD Qualification*

Candidates must meet one of the following eligibility conditions:

- a) Have been **awarded** a research doctoral degree (equivalent to an Australian PhD degree) on or after the Census Date (see cover page), based on the date on which the PhD testamur was issued.
- b) A research doctoral degree candidate whose thesis is **under examination** or who is **awaiting conferral** as of the closing date for Full Applications may also apply. The candidate must agree that UTS will request a statement from the issuing university as evidence of their status. If the candidate is successfully appointed, the Fellowship cannot commence until formal advice is received by UTS that the PhD has been awarded. If these conditions have not been satisfied, the offer of funding for the Fellowship may be withdrawn.

3.2 *Fellowship Supervision and Research Environment*

Each Fellowship candidate must nominate one Academic Research Supervisor from within the UTS host Faculty (referred to as “Supervisor” in this document). The Supervisor must hold a paid, substantive academic position at UTS (preferably full-time), i.e. honorary UTS staff members are not eligible. The supervisor must have agreed with the candidate to support his/her application to the CPDRF scheme. Candidates and their Supervisor must consult closely with one another in developing an Expression of Interest and a Full Application (subject to invitation).

The Supervisor must possess the demonstrated capacity to provide mentoring commensurate with the high research performance expectations of a Chancellor's Postdoctoral Research Fellow. The Supervisor must have a research profile closely aligned with the proposed Fellowship project and must remain the Fellow's formal supervisor for the entire duration of the Fellowship, unless the Supervisor ceases to be a UTS employee, or the Deputy Vice-Chancellor (Research) or Nominee appoints a new Supervisor.

The successful Candidate will need to be supported by a research environment aligned with an area of recognised or emerging research strength of the University. Before applying, candidates are therefore advised to inquire with the following contacts about current research priorities and their potential competitiveness for the scheme:

- Prospective Supervisor *and*
- Centre or Institute Director *and*
- Faculty contact listed in Appendix 3.

At Full Application stage, the Supervisor must obtain the support of the relevant Head of School or Research Centre/Institute Director (or equivalent) for the candidate's proposal and all required resources, such as access to research infrastructure and support staff, if applicable. A 'Supervisor Statement' using the prescribed form must be included in the Full Application. Supervisors of successful applications will be responsible for basic administrative and infrastructure support required by the Fellow, and will be expected to provide the necessary intellectual leadership.

3.3 *Other*

Successful candidates must reside primarily in the Sydney Metropolitan Area for the full term of the Fellowship, and the proposed research project must be carried out predominantly at UTS (excluding approved field work and IRD – see Section 5.2).

Current UTS employees who hold a continuing, academic appointment are not eligible to apply for the CPD Fellowship unless they apply with a different Faculty (or equivalent).

3.4 *Eligibility Exemptions due to Career Disruptions*

The assessment of a candidate's "Research record relative to opportunity" recognises that certain career disruptions may have affected a researcher's output and performance over certain periods. Reasons for career disruptions may include:

- serious ill health
- parental leave
- carer responsibilities
- non-research employment (full-time only) or unemployment
- other issues outside the candidates' reasonable control that have significantly impacted their research career.

Candidates are therefore advised to clearly mention any such disruption in the relevant section of the EOI submission, including the impact on their early research career. In addition, part-time research employment (e.g. due to additional administrative or teaching duties) or periods of unemployment may also be included here.

Researchers who have been awarded their PhD within 4 years before the Census Date and who have experienced a significant disruption to their early research career may apply for an **eligibility exemption**. The period of the career disruption must be equal or greater than the eligibility extension sought, and each disruption must be 1 month or longer.

Note: Only candidates with a PhD award date *before* the Census Date will need to apply for an eligibility exemption during the EOI registration process.

Non-research employment on a *part-time basis* (e.g. due to additional administrative or teaching duties along with research activities) will not qualify for an extension of the eligibility period.

UTS eligibility exemption principles are closely aligned with those of the "Discovery Early Career Researcher Award" (DECRA) scheme of the Australian Research Council (ARC) for the same funding year. For more information, please refer to the [DECRA Funding Rules](#) (section D7.4) and [FAQs](#) (section 1), available from the ARC website. The DVCR (or Nominee) will consider valid exemption requests in consultation with the relevant Faculty (or equivalent), based on the information provided. Candidates are therefore advised to discuss the nature of the disruption with their nominated supervisor, the relevant Faculty contact person (see Appendix 3) and the UTS Research & Innovation Office before preparing their EOI submission.

4. Appointment Details and Conditions

4.1 Appointment Duration

Full-time Fellowships are offered on a fixed-term basis for a duration of four years and will consist of a research component (75%) and a teaching component (25%) of the total appointment time. The teaching component will be financially supported by the host Faculty to the value of 25% of the annual salary and on-costs. Candidates must ensure support for their teaching component from the host Faculty through their Supervisor. Any exception to the 4-year fellowship duration will be personally reviewed by the DVCR.

Applications for fellowships on a part-time basis will be considered. The proportion of part-time and the resulting duration of appointment will be negotiated with a successful candidate.

4.2 Continuing Employment Conditions

Fellows are encouraged to consider an academic career with UTS. Where performance expectations are assessed as "Exceeded Expectations" during the Fellowship term, as evident from the annual performance reviews and any other relevant indications of performance excellence, Fellows will be eligible for continuing (ongoing) employment as an academic staff member at UTS.

Discussions between the Fellow and the Faculty (or equivalent) should commence early in the appointment to ensure that performance expectations are clearly articulated. A formal progress review should be completed at the mid-point of the Fellowship, to assess the likelihood of conversion to a continuing appointment. Upon successful conversion, the ongoing employment would normally commence from the conclusion of the fixed-term appointment.

4.3 Salary

Fellows will initially be appointed at **Academic Salary Level B Step 2**. The annual full-time salary for Level B Step 2 will be **\$96,992** as of 1 May 2016 and will increase to **\$98,447** after 1 Nov 2016. In addition, the University offers 17% employer-provided superannuation contribution.

A higher salary (above Level B Step 2 but within the Level B salary range) is subject to negotiation between the candidate, supervisor and the host Faculty (or equivalent) and must be approved by the respective Dean prior to the interview date. A higher remuneration may be considered appropriate where a Fellow is currently occupying a position above an equivalent level, or where their track record is such that a higher level of salary is deemed appropriate. If a higher salary is negotiated, the host Faculty will provide the additional funding above salary Level B Step 2.

4.4 Appointment Conditions

The terms and conditions applicable to the Fellowship will be set out within a contract of employment and in the Academic Staff Agreement 2014 (or any industrial agreement which replaces it). The Agreement sets out conditions of employment which include periodic salary increases, probation, progression, leave, superannuation, etc. The probationary period will comprise 25% of the term of the Fellowship.

The Academic Staff Agreement is available from <http://www.hru.uts.edu.au/manual/2ea/>.

Notwithstanding clause 3.1b) and c) above, appointees would commence the Fellowship as soon as practical after accepting the offer of employment, and must commence their Fellowship by 31 January 2017 at the latest.

During their appointments, Fellows will become eligible for progression or promotion to a higher academic level in accordance with the [Vice-Chancellor's Directive for Academic Promotion](#). Further information about conditions of employment at UTS is available from the Human Resources Unit website: <http://www.hru.uts.edu.au/>.

5. Researcher Development Benefits

5.1 Project Funding

For the duration of the Fellowship, a research grant will be provided to support the proposed research program. A structured, annualised budget request must be submitted as part of the Full Application, accompanied with appropriate justifications for each expenditure item.

All expenses listed in the budget must be *essential* to the proposed Fellowship project only and may include categories such as salaries for staff employed on the project (e.g. research assistants), minor equipment/software purchases, reasonable conference travel and expenses for the dissemination of results, access to technical and professional services, consumables, maintenance etc. The budget must be appropriate to the scale and nature of the proposed project and must not rely on additional investments or external contributions. Up to **\$30,000** in total project funding will be available for each successful candidate, according to the approved budget.

Where the proposed project substantially relies on the extensive use of laboratory facilities or on extensive field research, candidates may apply for up to **\$50,000** in total project funding to assist with additional expenses for equipment, maintenance, consumables and/or field work sustenance, where appropriate; however, CPD project funds cannot be used to fund major laboratory equipment purchases or infrastructure. If the higher amount is requested, the Full Application must clearly justify the need for additional funding and demonstrate substantial benefits to the expected project outcomes.

Candidates considered for appointment may be required to submit a revised budget, if requested by the Selection Committee at any stage. During the Fellowship term, part funding will be allocated annually in accordance with the approved budget.

CPD Project funding will not duplicate existing funding from external sources, such as from Australian Commonwealth or State Government schemes.

5.2 International Researcher Development (IRD) Opportunity

During their Fellowship term, all Fellows will have the opportunity to travel to and to conduct research at a recognised world-class research institute (international or in Australia) for a period of normally 3-6 months, with the objective of building long-lasting connections and experiencing world's best practice in their research area. The details of this Scheme are included in the International Researcher Development Guidelines, available from UTS on request.

5.3 Graduate Certificate in Higher Education Teaching and Learning (GradCertHEd)

In preparation for an academic career, Fellows will be expected to complete at least the Foundation Subjects of the GradCertHEd during the Fellowship term; please refer to the Position Statement in Appendix 1. Access to this course will be provided through the relevant Faculty at no cost to the Fellow.

5.4 Early Career Researcher Connect Program

The UTS '[ECR Connect](#)' Program is a structured series of activities to assist early career academics in the development of knowledge and skills which are central to a successful research career. It is mandatory for all Fellows to enrol and actively participate in the program as soon as possible after the commencement of their Fellowship, as well as in other workshops and mentoring opportunities organised from time to time by the UTS Research & Innovation Office.

6. Other Benefits

6.1 Relocation Expenses

Requests for the payment of relocation expenses from outside the Sydney Metropolitan Area will be considered on a case-by-case basis, by reimbursement, and must be incurred *after* the acceptance of the offer of employment. Any payments will be as approved by the Deputy Vice-Chancellor (Research) or Nominee, but will not exceed the relevant levels paid by the Australian Research Council (ARC) at the time. Currently, the maximum relocation allowances are:

- | | |
|--|----------|
| • North America | \$17,000 |
| • Europe/Asia (Northern Hemisphere)/Africa/South America | \$14,000 |
| • Asia (Southern Hemisphere)/Oceania | \$11,000 |
| • within Australia | \$ 8,000 |

6.2 Temporary Residence Visa

If the successful candidate does not have the right to work in Australia for the duration of the Fellowship, the University will make an application to the Department of Immigration and Citizenship for temporary sponsorship for the duration of the Fellowship appointment. UTS will cover the temporary visa application fee (subclass 457), however the appointee will be responsible for any additional expenses associated with obtaining required documentation, if requested by the Department. Further information regarding migration to Australia can be found on the Department of Immigration and Citizenship website at <http://www.immi.gov.au/>.

6.3 UTS Research Equity Initiative

The UTS Research Equity Initiative is a major program to support researchers with carer responsibilities, and to promote gender equity in research at UTS. Under the Initiative, UTS offers a range of programs and activities to better support academics and researchers with family responsibilities. More information about this initiative is available from <http://www.equity.uts.edu.au/women/researchers/initiative/index.html>.

7. Application Procedure

7.1 Stage One – Expression of Interest (EOI)

It is the responsibility of candidates to consult their proposed Supervisor and to obtain in-principle endorsement from the relevant host Faculty's Research Office before submitting an EOI. Candidates who are found not to have Supervisor and in-principle Faculty support prior to submitting an EOI may be excluded from the process.

There are two steps for Stage One, with *separate* deadlines (see 'Key Dates'):

- Online registration, and
- EOI document submission.

All candidates are required to complete a brief online registration before being able to lodge their EOI. Upon successful completion, candidates will be emailed a unique weblink for access to an online submission system. EOI documents must be submitted through this system only – not by email. Registration instructions and EOI template are available from the UTS:Research website, <http://www.uts.edu.au/research-and-teaching/future-researchers/future-research-staff/chancellors-postdoctoral-fellowships>

Candidates are encouraged to complete the short registration process as soon as possible. Application documents submitted without prior online registration (e.g. directly by email) or applications that do not comply with the prescribed EOI template will not be considered. All EOIs received are final; subsequent corrections, re-submissions or late applications will not be accepted.

7.2 Stage Two – Full Application

Candidates invited to submit a Full Application will individually receive detailed submission instructions and application documents from UTS. Prospective Supervisors will need to complete a 'Statement of Support' and obtain approval at several Faculty levels on behalf of the Candidate. It is the Candidate's and the Supervisor's joint responsibility to ensure that required information is made available to the relevant approvers before the closing date for Full Applications through the process specified in the Instructions. Candidates must also provide the contact details of three referees as part of their application.

Further details will be provided to shortlisted candidates in the Full Application Instructions.

7.3 Stage Three – Interview

Shortlisted candidates will be invited to a face-to-face interview with the Selection Committee at UTS. Where attendance in person is not practical, a video conference (e.g. Skype) will be arranged². Candidates are advised to take note of the tentative interview period (see 'Key Dates').

² In exceptional circumstances, such as where video conferencing technology is not available, a telephone interview may be conducted.

8. Selection Criteria

As detailed in the Key Selection Criteria (refer to Appendix 1), applications will be assessed based on factors such as:

- the candidate's skills and track record relative to opportunity;
- the significance and innovation of the proposed research project;
- UTS strategic fit (benefit to and alignment with areas of strategic research importance);
- the candidate's potential to contribute to relevant teaching and learning areas;
- research environment;
- the proposed supervisor's track record – in particular research outputs and external research funding in the last five years, in particular from funders listed on the [Australian Competitive Grants Register](#) and from Industry;
- the proposed supervisor's time and capacity to provide mentoring to the Fellow.

9. Selection Process

9.1 Stage One – Expression of Interest (EOI)

EOI registration and EOI application documents will be reviewed by the CPDRF Scheme Coordinator to confirm compliance with the CPDRF Guidelines. Those deemed ineligible or non-compliant will be excluded from the process and advised accordingly.

In Stage One, the relevant host Faculty (or equivalent) will assess and rank EOIs according to the Scheme's selection criteria and shortlist a limited number of EOI applications. Non-shortlisted candidates will be advised that they will not proceed to the Full Application stage. Only shortlisted candidates will be invited to submit a Full Application and will be forwarded the Full Application form, instructions and submission details.

9.2 Stage Two – Full Application

A University Selection Committee will assess Full Applications against the Selection Criteria. The Committee will be constituted with the following representation, where possible in consideration of gender balance and Equity Target Groups:

- Chair – Deputy Vice-Chancellor (Research)
- Members (3) – UTS academics who are leading researchers
- Members (3) – Current or past Chancellor's Postdoctoral Research Fellows

For the purpose of Full Application assessment, the Committee reserves the right to solicit additional expert advice, where deemed appropriate. The Committee will shortlist Full Applications for Stage Three (interviews). All Candidates will be advised of the outcome.

9.3 Stage Three – Interview

Up to three confidential, written referee reports will be obtained directly by UTS for each of the short-listed candidates, according to the referee contact details provided in the Full Application. The referee reports will be made available only to the Selection Committee.

Following the interviews, where candidates are under consideration for appointment, previously nominated referees will be contacted by members of the Selection Committee or Nominee for verbal reference checks. The Committee will then make final recommendations for Fellowship appointments to the University.

Where an 'Offer of Employment' is made, Appointees are normally expected to accept the offer within seven days and to commence their Fellowship by no later than 31 Jan 2017.

10. Clearances

Fellowship research program activities are not permitted to proceed without appropriate ethical clearances from the relevant Committee (e.g. human/animal ethics, biosafety), where required. Fellows are strongly advised to apply for the necessary clearances as soon as possible after their confirmed appointment, prior to their commencement.

11. Obligations of Fellows

11.1 Conduct

Fellows will be expected to apply themselves diligently to the program of research identified in their application, subject to the guidance and advice of their Supervisor. They are expected to comply with the UTS Code of Conduct and other policies and instruments which UTS may adopt, from time to time, in relation to its operation and governance. Access to the present policies and other instruments is available through the UTS website (www.gsu.uts.edu.au/policies/index.html).

Changes to the circumstances under which the initial appointment was made, including (but not limited to) salary, approved budget, full-time/part-time employment, duration or interruption of the Fellowship, Supervisor etc., require support by the relevant Faculty (or equivalent) and approval by the DVCR (or Nominee).

11.2 External Funding

Fellows are expected to apply for and attract non-university funding throughout the Fellowship. This criterion will form part of the annual performance review. Industry funding is encouraged.

11.3 Professional Development Participation

Fellows are encouraged to consider an academic career with UTS and, to this end, are required to complete the Foundation Subjects of the [Graduate Certificate in Higher Education Teaching and Learning](#) during the Fellowship (refer to attached Position Statement in Appendix 1).

UTS has designed and implemented a broadly-based development program to enhance the research, management, and communication skills of Early Career Research Fellows to better equip them to become the research leaders of the future. Chancellor's Postdoctoral Fellows will be expected to participate fully in the Early Career Researcher Connect program.

The University is establishing an Early Career Development and Management Committee to help design and implement the development program, provide specific coaching and mentoring, conduct symposia, exhibitions and promote interaction between Fellows and the University community.

12. Further Information

Please see Appendix 3 for Faculty Contacts. General inquiries about the UTS Chancellor's Postdoctoral Research Fellowship Scheme should be addressed to the UTS Research and Innovation Office:

Ms Kat Shaw
Projects Administrator
Tel.: +61 2 9514 7453

Email: research.grants@uts.edu.au

Web: <http://www.uts.edu.au/research-and-teaching/future-researchers/future-research-staff/chancellors-postdoctoral-fellowships>

Fax: +61 2 9514 1244

APPENDIX 1

POSITION STATEMENT ACADEMIC STAFF

UTS:HUMAN RESOURCES

POSITION: “Chancellor’s Postdoctoral Research Fellow and Lecturer” (2017 Round)

FACULTY/ SCHOOL/ DEPARTMENT/ UNIT: To be advised

ACADEMIC SUPERVISOR’S NAME: To be advised

ACADEMIC SUPERVISOR’S POSITION: To be advised

DUTIES OF THE POSITION:

TEACHING AND LEARNING / EDUCATIONAL DEVELOPMENT

1. Contribute to teaching as required in the host Faculty, at a level appropriate to the skills and experience of the Fellow, at minimum undergraduate and graduate diploma level. A four-year fellowship requires a maximum 25% teaching load of total time, averaged across the Fellowship period.

RESEARCH AND SCHOLARSHIP

1. Undertake and complete the research program identified in the Postdoctoral Research Fellowship application as subsequently approved and funded.
2. Publish and/or commercialise research outcomes, as appropriate.
3. Provide progress reports and a final report on the research program, upon request.
4. Apply for and attract non-university funding throughout the Fellowship; Industry funding is encouraged.
5. Complete a course for HDR supervisors and subsequently provide mentoring to HDR students as supervisor or co-supervisor, as appropriate to the Fellow’s skills and experience

RESEARCHER DEVELOPMENT AND LEADERSHIP

1. Administration of any research grant or contract research, as applicable.
2. Supervision technical or research assistants, as required.
3. Participation in the Early Career Researcher Development Program

KEY SELECTION CRITERIA

POSITION: “Chancellor’s Postdoctoral Research Fellow and Lecturer” (2017 Round)

FACULTY/SCHOOL/DEPARTMENT/UNIT: To be advised

a. Candidate

- Track record of the candidate relative to opportunity and career stage.
- Research performance
- All candidates must be able to demonstrate a track record in quality research outputs commensurate with expectations for nationally competitive early career fellowships, i.e. books, book chapters, journal articles and/or conference papers (published or in press). All candidates with two or more years since the award of their PhD must be able to demonstrate a *substantial, independent track record*, relative to opportunity.

b. Project Significance and Innovation

- Does the research address an important problem within the discipline?
- Will the anticipated outcomes advance the knowledge base within the discipline?
- Are the project aims and concepts significant and innovative?
- Will new methodologies or technologies be developed?
- What is the anticipated impact of the research?

c. Approach and Resources

- Are conceptual framework, design, methods and analysis adequately developed, well integrated and appropriate to the aims of the project?
- Is the project timetable realistic and achievable?
- Are there sufficient and appropriate resources (infrastructure and/or financial) available for the project?
- Has the candidate made clear why UTS is the appropriate place for this project?

d. Fellowship Supervisor and Research Environment

- Does the Supervisor possess the appropriate publication track record and demonstrated success in attracting significant external funding in the last 5 years, in the relevant discipline area?
- Does the Supervisor have appropriate *time* and *capacity* to provide intellectual leadership to the candidate in the subject area of the proposed project?
- Is the intellectual environment appropriate to foster a successful outcome for the project and to provide active career mentoring to the candidate?
- Does the Fellowship contribute to a UTS Research Focus Area? How would the outcomes further enhance the research capacity of this area?

e. Benefit to UTS and National Benefit

- What are the benefits to UTS from this project? (This is especially important for candidates who have a PhD from UTS, or who are already employed, or have been employed in the last year, by the University).
- What experience and potential does the candidate possess to contribute to existing and emerging teaching and learning areas relevant to UTS (especially in the context of a possible, future academic career at UTS)?
- Does the proposed research align with Australia’s [Science and Research Priorities](#)?

APPENDIX 2

UTS RESEARCH FOCUS AREAS

UTS has selected specific *Research Focus Areas* to build research capacity and performance aligned with the UTS vision, to be a world-leading university of technology. The role of the *Focus Areas* is to:

- Identify and allow focus on the large, challenging problems facing society
- Indicate areas in which UTS has or is intending to build scale and critical mass
- Drive cross-Faculty and interdisciplinary collaboration
- Provide a vehicle for significant external engagement

A brief description of the scope of each UTS Research Focus Area is given below:

1. Health

Health research at UTS has more than doubled over the past five years, with academics in every Faculty contributing to a uniquely UTS approach to health research. Health is at the forefront of public policy worldwide, as governments grapple with the root causes of the personal, social and economic costs of ill-health. New models of care, policies and technologies are required to address the prevention and treatment of chronic diseases and to overcome persistent inequalities in health outcomes across the community. UTS has a strong translational and social justice focus in health, and our capabilities span and integrate many disciplines, including nursing, midwifery, exercise, allied health, public health, life sciences, biomedical engineering, data science, public policy, law, economics and evaluation, communications, design, market design, accounting and the built environment.

2. Data Science

Data Science is emerging as a field of critical importance, in the same way that computer science developed in the 1970s and 1980s, to underpin the explosion of information technology. For UTS, this *Focus Area* includes the 'science' of data science and, importantly, the application of data science to all fields of human endeavour. We are building on our depth of expertise to create impact across all of these areas. We have research in the core areas of data science, such as machine learning, statistics, data visualisation and data analytics; but also, many researchers across disciplines are applying data science to gain insight into other areas, such as law, life sciences and the built environment.

3. Sustainability

UTS carries out sustainability research across all of its faculties. Current high-performing research capabilities are in water, energy, resource management, and climate adaptation, with a developing expertise in agribusiness, business and policy. In order to ensure that our sustainability research has impact, UTS will build capacity in transformative sustainability leadership, through provision of research and short courses, international development, and through engagement with local government and cities of the future initiatives.

4. Social Futures

Social Futures research at UTS is reflective of the increasingly complex nature of civil societies, and the changes taking place in communities in Australia and around the world. UTS has research capabilities in: communication futures (e.g. informed communities, connected citizens, creative content, market and enterprise, and public resources and policy); creative industries, practices, design and IP, innovative pedagogies (e.g. STEM education, Indigenous education, language education/applied linguistics, learning analytics and informatics, education and disadvantage); legal and social justice (e.g. women's rights, Indigenous rights, human rights, slavery, refugees, social inclusion/multiculturalism); public histories (e.g. public/media histories, memory/memoir, museums and archives, legal histories, material culture).

5. Future Work and Industry

Understanding technological and societal changes in work and industry globally will be critical to the future quality of life and economic future of Australia, as we create new industries and adapt existing ones to changing environments. UTS is well positioned to identify and respond to the changing future of work and industries, with research capability in: sustainable enterprise; entrepreneurship and social entrepreneurship; innovative socio-technical systems; strategy, operations and global value chains; corporations and corporate regulation; market design; management of mega-projects and new forms of organizing and collaborating; the future of the professions, fostering talent and leadership.

APPENDIX 3

FACULTY CONTACT LIST

Candidates who need assistance in identifying a prospective Fellowship supervisor and/or who need specific information about research priorities in UTS Faculties (or equivalent) should contact the relevant person listed below, to ensure that their application will be supported by the Faculty. To allow Faculties to most effectively deal with your request, please kindly include your resume and a brief abstract of your proposed CPDRF project in your email.

Faculty or Institute	Associate Dean (Research) or equivalent	Faculty Contact Person	Email and Phone
UTS Business School	Professor Ashish Sinha	Ms Elizabeth Ng Research Manager	Elizabeth.Ng@uts.edu.au +61 2 9514 3940
Faculty of Design, Architecture and Building	Professor Charles Rice	Ms Ann Hobson Research Manager	Ann.Hobson@uts.edu.au +61 2 9514 8080
Faculty of Arts and Social Sciences	Professor Alan McKee	Ms Joanna York Research Manager	Joanna.York@uts.edu.au +61 2 9514 4544
Faculty of Engineering and IT	Professor Jie Lu	Ms Helen Jiang Research Manager	Helen.Jiang@uts.edu.au +61 2 9514 7823
Faculty of Law	Professor Jenni Millbank	Claire Wiltshire Research Development Officer	Law.Research@uts.edu.au +61 2 9514 3753
Faculty of Health	Dr Phillip Newton	Ms Karen Gomez Research Manager	Karen.Gomez@uts.edu.au +61 2 9514 4836
Faculty of Science	Associate Professor Mike Ford	Ms Lisa Merry Research Operations Manager	Science.Research@uts.edu.au +61 2 9514 4754
Graduate School of Health	Associate Professor Mary Bebawy	Ms Kellie Masters School Manager	Kellie.Masters@uts.edu.au +61 2 9514 8303
Institute for Sustainable Futures	Professor Stuart White Director	Ms Liz Jenkins Operations Manager	Liz.Jenkins@uts.edu.au +61 2 9514 4638
Jumbunna Indigenous House of Learning	Professor Larissa Behrendt Director (Research)	Professor Larissa Behrendt Director (Research)	Larissa.Behrendt@uts.edu.au +61 2 9514 9655
Institute for Public Policy and Governance	Professor Roberta Ryan Director	- ditto -	Roberta.Ryan@uts.edu.au +61 2 9514 2643