

FACULTY OF INFORMATION TECHNOLOGY ACADEMIC STAFF FUNDING FORMULA 2008

Base-level funding for all teaching and research staff:	\$500
Extra for Common Core involvement:¹	\$250 ²
Additional funding based on 2007 performance:	
Per A+, A or B-level journal publication or book or monograph:	\$1000 ³
Per A+, A or B-level conference publication, book chapter or edited book (maximum 3):	\$500 ³
Per unit student satisfaction rating \geq University target (currently 4):	\$1000 ²
Per unit student satisfaction rating \geq 3.5, but $<$ University target:	\$500 ^{2,4}
Per PhD completion as a supervisor:	\$500
Staff member completing their own PhD (once approved by MRGS):	\$1000
Maximum funding possible (including all the above):	\$5000

Notes:

¹ For teaching one or more Common Core campus offerings.

² *Pro rata* for joint teaching of an offering.

³ For 2009 funding (for 2008 performance), these amounts will be multiplied by an authorship fraction as follows: 1.0 for sole author, 0.5 for multiple author publications. This is the same as the rule used in the Faculty's Research-Active definition.

⁴ For 2009 funding (for 2008 performance), the threshold will be the FIT average score, rather than 3.5.

Level of Publications

Head of School has final say on journal and conference rankings. Head of School will be guided by FIT's ranking lists and those prepared for national research assessment purposes, and may seek advice from senior colleagues in disciplinary area where uncertainty exists. Staff may present their own evidence of quality if they wish, but must do so by 14 Mar.

Unit Student Satisfaction Rating

The unit student satisfaction rating is the mean result from Question 8 of the Unit Evaluation: *Overall I was satisfied with the quality of this unit.*

New Appointments

New academics and researchers appointed at a time fraction of 0.4 and above either tenured or on a contract of one year or more will be allocated \$5,000 (or pro-rata) in their first year of employment.

Higher Administration Duties

Staff who have been assigned higher administration duties that replaces some teaching load may be compensated at the discretion of the Head of School.

Eligibility

To be eligible for funding under this scheme, an academic's position with Monash must be (i) at a fraction of at least 0.4, **and** (ii) either continuing, or a contract of twelve months or more, or a shorter

contract but with continuous employment by Monash (at fraction at least 0.4) for at least twelve months as at 1 Jan. Sessional staff are not eligible.

Expenditure

University funds must not be used for payment of professional memberships, mobile phones or home internet.

With HoS approval, funds can be allocated to HDR students or other colleagues within the Faculty of IT who qualify for funding under this scheme.

Unspent funds at the end of the calendar year (from end 2008) can be carried over to future years, to a maximum amount of \$10,000.