

FACULTY RESEARCH POLICY

Policy Link		Nil			
Responsible Officer		Faculty Research Advisor			
Superseded Documents		Nil			
Associated Documents		Faculty Workload Policy Research Active Policy Faculty Research Funds Procedure			
Review Date		February 2023			
Version	Endorsed by	Date	Authorised by	Approval Date	Effective Date
2.0	The Principal	9 March 2018	Governing Board	15 March 2018	15 March 2018

1 PURPOSE

The teaching and scholarship of the College are fuelled and supported by a commitment to research. All members of the College faculty are expected to undertake academic research of one kind or another as part of their role as pastors, teachers and scholars within the College community. The Academic Departments of the College have an important role to play in stimulating and supporting such research and ensuring that the research activity of each of its members actively contributes to the welfare and wider ministry of the College. This policy makes explicit the expectations of the College and members of the faculty arising from this commitment to research.

2 BACKGROUND

As a Higher Education Institution, Moore College resources its undergraduate, graduate and postgraduate programs with appropriately qualified faculty, who are engaged in research in one of the theological disciplines alongside teaching, pastoral and administrative responsibilities. Given the teaching, pastoral and administrative demands on the faculty, a policy has been developed to encourage continuing serious research by each member. However, while there is a clear expectation that each member of the faculty will take up opportunities to extend themselves academically, differing gifts, interests and responsibilities will mean that not every member will be engaged in the same kind, level or volume of research.

3 SCOPE

This policy and the associated procedures are applicable to all full-time members of the College faculty (excluding Emeritus Faculty, Visiting Faculty and Adjunct Faculty).

4 DEFINITIONS

Dean of Research	The member of the College faculty appointed by the Principal to oversee the research programs of the College.
Faculty member	A full-time member of the Faculty declared to be so by resolution of the Governing Board.
Faculty Research Advisor	The person appointed by the Principal to promote, oversee and coordinate the resourcing of the research activity of the faculty
Head of Academic Department	The member of the College faculty appointed by the Principal to head one of the academic departments of the College.
Principal	The person appointed by the Governing Board to exercise the responsibilities of Principal of

	the College.
Research	The creation of new knowledge and/or the use of existing knowledge in a new and creative way so as to generate new concepts, methodologies and understanding. This includes synthesis and analysis of previous research to the extent that it leads to new and creative outcomes. (<i>HERDC</i>)
RACC	The Research and Centres Committee, a subcommittee of the Academic Board.

5 POLICY STATEMENT

5.1 The Commitment

The College is committed to providing support for the research activity of its faculty through a program of study leave, the provision of research funding and structural support.

5.2 Faculty Research Advisor

A Faculty Research Advisor is appointed by the Principal to consult with and assist faculty in their research work. The responsibilities of the Faculty Research Advisor shall include (but not be limited to) the following:

- (i) consult at least annually with each member of the faculty to consider how best to support their research and to look for synergies;
- (ii) investigate possibilities for external funding of specific research projects;
- (iii) promote membership of scholarly societies by members of the faculty;
- (iv) promote collaborative faculty research and publications;
- (v) encourage participation in relevant academic conferences;
- (vi) report annually (at the first meeting in each academic year) to the Academic Board on research output of the faculty as a whole against the Faculty Research Goals at 5.4; and
- (vii) administer the Faculty Research Funds Procedure in consultation with the Academic Dean and the Principal.

5.3 Study Leave

A faculty member may apply for study leave during the fourth year of full-time employment on the faculty and subsequently in every fourth year.

- (i) Study leave is normally for an academic semester.
- (ii) During this period the College will continue to provide the faculty member with a stipend and allowances equal with the rate at which these were paid immediately prior to study leave being taken.
- (iii) The College will make available one return economy class airfare for the purposes of a conference or for study leave in an appropriate centre for theological study.
- (iv) Other costs (accommodation, airfare for family members accompanying the faculty member on leave overseas, food, etc.) will be borne by the faculty member concerned.
- (v) Study leave possibilities for a particular year shall be an item of discussion by each academic department at its first meeting in the year prior, with a specific concern to ensure, where practicable, that the number of faculty on active duty remains as stable as possible from year to year.
- (vi) An application for study leave is presented in the first instance to the Principal in time for recommendations to be made to the Governing Board in May of the year before the leave is to be taken.

- (vii) Applications for study leave are reviewed by a committee comprising the Principal, the Vice Principal and the Academic Dean prior to recommendations being made to the Governing Board.
- (viii) At the conclusion of study leave a report is given to the Academic Departments and to the Governing Board, giving particular attention to the benefits of research undertaken for the teaching and research programs of the College.

5.4 Faculty Research Goals

Each Academic Department is responsible for the development and implementation of a plan for research output, usually spanning a three to five year period. In consultation with their Academic Department, each member of the faculty should ordinarily aim to produce or participate in three of the following in every study leave cycle (typically three and a half years):

- (i) one paper for a Moore College School of Biblical Theology;
- (ii) one article for a domestic peer reviewed theological journal (e.g. *Reformed Theological Review*)
- (iii) one article for an international peer reviewed journal in their primary field of expertise; or
- (iv) one paper presented at an academic conference either in Australia or overseas.

In addition to these more academic pieces, faculty members are expected to be producing material of substance aimed at a more general Christian audience at the rate of at least one per calendar year.

Some faculty may be involved in larger research projects such as a book or theological monograph.

5.5 Conference Attendance

Given the benefit of peer review and of engagement with scholars from other institutions working in the same field, where possible faculty members should seek to present and/or attend an academic conference (whether in Australia or overseas) at least once in each study leave cycle.

- (i) It will be the responsibility of Academic Department heads to ensure that such conference opportunities are made known to members of the department.
- (ii) Since attendance at international conferences inevitably involves an extended absence from the College, with implications not only for the teaching program but also for the pastoral care program and other administrative responsibilities, all international conference attendance must be approved by the Principal.

5.6 Faculty Research Funding

Faculty may apply for funding for research in accordance with the Faculty Research Funds Procedure. Such funding may be applied to conference attendance (exclusive of study leave related costs), or the provision of a research assistant over the long vacation, or another expense directly related to the faculty member's research.

6 QUALITY ASSURANCE PROCESSES

The principal mechanisms for quality assurance in faculty research are the annual faculty reviews; reports in departmental minutes of where faculty research has fed back into the teaching program and curriculum; and reports from the Faculty Research Advisor to the Academic Board. The sharing of research at Faculty Conferences and on other occasions provides the benefit of peer review and encouragement.

7 IMPLEMENTATION, DEVELOPMENT AND REVIEW

This policy will be implemented by the Faculty Research Advisor in consultation with the Academic Dean and Vice Principal. It will be reviewed in February 2023.

Version	Authorised by	Approval Date	Effective Date	Sections modified
1.0	Governing Board	19 August 2014	19 August 2014	New Policy but supersedes brief for Faculty Research Advisor date July 2006
2.0	Governing Board	15 March 2018	15 March 2018	Clarifying research goals in the light of the School of Theology becoming biennial; clarifying the distinction between domestic and international journals; separating out conference attendance into a new section and clarifying the authority for approval.