

HEALTH SCIENCES CAREER DEVELOPMENT PROGRAMME 2023

Māori Early Career Fellowships

Closing date Tuesday 25th July 2023



Guidelines for Applicants

Objectives

These Fellowships are intended to support and develop Māori doctoral graduates to undertake a research fellowship in a Department/School/Unit within the Division of Health Sciences. The purpose of the Fellowship is to provide salary support for two years for Māori early career researchers to gain further experience in their chosen fields, to become established as independent researchers, and to support their development as future research leaders for their communities and academia.

Eligibility

- Applicants **must hold the degree of Doctor of Philosophy** or an equivalent degree. Although applications will be accepted from people who have not received results of their thesis examination at the time of application, the award and commencement of the fellowship is conditional on award of the degree. The thesis should preferably have been submitted at the time of application and **must** have been submitted for examination by **1 November 2023**. There will be no exceptions to this rule.
- Applicants must be of Māori descent
- Competitive candidates may have research-related papers published prior to 1 February 2024, but candidates will be considered holistically on their research and leadership potential.
- Each application must include a named Māori mentor, who may also be the primary supervisor.
- These fellowships are open to any Māori candidate who has **not** held a position at SL or SRF level at any tertiary institution
- A primary supervisor may only be named on one application, although co-supervisors can be named on multiple applications.

Value

The annual salary paid to Postdoctoral Fellows is currently \$82,460 (PD01) per annum and is not subject to annual increment, although candidates are entitled to apply for promotion. Research Fellow appointments are also possible depending on the successful candidate's experience.

Vision Mātauranga (VM) and Māori Health Advancement

Candidates should outline how the research gives effect to either VM, including benefits to New Zealand and Māori (iwi, communities/groups and/or businesses), or Māori Health Advancement as per the HRC criteria:

<https://www.mbie.govt.nz/assets/9916d28d7b/vision-matauranga-booklet.pdf>

Duration of Tenure

- The Fellowships are awarded for a period of two years only.
- This applies even with FTE <1.
- The Fellowships are reviewed annually and are renewed subject to satisfactory annual progress reports.
- Extension of the award beyond 12 months is dependent on an acceptable level of progress of the research and on the basis of confidential reports from the Fellow's mentors.
- It is expected that start-dates will be no later than 1 February 2024. Deferral of the fellowship will not be possible beyond this date.

Conditions of Tenure

- The Fellowships are tenable at the University of Otago in a Department/School/Unit within the Division of Health Sciences. The Department/School/Unit and supervisor must be approved by Divisional research administration.
- The Fellows are employees of the University of Otago and the general conditions of the appointment are outlined in the accompanying Human Resources document.
- The costs of the research undertaken by career development award recipients are the responsibility of the department. **Applicants and relevant HoD/Dean must confirm that such resources are in place before submitting their application.**
- Applications must include HOD signature to confirm approval of associated costs and time.
- The Fellows may undertake limited **clinical** duties relevant to their research external to the University to a maximum of 200 hours in a calendar year. If the duties are outside the normal expectations for a Fellow, they will be offered appropriate remuneration for that work as approved by the Vice Chancellor (or VC's delegate). Additional teaching or clinical work internal to the University is permitted provided this does not exceed 1 FTE. (Ask if you are unsure about this condition.)
- Except in relation to approved limited clinical and teaching duties, the Fellows may not receive remuneration for other work without the permission of the University. **Fellows are encouraged to apply for external research grants. Successful proposals can be accommodated by an agreed reduction in the fellowship proposal and/or FTE.**
- Terms and conditions are outlined in the University of Otago Academic Employment Agreement

Principal Supervisor

Applicants must have a **principal supervisor** who will take management responsibility for the applicant, and have experience relevant to the project. Others can be part of an overall supervisory and advisory team for the research.

Māori Mentor

Applicants must have a Māori mentor who can support and guide their development as a Māori researcher. The principal supervisor and mentor may or may not be the same person.

The Māori Mentor may be from outside of the University of Otago. Applicants are encouraged to seek help in finding an appropriate mentor (see H Maxwell, contact details below).

Applications

Applications must be made to the Division of Health Sciences through the Head of Department and Dean of School as per the email memorandum circulated by the Associate Dean Research (Health Sciences). One signed **electronic copy** should be sent as outlined below in the Guide to Application under [Completed Applications](#).

Approvals

The candidates must be aware of any ethics or regulatory approvals that are required to undertake the proposed research and list them as per the application format. The approvals do not need to be in place at the time of application but will need to be obtained before the research can commence.

Reporting

Recipients are required to submit an annual report on the approved research report form. These reports are due on the anniversary of commencement of the award in each year of the award. The award recipients are also required to submit a final report on the same form within 28 days of completion of their Fellowship. Reports should be sent to Dr Michele Coleman in the office of the Division of Health Sciences. The Division may also ask the recipients of all its fellowships to participate in engagement activities with relevant communities.

Publications

Publications that result from research undertaken during the tenure of a Health Sciences Māori Early Career Fellowship should acknowledge the assistance of the University by stating that: "This research was conducted during tenure, and with the support, of a Health Sciences Māori Early Career Fellowship of the University of Otago".

Suspension or withdrawal of Fellowship

The University may, at its discretion for what is considered grave cause, suspend the tenure of a Health Sciences Māori Early Career Fellowship for such time as is thought fit, or deprive a fellow of their fellowship, and from that date the emoluments or other payments due shall cease.

Intellectual Property Rights and Commercial Considerations

The University has a policy on intellectual property which will apply to the Fellows (as University employees) and the applicant should familiarise themselves with this policy.

GUIDE TO COMPLETING THE APPLICATION

Please complete the Māori Early Career Research Fellowships application form **to the best of your ability in the first instance**. Below is a guide to the format and the information that is required.

Each box in the application form requires the candidate to “click here to enter text” or select the information required. Please use Calibri, Arial or Times New Roman font, no smaller in size than 11.

The process for this fellowship is designed to support candidates with their application. Candidates are encouraged to ask for help by contacting [Dr Howard Maxwell](#) (Scientific Officer, Māori Health Advancement, Division of Health Sciences).

Section One – Administrative Information

Provide all of the information requested in Section One. This information is used for administrative purposes and to ensure you met the criteria to apply for a Fellowship. This includes stating your Māori heritage, -what is your iwi?

Section Two – Current Circumstances and Intended External Grant or other Salary

Provide an indication of any external or other applications for salary that under consideration at the time of application. Include the date of expiry of any current funding/position (if applicable). For those presently employed, the date on which the current employment concludes.

If appropriate, please include some context specific to your research discipline or research environment that should be considered by the panel.

Section Three: Summary of Research (*up to 150 words*)

Please include a summary of the proposed research written in plain English for a lay audience.

Section Four – Contribution to Research statement (*up to 2 pages*)

Outline three areas where you have contributed to research or the research environment (up to half page each, including any references). Please align these contributions to the University’s values, the Division’s research priorities and the relevant sections of the University’s Māori Strategic Framework - see the end of this document ***Note that this section should include key achievements from your CV in each example. These should include examples of research partnerships, collaborations or engagement with Māori communities and/or organisations.***

Your CV should be appended to the application for information but is not scored.

Examples include, but are not limited to:

- Publication of a novel research finding and its impact on the research field
- Presentation of research to government, industry, policy or community groups
- Engagement with Māori- kura, iwi, health providers or others
- Use of your research findings by clinical scientists or health practitioners
- Creation of a research initiative to benefit researchers in your discipline/school

- Examples of research leadership, such as organising a national conference in your research discipline
- Invitations to present your research at prestigious academic conferences
- Commercialisation of research
- Citations, altmetrics

Section Five – Proposed Investigation (up to 2 pages)

Please include the aims of your proposed investigation, background, research design including specific objectives, research hypotheses, experimental/study approach, methodological detail and statistical analysis (including effect size, if appropriate), significance of the research, relevant previous research undertaken and the results obtained by others with key references. Outline how the research gives effect to Vision Mātauranga or Māori Health Advancement. If appropriate, also explain how the research will contribute to improving Pacific Islands Health outcomes.

This section should show that the proposed research is an independent project led by the candidate. It should not usually be a simple extension of PhD work.

Please write for a generalist academic audience.

Section Six – Building Māori Research Capacity (At least half and up to one A4 page)

Describe how the proposed research in this location/department provides an opportunity for you to establish yourself as an independent researcher and potential Māori research leader. Describe the mentorship from appropriate Māori researchers that will be available. Describe your current (and previous) engagement with Māori communities and plans to develop this engagement throughout the course of this research. Describe your pathway towards independence over the two year period.

Section Seven – Links with Māori communities

Please include any existing relationships that you have with Māori communities, including research-specific relationships, and/or relationships that you wish to build during the current proposal and fellowship. Describe your previous experience of engagement with Te Ao Māori or the steps that you intend to take to strengthen your engagement and knowledge over the next two years. Describe what mentorship from appropriate Māori researchers will be available to you.

Section Eight – Significance of research for Māori health outcomes

Describe how your research is significant to, and will contribute to improving Māori health outcomes.

Section Nine – Approvals

A statement outlining whether EPA, human or animal ethics approvals would be required to undertake the research. Please state if Ngāi Tahu Consultation Committee approval has / will be sought for the research.

Section Ten– Support

This fellowship is for salary and travel only (up to \$5,000 for travel). Your application should include a statement from the Head of Department or Dean as to the availability of resources

to support the research. Mentors need to make their HoD aware of the associated costs of the proposal well in advance.

Section Eleven – Signatures

The application needs to include the signatures of Head of Department and Dean of School. The costs of the research undertaken by career development award recipients are the responsibility of the Department/School/Unit.

Section 12 – CV of the candidate

Please attach a copy of your CV, using the MBIE [Narrative CV format](#) to this application. Competitive candidates are likely to have research related papers but candidates will be considered holistically on their research and leadership potential. Make sure that you include your relevant Te Ao Māori activities in your CV.

ASSESSMENT CRITERIA

Applications will be assessed on the following criteria (weighting in brackets):

- Academic and research record (4)
- Excellence of research proposal and experimental/study design (4)
- Independence and skills enhancement that the candidate will gain and development of a pathway towards independent research (4)
- Links with Māori communities (4)
- Significance of research for Māori Health advancement (4)

COMPLETED APPLICATIONS

Please send a signed electronic copy to: healthsciences.research@otago.ac.nz

All applications must be received no later than **5pm Tuesday 25th July 2023**

**ALL applicants please ensure the Dean has received your applications in advance to allow time for your applications to be signed and sent in time for the close off date.*

These documents are available for download from the Divisional website at:

<http://www.otago.ac.nz/healthsciences/research/fellowships/index.html>

For further Information and help with completing this form please contact: Dr Howard Maxwell, Māori Health Advancement Officer, Health Sciences

Phone 027 7552 129 email h.maxwell@otago.ac.nz