

Galli Senior Fellowships and Bob Dickens Senior Fellowships – SCORING MATRIX

All scores should be judged according to discipline and subject to individual opportunity, including consideration of career interruptions, and stage of career. After selecting the most appropriate band, scoring within the band should reflect the level of compatibility with all of the descriptors.

SCORE	LEADERSHIP, MENTORING and VALUES	TRACK RECORD	KNOWLEDGE GAIN	ALIGNMENT WITH GOALS OF GALLI PROGRAM
90-100	- Evidence of influential leadership extending beyond personal research program with impact within their Institute/School/ Faculty, nationally or internationally within their discipline via contribution to societies or research networks. - An exceptional contribution to their Institute/ School/Faculty, or the broader university via effective participation in committees and working groups. - A strong contribution to peer review for major national or international granting agencies and leading international journals. - An exceptional record of high-quality mentoring of more junior staff members and graduate research students. - Consistently acts as an exemplary role model including organisational values. (In MDHS collaboration and teamwork, compassion, respect, accountability and integrity.)	- An internationally exceptional record of publication of research in the leading general and discipline specific journals that is highly cited and utilised internationally. - Relative to career stage exceptional evidence of leadership/senior authorship of high impact publications. - Evidence of authority in the field as recognised by invitations for plenary presentations at major international meetings, publication of highly cited reviews and awarding of prestigious competitive fellowships. - Leadership as principal investigator of substantial national or international competitive grant funding and/or a seminally important role in large team-based grants.	The applicant's research proposal demonstrates that the proposed research: - is supported by a reasoned hypothesis/rationale that is exceptional in its justification. - has a scientific framework, design, methods and analyses that are exceptional, perfectly developed and appropriate. - demonstrates that it addresses an issue that is of critical importance to advance the research or health area. - has access to technical resources, infrastructure, equipment and facilities that are exceptional, extremely well aligned with the proposed research and access was well evidenced/justified. - has access to funding to achieve proposed outcomes that is already secured or extremely well evidenced / justified that it will be obtained. - if required, has access to additional expertise necessary to achieve proposed outcomes that is exceptional and extremely well aligned with the proposal. - involves contributions along the pathway to impact that are fully integrated into research planning and/or activities. - will result in changes / outcomes in the scientific knowledge, practice or policy underpinning human health issues and outputs (e.g. intellectual property, publications, policy advice, products,	Demonstrates exceptional alignment with Galli Program goals. Clear, compelling evidence shows the project fully advances the intent, priorities, and strategic outcomes of the Galli Program. No weaknesses identified.

			services, teaching aids, consulting, contract research, spin-offs, licensing) that are transformative, profound or of critical significance.	
80-90	• Evidence of leadership extending beyond personal research program with impact within their Institute/School/Faculty, and nationally or internationally within their discipline via contribution to societies or research networks. • A good contribution to their Institute/School/Faculty or the broader university via effective participation in committees and working groups. • A good contribution to peer review for major national or international granting agencies and leading international journals. • A good record of quality mentoring of more junior staff members and graduate research students. • Consistently acts as a good role model including organisational values. (In MDHS collaboration and teamwork, compassion, respect, accountability and integrity.)	• An internationally competitive record of publication of research in the leading general and discipline specific journals that is highly cited and utilised internationally. • Relative to career stage strong evidence of leadership/senior authorship of high impact publications. • Evidence of emerging authority in the field as recognised by invitations to speak at major international meetings, publication of highly cited reviews and awarding of multiple competitive Fellowships • Leadership as principal investigator of national or international competitive grant funding and/or a critical role in large team-based grants.	The applicant's research proposal demonstrates that the proposed research: • is supported by a reasoned hypothesis/ rationale that is extremely well justified. • has a scientific framework, design, methods and analyses that are: extremely well developed and appropriate with only a few minor weaknesses. • demonstrates that it addresses an issue that is of considerable importance to advance the research or health area. • has or has access to technical resources, infrastructure, equipment and facilities that are highly appropriate, very well aligned with the proposed research and access was well evidenced/justified. • if required, has access to additional funding necessary to achieve proposed outcomes that is highly justified / evidenced that it will be obtained. • if required, has access to additional expertise necessary to achieve proposed outcomes that is highly appropriate and very well aligned with the proposed research. • involves contributions along the pathway to impact that are integrated into most of the research planning and/or activities. • will result in changes / outcomes in the scientific knowledge, practice or policy underpinning human health issues and outputs (e.g. intellectual property, publications, policy advice, products,	• Shows strong alignment with Galli program goals. Evidence clearly demonstrates relevance and contribution to program priorities, with only minor gaps or areas for improvement.

			services, teaching aids, consulting, contract research, spin-offs, licensing) that are highly influential or of major significance.	
70-80	• Evidence of leadership extending beyond personal research program with impact within their Institute/School/Faculty, and locally or nationally within their discipline via contribution to societies or research networks. • An emerging contribution to their Institute/School/Faculty or the broader university via effective participation in committees and working groups. • An emerging contribution to peer review for major national granting agencies and discipline specific international journals. • A good record of mentoring either more junior staff members or graduate research or Honours students. • Consistently demonstrates the organisational values. (In MDHS collaboration and teamwork, compassion, respect, accountability and integrity.)	• A strong record of publication of research in the leading discipline specific journals that is relatively highly cited. • Relative to career stage emerging evidence of leadership/senior authorship of publications. • Evidence of emerging recognition in the field as demonstrated by invitations to speak at national and some international meetings and publication of reviews and awarding of competitive Fellowships. • Leadership as principal or co-investigator of national competitive grant funding and/or a demonstrably important role in large team-based grants.	The applicant's research proposal demonstrates that the proposed research: • is supported by a reasoned hypothesis/ rationale that is very well justified, with few minor weaknesses. • has a scientific framework, design, methods and analyses that are very well developed with minor weaknesses. • demonstrates that it addresses an issue that is very important to advance the research health area. • has or has access to technical resources, infrastructure, equipment and facilities that are very good, well aligned with the proposed research and access was evidenced/justified. • if required, has access to additional funding necessary to achieve proposed outcomes that is very well justified / evidenced that it can be obtained. • if required, has access to additional expertise necessary to achieve proposed outcomes that is excellent and well aligned with the proposed research. • involves contributions along the pathway to impact that are very important to research planning and/or activities. • will result in changes / outcomes in the scientific knowledge, practice or policy underpinning human health issues and outputs (e.g. intellectual property, publications, policy advice, products, services, teaching aids, consulting, contract research, spin-offs, licensing)	• Shows solid alignment with Galli Program goals. Evidence indicates the project is generally relevant to program outcomes, though some aspects are underdeveloped or not fully articulated.

			that are very influential, or very significant.	
60-70	• Minor contribution to leadership extending beyond personal research program. • A limited contribution to their Institute/School/Faculty or broader university via effective participation in committees and working groups. • Occasional contributions to peer review for local or national granting agencies and discipline specific international journals. • An emerging record of mentoring either more junior staff members or graduate research or Honours students. • Mostly demonstrates organisational values. (In MDHS collaboration and teamwork, compassion, respect, accountability and integrity.)	• A growing record of publication of research some of which is in the leading discipline specific journals and relatively highly cited. • Relative to career stage some evidence of leadership/senior authorship of good publications. • Evidence of emerging recognition in the field as demonstrated by invitations to speak at national meetings and publication of reviews. • Leadership as co-investigator of national competitive grant funding and/or a named role in small team-based grants.	The applicant's research proposal demonstrates that the proposed research: • is supported by a reasoned hypothesis/ rationale that is well justified, with few minor weaknesses. • has a scientific framework, design, methods and analyses that are sound and appropriate with a few minor concerns. • demonstrates that it addresses an issue that is of importance to advance the research health area. • has or has access to technical resources, infrastructure, equipment and facilities that are good, mostly aligned with the proposed research and access was mostly evidenced/justified. • if required, has access to additional funding necessary to achieve proposed outcomes that is well justified / evidenced that it can be obtained. • if required, has access to additional expertise necessary to achieve proposed outcomes that is very good and mostly aligned with the proposed research • involves contributions along the pathway to impact that are important to research planning and/or activities. • will result in changes / outcomes in the scientific knowledge, practice or policy underpinning human health issues and outputs (e.g. intellectual property, publications, policy advice, products, services, teaching aids, consulting, contract research, spin-offs, licensing) that are influential or significant.	• Alignment with program goals is partial. Some linkages are described, but rationale is limited, unclear, or inconsistently addressed. Significant strengthening would be required.

50-60	• Little evidence of a contribution to leadership extending beyond personal research program. • A limited contribution to their Institute/ School/Faculty or the broader university via effective participation in committees and working groups. • Isolated contributions to peer review for local or national granting agencies and discipline specific journals. • Mentoring of either more junior staff members or graduate research or Honours students restricted to a supportive role only. • Mostly demonstrates organisational values. (In MDHS collaboration and teamwork, compassion, respect, accountability and integrity.)	• A consistent record of publication of research which is only occasionally in the leading discipline specific journals and relatively highly cited. • Relative to career stage a small number of examples of leadership/senior authorship of publications. • Evidence of emerging recognition in the field as demonstrated by invitations to speak at local meetings and publication of reviews in lower impact journals. • Investigator status on minor nationally competitive grants and/or a contributory role in small team-based grants.	The applicant's research proposal demonstrates that the proposed research: • is supported by a reasoned hypothesis/ rationale that satisfactorily justified, with some minor concerns. • has a scientific framework, design, methods and analyses that are somewhat sound and appropriate with some minor concerns. • demonstrates that it addresses an issue that is of somewhat importance to advance the research health area. • has or has access to technical resources, infrastructure, equipment and facilities that are adequate, mostly aligned with the proposed research and access was somewhat evidenced/justified. • if required, has access to additional funding necessary to achieve proposed outcomes that is somewhat justified / evidenced that it may be obtained. • if required, has access to additional expertise necessary to achieve proposed outcomes that is good and mostly aligned with the proposed research. • involves contributions along the pathway to impact that are satisfactorily important to research planning and/or activities. • will result in changes / outcomes in the scientific knowledge, practice or policy underpinning human health issues and outputs (e.g. intellectual property, publications, policy advice, products, services, teaching aids, consulting, contract research, spin-offs, licensing) that are somewhat influential, or moderately significant.	• Shows minimal or weak alignment with Galli program goals. Evidence is insufficient, vague, or only loosely connected to the Galli Program's intent. Major gaps are present.
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<50	• Little evidence of a contribution to leadership extending beyond personal research program • No evidence of a contribution to their Institute/School/Faculty or the broader university via effective participation in committees and working groups • Limited contributions to peer review for local or national granting agencies and discipline specific journals • No evidence of quality mentoring of either more junior staff members or graduate research or Honours students • Unable to demonstrate adherence to organisational values. (In MDHS collaboration and teamwork, compassion, respect, accountability and integrity.)	• Little evidence of a trajectory of high impact publications. • Insufficient evidence of senior authorship of significant research. • Little evidence of recognition in the field. • Minor grant funding only.	The applicant's research proposal demonstrates that the proposed research: • is supported by a reasoned hypothesis/ rationale that is poor or not well justified. • has a scientific framework, design, methods and analyses that lack clarity in some aspects or contain noticeable weaknesses. • demonstrates that it addresses an issue that is of marginal importance to advance the research or health area. • has or has access to technical resources, infrastructure, equipment and facilities that are somewhat aligned with the proposed research and access was not well evidenced/justified. • if required, has access to additional funding necessary to achieve proposed outcomes that is poorly justified /evidenced or unlikely to materialise OR lacks sufficient funding. • if required, has access to additional expertise necessary to achieve proposed outcomes that is somewhat aligned with the proposed research OR not well articulated. • involves contributions along the pathway to impact that are marginal or poor, OR not (well) evidenced. • will result in changes / outcomes in the scientific knowledge, practice or policy underpinning human health issues and outputs (e.g. intellectual property, publications, policy advice, products, services, teaching aids, consulting, contract research, spin-offs, licensing) that are unlikely to be significant OR not (well) justified.	• Presents little to no alignment with Galli Program goals. Evidence of relationship to Program priorities is absent. Does not demonstrate understanding of the Program's purpose.
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