

Gold Coast Health Clinician Research Fellowship Rubric

Criterion	Grade 7	Grade 6	Grade 5	Grade 4	Grade 3 or below * (grades 3,2,1)
1: Researcher potential (30% weighting)					
Researcher track record and career trajectory	Relative to opportunity; evidence of consistent and growing publication of outstanding, high-quality publications (quantity, citations, impact) with first or last author contributions. Extensive history of national and international conference presentations. Established clinical and research collaboration within and outside of GCH. Evidence of substantial successful external grant funding.	Relative to opportunity; evidence of consistent publication of excellent, high-quality publications (quantity, citations, impact) with first or last author contributions. Strong history of national and international conference presentations. Excellent clinical and research collaboration within and outside of GCH. Strong evidence of successful external grant funding.	Relative to opportunity; evidence of publication of very good, quality publications (quantity, citations, impact) with first or last author contributions. Evidence of national and international conference presentations. Very good clinical and research collaboration within and outside of GCH. Evidence of successful external grant funding.	Relative to opportunity; evidence of publication of good, quality publications (quantity, citations, impact), with first or last author contributions. Evidence of conference presentations. New clinical and research collaboration within GCH. Some evidence of successful external grant funding.	Limited or minimal publication track record or below average quality publications (volume, impact, citations). Minimal history of conference presentations. Lack of meaningful collaborations within GCH. No evidence of successful external or internal grant funding.
Ability to generate and apply research evidence in practice	Outstanding evidence of real-world impact on practice from research generated by applicant. Comprehensive articulation of how previous research has led (or could lead) to improvements in healthcare or social well-being. Significant evidence of policy or regulatory influence from research generated by the applicant.	Excellent evidence of real-world impact on practice from research generated by applicant. Detailed articulation of how previous research has led (or could lead) to improvements in healthcare or social well-being. Strong evidence of policy or regulatory influence from research generated by applicant.	Very good evidence of real-world impact on practice from research generated by applicant. Comprehensive articulation of how previous research has led (or could lead) to improvements in healthcare or social well-being. Some evidence of policy or regulatory influence from research generated by applicant.	Good evidence of real-world impact on practice from research generated by applicant. Brief summary of how previous research has led (or could lead) to improvements in healthcare or social well-being. Limited evidence of policy or regulatory influence from research generated by applicant.	Limited evidence of real-world impact on practice from research generated by applicant. Limited evidence of how previous research has led (or could lead) to improvements in healthcare or social well-being. No evidence of policy or regulatory influence from research generated by applicant.

Gold Coast Health Clinician Research Fellowship Rubric

2: Research program significance (30%)						
Significance and impact	Provides an outstanding, well-argued theoretical justification for the research program, identifying relevant gaps in the literature and demonstrates how the research will improve scientific knowledge, technical capability or capacity and impact to the Gold Coast Health community. A comprehensive dissemination plan for the results is provided and how outcomes will be translated into practice or inform future research.	Provides an excellent theoretical justification for the research program, identifying relevant gaps in the literature. Excellent explanation of how the research will improve scientific knowledge, technical capability or capacity and impact the Gold Coast Health community. A dissemination plan containing a high level of detail is provided for the results and an explanation of how research outcomes will be translated into practice or inform future research.	Provides a very good theoretical justification for the research program, identifying relevant gaps in the literature. Detailed explanation of how the research will improve scientific knowledge, technical capability or capacity and impact the Gold Coast Health community. A detailed dissemination plan for the results is provided. Brief explanation of how research outcomes will be translated into practice or inform future research.	Provides a limited theoretical justification for the research program, and clear gaps in the literature are not articulated. Limited explanation to how the research will improve scientific knowledge, technical capability or capacity and impact the Gold Coast Health community. A brief dissemination plan for the results is provided. Limited and non-specific explanation of how research outcomes will be translated into practice or inform future research.	Weak theoretical justification for the program and does not demonstrate how this research extends what is known in this area. Scientific knowledge, technical capability or capacity and impact the Gold Coast Health community resulting from this research is not well articulated. No dissemination plan for the results is provided. There is an unclear explanation of how research outcomes will be translated into practice or inform future research.	
	3: Research program feasibility (20%)					
	Feasibility	Research program milestones across the three years are clearly and comprehensively articulated. The estimated timeframes are reasonable to ensure the program can be delivered as planned. Extensive evidence that consumers have been, and will continue to be, engaged in the development and/or conduct of the research program in a meaningful way.	Research program milestones across the three years are clearly articulated in detail. The estimated timeframes are reasonable to ensure the program can be delivered as planned. Strong evidence that consumers have been, and will continue to be, engaged in the development and/or conduct of the research program in a meaningful way.	Research program milestones across the three years are clearly articulated. The estimated timeframes appear reasonable to ensure the program can be delivered as planned. Some evidence that consumers have been, and will continue to be, engaged in the development and/or conduct of the research program in a meaningful way.	Limited or incomplete articulation of the research program milestones which may not be reasonable to achieve across the three years. Key milestones not considered and no evidence of consumer engagement or not included in a meaningful way.	Research program milestones are unclear and unreasonable to be achieved across the three years. The estimated timeframes are not reasonable to ensure the program can be delivered as planned. No evidence of consumer engagement.

Gold Coast Health Clinician Research Fellowship Rubric

4: Research environment (20%)					
Research capacity building	A clear, impactful, and feasible description of how the applicant will advance their own research and clinical professional development. A comprehensive plan is presented for building capacity within the applicant's department and across other areas of the hospital and health service.	A clear and feasible description of how the applicant will advance their own research and clinical professional development. A detailed plan is presented for building capacity within the applicant's department and across other areas of the hospital and health service.	A brief description of how the applicant will advance their own research and clinical professional development. A brief plan is presented for building capacity within the applicant's department and across other areas of the hospital and health service.	The plan to advance the applicant's research and clinical professional development is not well described. A limited plan is presented for building capacity within the applicant's department and across other areas of the hospital and health service.	The plan to advance the applicant's research and clinical professional development is poorly described. No clear plan is presented for building capacity in the applicant's department or across the hospital and health service.
Health service support	A clear and comprehensive description of the infrastructure and resources (which may include personnel) available to applicant is provided. A detailed plan clearly outlining how the applicant will manage contingencies should any required program funding be unsuccessful. A clear plan to manage program deviations is presented. Supervisor/s of the applicant are highly experienced with roles clearly defined, outlining how mentorship, training, program oversight, and career development will be provided.	A clear and detailed description of the infrastructure and resources (which may include personnel) available to applicant is provided. A detailed plan clearly outlining how the applicant will manage contingencies should any required program funding be unsuccessful. A clear plan to manage program deviations is presented. Supervisor/s of the applicant are experienced with roles clearly defined, outlining how mentorship, training, program oversight, and career development will be provided.	A clear description of the infrastructure and resources (which may include personnel) available to applicant is provided. The plan outlines how the applicant will manage contingencies should any required program funding be unsuccessful. A clear plan to manage program deviations is presented. Supervisor/s of the applicant are experienced with roles clearly defined, outlining how mentorship, training, program oversight, and career development will be provided.	A limited description of the infrastructure and resources (which may include personnel) available to applicant is provided. No clear plan of how the applicant will manage contingencies should any required program funding be unsuccessful. No clear plan to manage program deviations is presented. Supervisor/s of the applicant are inexperienced with roles not clearly defined, outlining how mentorship, training, program oversight, and career development will be provided.	An unclear description of the infrastructure and resources (which may include personnel) available to applicant. No plan of how the applicant will manage contingencies should any required program funding be unsuccessful. No plan to manage program deviations. The role of the supervisor/s is/are not defined. There is no plan of how the supervisor/s will provide mentorship, training, program oversight, and career development. The experience of the supervisor/s is/are limited.

*Reviewers will be asked to provide a grade. Where reviewers have graded 3 or below, additional feedback can be provided but the application will not be competitive.