

Arts NSW

Fellowships and Scholarships Review

Findings and Recommendations

February 2013

Contents

1. Introduction	1
2. Background.....	1
Overview of existing Fellowships and Scholarships	1
3. Conclusions of the review	3
3.1 Program objectives and principles	3
3.2 Recommendations.....	3
3.3 Meeting the review objectives.....	6
4. The new program of fellowships.....	7
4.1 Outline.....	7
4.2 New fellowships.....	7
4.3 Discontinued fellowships	8
4.4 Adjustments to existing fellowships.....	9
4.5 Implementation timeframe	11

1. Introduction

Arts NSW has managed a program of 12 fellowships and scholarships to support individual arts practitioners with their career development. This program was suspended during 2012 pending the outcome of an internal review.

The **purpose** of the review was to ensure that the offerings:

- are relevant to the arts sector
- reflect the priorities of the NSW Government, and
- are efficient and effective in their administration.

The review included a scan of similar offerings available to NSW arts practitioners offered by other government agencies and private sources, a survey of past recipients and consultation with organisations associated with the Arts NSW program, State cultural institutions and Regional Arts Development Officers.

2. Background

The program has developed without a consistently structured policy rationale and hence there are a number of variations between the individual offerings in terms of value; frequency; career stage; purpose; use and eligibility criteria; and management and administration. These variations are mainly due to historical factors and the development of some of the offerings independent of each other without subsequent examination of the overall framework.

Overview of existing Fellowships and Scholarships

	Purpose	Offered	Last offered	Value	Management
NSW Writer's Fellowship	To assist the writing of a new literary work by a writer living in NSW	Annual	2011	\$20,000	Arts NSW
Rex Cramphorn Theatre Scholarship	To assist a professional theatre artist to further develop their career	Biennial	2011	\$30,000	Arts NSW
Robert Helpmann Dance Scholarship	To assist a professional dancer or choreographer to further develop their career	Biennial	2010	\$30,000	Arts NSW
Women and Arts Fellowship	To assist a woman in her professional development as an artist	Biennial	2011	\$30,000	Arts NSW
NSW Indigenous Arts Fellowship	To assist an Indigenous artist to further develop their career	Annual	2011	\$30,000	Arts NSW

	Purpose	Offered	Last offered	Value	Management
Helen Lempriere Travelling Art Scholarship	To enable a visual artist at the beginning of their career for professional development for 1 to 2 years	Annual	2011	\$40,000 ¹	with Artspace Visual Arts Centre
NSW Archival Research Fellowship	To assist a person living in NSW to complete an innovative and quality research project using the collection of the State Records Authority of NSW	Annual	2011	\$15,000	Arts NSW
NSW History Fellowship	To assist a person living in NSW to research and produce a work on a subject of historical interest relating to NSW	Annual	2011	\$20,000	Arts NSW
NSW Indigenous History Fellowship	To assist a person living in NSW to research and produce a work on a subject of historical interest relating to NSW from an Indigenous point of view	Biennial	2011	\$20,000	with History Council of NSW in 2011
David Paul Landa Memorial Scholarship for Pianists	To assist a pianist to travel	Biennial	2012	\$25,000 ²	provided by Musica Viva Australia
Philip Parsons Young Playwright's Award	For a playwright under 35 whose work demonstrates an original and compelling theatrical voice	Annual	2012	\$12,500 (of which Arts NSW contributed \$5,000) ³	with Belvoir
Design NSW: Travelling Scholarship	To assist a NSW designer at the beginning of their career for professional development overseas	Annual	2011	\$18,000 ⁴	with Powerhouse Museum

¹ Arts NSW has provided a further \$25,000 for exhibition. A further \$20,000 was previously provided by Perpetual Trustee but this arrangement has concluded.

² Arts NSW provided a further \$15,000 for concert.

³ Arts NSW provided a further \$4,000 for lecture and costs.

⁴ Arts NSW provided a further \$7,000 for management costs.

3. Conclusions of the review

The review has concluded that Arts NSW should continue to invest in the professional development of NSW-based arts practitioners by launching a renewed and revitalised fellowships program.

Specifically:

- A fellowships program model is proposed, contingent upon the same or a similar level of resources being available, as the most effective way for Arts NSW to invest in professional development; an alternative model of funding solely for specified purposes such as travel, residencies or research was not considered appropriate.
- While the Australia Council provides comprehensive national support to individuals and there is further support from other public and private sources, a limited number of NSW fellowships would not duplicate these opportunities.
- Funding for the program is modest and has the potential to have a major impact over time for individual artists and the arts sector.
- Many of the NSW arts practitioners previously supported under the program have gone on to develop high profiles and highly regarded bodies of work.
- The Government benefits from a continuing profile in this sphere which promotes pride in the State's arts practitioners.
- The program recognises excellence and leadership in the arts sector by providing support to a limited number of outstanding individuals each year.

3.1 Program objectives and principles

3.2 Recommendations

Recommendation	Rationale
<p>1. The majority of the fellowships will fall into the following two streams, which will be clearly identified as:</p> <ul style="list-style-type: none"> - <i>emerging career</i> (up to first eight years as professional arts practitioner) and - <i>established and mid career</i> (open to all artists except those considered emerging) <p>In the case of the priority fellowships – Regional Arts, Indigenous Arts and Digital Arts – eligibility for <i>all stages</i> of career is proposed.</p>	<ul style="list-style-type: none"> • There is no evidence to suggest that one particular career stage should be prioritised over another, so all career stages will be targeted as equitably as possible. • Separate fellowships for three career streams - emerging, mid-career and established - is not possible given available resources. • Identifying the majority of fellowships as either emerging or established and mid-career will mean that the program will address the needs of artists at all stages of their careers.
<p>2. The offerings should continue to be categorised around major artforms.</p>	<ul style="list-style-type: none"> • As the offerings are to be focussed on individual professional development and the majority of individuals continue to work in specific artform areas, defining the fellowships according to artform categories remains the most appropriate option. • The alternative of providing one or two general

Recommendation	Rationale
	<p>rounds open to practitioners across a range of artforms was not favoured on the basis that there could be difficulties in assessing applications across different artforms.</p> <ul style="list-style-type: none"> It is not proposed that fellowships be introduced for curators as Arts NSW devolves support for the sector through Museums and Galleries NSW and there are opportunities from other sources in this area.
<p>3. Where possible:</p> <ul style="list-style-type: none"> the value of established and mid-career offerings is to be \$30,000, and the value of emerging career offerings is to be \$20,000. 	<ul style="list-style-type: none"> Currently the majority of existing offerings are valued at these two levels, and those that are not will be changed in the new program However, there are some exceptions proposed to acknowledge history and remain within budget.
<p>4. All offerings are to be rebranded as fellowships (rather than fellowships, scholarships or awards).</p>	<ul style="list-style-type: none"> This rebranding is consistent with the intention that the fellowship program support the professional development of individual arts practitioners. It also distinguishes them from other opportunities for individuals such as project grants. Rebranding all offerings as ‘fellowships’ suggests that they can be used for a broad range of purposes including study, research, travel, residency, the creation of new work, and commissions. Previously some offerings were described as ‘scholarships’ (suggesting that the offering is primarily for study), or ‘awards’ (suggesting that the primary purpose of the offering is to reward past achievement). The term ‘travelling’ will no longer be used to describe offerings as the offerings in the new program may be used for broader purposes.
<p>5. The profile and marketing of the program is to be improved.</p>	<ul style="list-style-type: none"> Priority is to be given to raising the program’s profile in regional NSW as well as to attract arts practitioners with Indigenous, culturally and linguistically diverse backgrounds and those with a disability. Arts NSW will need to examine methods for working with NSW Trade & Investment and the arts sector to market and promote the fellowship program. However, low cost media options such as the Arts NSW website, the e-newsletter, ArtsHub and other networks can be used to promote the program and encourage more high quality applications.

Recommendation	Rationale
	<ul style="list-style-type: none"> • Other avenues which may be explored include recipient presentations at festivals such as Vivid or establishing a regular alumni event. • Individual recipients could be required to report and present their work through digital media. Arts NSW could promote the fellowships through progress reports on its website and in the e-newsletter.
<p>6. Each of the fellowships is to be named after an Australian arts practitioner who has made a significant contribution in the field</p>	<ul style="list-style-type: none"> • This would play a key role in branding the fellowships and generating prestige. • Arts NSW is to consider naming the fellowships after prominent arts practitioners for the Minister's consideration following appropriate consultation with families and estates.
<p>7. The majority of the offerings are to be managed in-house by Arts NSW.</p>	<ul style="list-style-type: none"> • This approach will ensure that the principles and objectives of the program and the individual offerings will be implemented in the most effective and efficient way. • The exception to these in-house arrangements are the following fellowships which will continue to be managed on a devolved basis with partner organisations: <ul style="list-style-type: none"> - the visual arts offering provided in partnership with Artspace - the theatre (playwright) offering provided in partnership with Belvoir, <p>which provide professional development and networking opportunities for the recipients.</p>
<p>8. The program will continue to be delivered throughout the year.</p>	<ul style="list-style-type: none"> • With limited internal resources, it is not possible or practical for the application and assessment process for all fellowships to occur at the same time. Therefore, a full program cycle covers two years.
<p>9. The principles of program evaluation be incorporated into the application, assessment and acquittal process.</p>	<ul style="list-style-type: none"> • This will ensure that the program is consistent with NSW Trade & Investment requirements. This includes: <ul style="list-style-type: none"> - determining objectives in terms of issues and challenges which require government involvement - identifying groups affected, primary beneficiaries, and other benefits of the program - identifying program options and assessment of options. • The first evaluation of the program will occur two

Recommendation	Rationale
	years after each of the biennial fellowships has been offered.
10. Fellowship recipients are to be required to enter into an agreement with Arts NSW and the obligations of each party will be clarified and improved	<ul style="list-style-type: none"> • Core obligations on the part of the recipient may include the creation of new work of some kind (publication, artwork, commission, exhibition, research project, collaboration), keeping a record of the process through a blog, or making a public presentation either in person or through a webcast. • Obligations on the part of Arts NSW will relate to maintaining regular contact with the recipient, monitoring of progress and reporting, arranging for briefings to Arts NSW staff and public avenues of reporting.
11. Funding agreements with partner arts organisations managing fellowships on behalf of Arts NSW will be clarified	<ul style="list-style-type: none"> • The agreements should clearly and consistently set out the obligations of Arts NSW and the partner art organisations. • The core requirements of the partner organisation would include acknowledgement of the NSW Government, marketing the fellowship, announcement of the recipient, reporting on outcomes from the organisation's perspective, assisting in obtaining reports from the recipients and assisting in the recipient's public presentation of outcomes. • It is proposed that Arts NSW manage the assessment process in consultation with the partner organisation.

3.3 Meeting the review objectives

Purpose	Response
Relevance to arts sector	<p>All stages of career to be covered.</p> <p>Major artforms are addressed with some priority areas (new regional arts, Indigenous arts, digital arts fellowships).</p>
NSW Government priorities reflected	<p>Improved profile and marketing to attract more applications and increase quality of applications.</p> <p>Arts practitioners from regional areas, Indigenous arts practitioners, CaLD, and arts practitioners with a disability to be encouraged.</p>
Efficient and effective administration	<p>Clearer articulation of responsibilities and obligations of Arts NSW, recipients and partner organisations.</p> <p>Program evaluation to be incorporated into application, assessment and acquittal process.</p>

4. The new program of fellowships

4.1 Outline

Fellowship	Career	Frequency	Value
Rex Cramphorn Theatre Fellowship	Established	Biennial	\$30,000
Phillip Parsons Young Playwrights Fellowship	Emerging	Annual	\$20,000
Robert Helpmann Dance Fellowship	Established	Biennial	\$30,000
Dance Fellowship (NEW)	Emerging	Biennial	\$20,000
Music Fellowship (NEW)	Established	Biennial	\$30,000
Music Fellowship (NEW)	Emerging	Biennial	\$20,000
Visual Arts Fellowship (NEW)	Established	Biennial	\$30,000
Visual Arts Fellowship (formerly known as the Helen Lempriere Travelling Art Scholarship)	Emerging	Annual	\$30,000
Writer's Fellowship	Established	Biennial	\$20,000
Writer's Fellowship (NEW)	Emerging	Biennial	\$20,000
NSW History Fellowship	Established	Biennial	\$20,000
History Fellowship (NEW)	Emerging	Biennial	\$20,000
Design	Emerging	Biennial	\$20,000
Digital Arts (NEW)	All stages	Biennial	\$20,000
Indigenous Arts	All stages	Biennial	\$30,000
Regional Arts (NEW)	All stages	Biennial	\$30,000

4.2 New fellowships

- **Regional Arts Fellowship** - an all stages offering at a value of \$30,000 offered on a biennial basis.

During consultation the review identified that there was limited access to opportunities for professional arts practitioners in regional areas, the existing program has had a low profile in regional areas and few recipients have been regional NSW residents.

The new Regional Arts Fellowship will be open to practitioners from all arts backgrounds and at any career stage who reside outside greater Sydney. It would allow the recipient to work within or outside regional New South Wales but part of the proposal would be required to take place within regional New South Wales.

- **Digital Arts Fellowship** - an all stages offering at a value of \$20,000, offered on a biennial basis alternating with the current design offering.

The Digital Arts Fellowship is proposed as a way for the program to increase its engagement with creative industries. The offering should focus on the use of digital technology in the arts, crossing art forms and interconnections between the arts and creative industries, open to practitioners at any career stage. Further criteria are to be determined.

- **Music Fellowships (two)** –
 - an established and mid-career fellowship at a value of \$30,000 offered on a biennial basis, and

- an emerging career fellowship at a value of \$20,000 offered on a biennial basis.

These fellowships will replace the David Paul Landa offering for pianists which will be discontinued. The introduction of these two new fellowships will provide more effective and broader support for music practitioners in NSW across all career stages and music practice.

- **Visual Arts Fellowship** as an established and mid-career offering at a value of \$30,000 offered on a biennial basis.

This will ensure that the visual arts, a major artform, will receive appropriate support under the fellowship program. It will complement the existing fellowship formerly known as the Travelling Art Scholarship which supports emerging artists.

- **Dance Fellowship** as an emerging career offering at a value of \$20,000 offered on a biennial basis.

This will ensure that dance will receive appropriate support under the fellowship program. It will complement the existing dance fellowship which will be adjusted to target established and mid-career practitioners.

- **History Fellowship** as an emerging career offering at a value of \$20,000 offered on a biennial basis.

This new fellowship will specifically target emerging historians. It will complement the existing NSW History Fellowship, which will now be open to established and mid-career historians.

- **Writer's Fellowship** as an emerging career offering at a value of \$20,000 to be offered on a biennial basis.

This fellowship, aimed at emerging writers, will complement the existing offering which will be adjusted to target established and mid-career writers. It is expected that this will improve opportunities for emerging writers (previously competing with established writers).

4.3 Discontinued fellowships

- **Women and Arts Fellowship**

The Women and Arts Fellowship has been instrumental in developing the careers of women arts practitioners. However, the majority of Fellowships and Scholarships offered by Arts NSW over the past decade have been awarded to women. Therefore, a targeted fellowship for women artists is no longer a priority.

- **NSW Archival Research Fellowship**

It is proposed that the fellowship be discontinued on the basis that its specialist focus is not a policy priority within the responsibilities of Arts NSW. The fellowship is more appropriately the responsibility of State Records as the fellowship was designed to encourage greater use of the State Records collection.

- **NSW Indigenous History Fellowship**

There has been limited demand in the past, due in part to its specialist nature. The opportunities it has provided for Indigenous historians may be more appropriately offered by the tertiary and history sectors.

- **David Paul Landa Memorial Scholarship for Pianists**

The David Paul Landa Memorial Scholarship for Pianists has not directly benefited a NSW resident musician under the current arrangements. Its focus is also of a specialist nature. In the past decade or so it has not been the subject of a separate

application or assessment process but provided as an additional cash payment to the winner of the ABC/Symphony Australia Young Performer of the Year in the keyboard category.

Arts NSW can more effectively support music practitioners in NSW by providing two new biennial music fellowships – one aimed at emerging artists and one aimed at established and mid-career musicians – which will be open to professional musicians in general.

4.4 Adjustments to existing fellowships

Existing offering	Changes	Rationale
Indigenous Arts Fellowship	Change to biennial. It could be named after a significant artist.	Biennial frequency will make this fellowship consistent with other fellowships in the program. The marketing of the new program should also encourage Indigenous arts practitioners to apply to other fellowships in the program.
Travelling Art Scholarship (formerly known as the Helen Lempriere Travelling Art Scholarship)	Change name to Visual Arts Fellowship It could be named after a significant artist. Arts NSW contribution to value decreased to \$30,000 from \$40,000. <i>Note: Funding for Artspace of \$25,000 pa for the accompanying exhibition and management of the offering will be maintained.</i>	Renaming this offering will mean that it can be used more flexibly by artists to cover other expenses in addition to travel. In previous years Arts NSW funding for this offering was augmented by a bequest, but the bequest has now concluded. The value remains higher than the other emerging career fellowships. A biennial visual arts fellowship open to established and mid-career artists is also being introduced.
NSW Writer's Fellowship	Change to biennial. Eligible to established and mid-career artists It could be named after a prominent writer. Will be aimed at established and mid-career writers (previously was open to writers at all career stages)	Biennial frequency will make this fellowship consistent with other fellowships in the program. It will be complemented by a new biennial writer's fellowship for emerging writers.
NSW History Fellowship	Change to biennial. It could be named after a prominent historian. Will be aimed at established and mid-career historians (previously was open to historians at all career stages) <i>Note: The next History Fellowship has been committed as a First World War centenary fellowship.</i>	Biennial frequency will make this fellowship consistent with other fellowships in the program. It will be complemented by a new biennial history fellowship for emerging historians.
Philip Parsons Young Playwright's Award	Increase value to \$20,000 from \$5,000.	It is proposed that the value of the offering be increased so that it is

Existing offering	Changes	Rationale
	<p>Change to Fellowship from Award.</p> <p>Increase management fee from \$4,000 to \$5,000.</p>	<p>consistent with the value of other emerging career fellowships in the program.</p> <p>The current biennial theatre fellowship will be open to established and mid-career artists.</p>
<p>Design NSW: Travelling Scholarship</p>	<p>Change to biennial.</p> <p>Change name from Travelling Scholarship to Fellowship.</p> <p>It could be named after a designer.</p> <p>Increase value to \$20,000 from \$18,000.</p>	<p>While changing to biennial, a new fellowship is to be offered in alternate years for digital arts.</p>
<p>Robert Helpmann Dance Fellowship</p>	<p>Change from all stages to eligible to established and mid-career artists.</p>	<p>As an emerging dance fellowship is to be introduced, eligibility for this existing dance fellowship is to be altered from all stages to established and mid-career artists.</p>
<p>Rex Cramphorn Theatre Fellowship</p>	<p>Change from all stages to eligible to established and mid-career artists.</p>	<p>As the Philip Parsons Young Playwright's Award is for emerging practitioners, it is proposed that eligibility for this existing theatre fellowship be altered from all stages to established and mid-career artists.</p>

4.5 Implementation timeframe

13/14	\$	14/15 Full year	\$	15/16 Full year	\$
NSW Writer's Fellowship (established)	20,000	Writer's (emerging)	20,000	NSW Writer's Fellowship (established)	20,000
Visual Arts (emerging) with Artspace	30,000 25,000*	Visual Arts (emerging) with Artspace	30,000 25,000*	Visual Arts (emerging) with Artspace	30,000 25,000*
		Visual Arts (established)	30,000		
Phillip Parsons Young Playwriting Fellowship (emerging) with Belvoir	20,000 5,000**	Phillip Parsons Young Playwriting Fellowship (emerging) with Belvoir	20,000 5,000**	Phillip Parsons Young Playwriting Fellowship (emerging) with Belvoir	20,000 5,000**
Design (emerging)	20,000	Digital Arts (all stages)	20,000	Design (emerging)	20,000
		NSW History Fellowship (established)	20,000	History (emerging)	20,000
Rex Cramphorn Theatre Fellowship (established)	30,000			Rex Cramphorn Theatre Fellowship (established)	30,000
		Music (emerging)	20,000	Music (established)	30,000
Regional Arts (all stages)	30,000			Regional Arts (all stages)	30,000
		Indigenous Arts (all stages)	30,000		
		Robert Helpmann Dance Fellowship (established)	30,000	Dance (emerging)	20,000
Program contingency, promotion, management costs	10,000	Program contingency, promotion, management costs	10,000	Program contingency, promotion, management costs	10,000
TOTAL	\$190,000		\$260,000		\$260,000

Indicates new fellowship

* Funding for accompanying exhibition and management

** Management fee