

# With Distinction: Research, Academic & Career Consultants

## Joint Curriculum Vitae

### Contact Details

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### Company Profile

**With Distinction** was established in 2018. We support researchers developing project proposals and grant applications; undertake contract research and data analysis; develop and implement project evaluations; edit and proofread research and academic materials; support job searchers through applications, interviews and career planning; support universities in ERA/EI preparation and submission; and provide external assessment, review and national benchmarking of academic and research training, integrity, performance and strategy.

### Staff Profile

**Dr Gayle Smythe** has training, research and teaching experience in human anatomy, physiology, histology, cell biology, and health research capacity building and evaluation. She has held senior university positions including Head of School/Department, and Associate Dean (Research). She is highly experienced in university and research administration, management, governance and compliance. She has produced executive level university reports on research quality, training, integrity, engagement and impact, managed recruitment to over 50 academic, research and professional positions, developed and implemented research strategic plans and evaluation frameworks, and provided proofreading/editing services, grant application review and critique, and support on academic and research job applications.

**Dr Gary Luck** currently holds the position of Adjunct Professor in Ecology and Interdisciplinary Science with Charles Sturt University. He has an outstanding international research track record in ecosystem services, relationships between socio-economics and biodiversity conservation, and conservation and landscape ecology of vertebrate fauna. His work has an interdisciplinary and applied focus, and he has worked closely with other ecologists, social researchers, psychologists, landholders, commercial primary producers, and local, state and federal government agencies. He has published over 100 peer-reviewed articles and attracted over \$5M in research funding. He has supervised and mentored Honours, Masters, Doctoral and Postdoctoral researchers, held senior professorial positions, and led interdisciplinary research teams. As the university Head of Research & Professional Development Programs (2014-2017), he advised and supported research staff through developing proposals, papers and grant applications, designed and delivered the My Research Career professional development program, and provided individual research career mentoring and tutoring to early career and mid-career researchers.

## Employment and Education

### Gayle Smythe

2018-present: **Research Consultant and Joint Partner/Executive Director**, With Distinction Research, Academic & Career Consultants

2017-2020: **Special Projects** (Charles Sturt University (CSU) Research Office) on Higher Degree by Research Training and Research Integrity

2013: **Associate Professor**, Level D, CSU (by promotion)

2012-2017: **Associate Dean (Research)**, Faculty of Science, CSU

2010-2012: **Acting Head of School** (Community Health), CSU

2010-2012 **Associate Head of School** (Community Health) and Course Leader (Health & Rehabilitation Sciences), CSU

2009-2012: **Senior Lecturer (Biomedical Sciences)**, Level C, CSU (by promotion)

2005-2009: **Lecturer (Biomedical Sciences)**, Level B, CSU

2003-2005: **NHMRC Howard Florey Centenary Postdoctoral Research Fellow**, CSU

2001-2003: **Postdoctoral Research Fellow**, School of Neurology and Neurological Sciences, Stanford University (California, USA)

1997-2001: **Postdoctoral Research Associate**, The University of Western Australia (UWA)

1994-1998: **Doctor of Philosophy** (awarded in 1998), UWA

1990-1993: **Bachelor of Science (Honours, First Class)**, UWA

### Gary Luck

2018-present: **Research Consultant and Joint Partner/Executive Director**, With Distinction Research, Academic & Career Consultants

2017-present **Adjunct Professor of Ecology and Interdisciplinary Science**, School of Environmental Sciences (SES), CSU

2014-2017: **Head of Research and Professional Development Programs**, Research Office, CSU

2013-2017: **Professor of Ecology and Interdisciplinary Science**, SES and Institute for Land, Water and Society (ILWS), CSU (Level E, by promotion)

2010-2014: **Australian Research Council Future Fellow**, ILWS, CSU  
**Visiting Associate Professor/Professor**, Institute for Resources, Environment and Sustainability, University of British Columbia; Centre for Conservation Biology, Stanford University; The Ecology Centre, The University of Queensland

2008-2010: **Associate Professor** (Level D, by promotion), Ecology and Environmental Management, SES, CSU

2008-2009: **Research Fellow**, ILWS, CSU

2007: **Visiting Scholar**, Institute for Resources, Environment and Sustainability, University of British Columbia, and Environmental Change Institute, Oxford University Centre for the Environment

2005-2017: **Principal Researcher**, ILWS, CSU

2003-2007: **Lecturer (Ecology and Environmental Management)**, Level B, SES, CSU

2001-2003: **Postdoctoral Fellow**, Centre for Conservation Biology, Stanford University (California, USA)

1997-2000: **Doctor of Philosophy**, School of Natural Sciences, Edith Cowan University

1996: **Bachelor of Applied Science (Honours, First Class)** (Natural Resource Management), The University of Adelaide

1993-1995: **Bachelor of Applied Science (Conservation and Park Management)**, University of South Australia

## Research Grants

Since 2000, we have led, co-ordinated or contributed to over 30 successful funding applications totalling over \$6M (AUD) through universities, state and federal Australian government, and international funding bodies. Funding has been obtained for research, salary, infrastructure, travel and student costs. The table below details successful grants we have contributed to since 2000 (and excluding prior PhD scholarships and student grants).

Investigators	Title	Funding <sup>1</sup>	Details <sup>2</sup>	Outputs
Roe... <u>Luck</u>	Australian Acoustic Observatory: A network to monitor biodiversity	2016: \$900k	ARC LIEF Grant	Research infrastructure
Watson, Finlayson, Massaro, <u>Luck</u>	Field equipment for Biodiversity Group	2015: \$34K	CSU Infrastructure	Field equipment
<u>Luck</u>	Predicting the delivery of ecosystem services in agricultural landscapes	2014-16: \$360K	ARC Discovery Grant	Postdoc, PhD student, Honours student, 10 refereed papers
<u>Luck</u>	Starling management and street tree selection for Macquarie Street, Dubbo	2012-14: \$80K	Dubbo City Council	Postdoc, council report, refereed paper
Wassens, <u>Luck</u> , Amos	Frog communities of the mid and lower Lachlan River	2012-13: \$15K	Office of Environment & Heritage NSW	PhD student, 2 government reports
Spooner, Watson, <u>Luck</u>	Modelling the spatial ecology of the endangered Regent Parrot	2011-12: \$150K	DECC NSW	Postdoc, 3 refereed papers
Tripplett, <u>Luck</u> , Spooner	The costs and benefits of birds in almond orchards	2010: \$12K	Gould League of NSW	3 refereed papers
<u>Luck</u>	Integrating the conservation and ecosystem service value of Australia's catchments	2010-14: \$686K	ARC Future Fellowship	7 refereed papers
<u>Luck</u>	ILWS Research Fellowship	2009: \$40k	ILWS (CSU)	Refereed paper, ARC grant application
Davidson, Boxall, <u>Luck</u>	The Nature of our Neighbourhoods: Links Between Biodiversity, Human Wellbeing and our Connection to the Environment	2009: \$14K	Competitive Grant (CSU)	Refereed paper, 3 conference presentations
<u>Luck</u> , Spooner	Designing Landscapes to Deliver Ecosystem Services to Agriculture	2009-12: \$255K	ARC Discovery Grant	5 refereed papers
<u>Smythe</u>	Understanding Muscle Sparing in Muscular Dystrophy	2009: \$15K	Competitive Grant (CSU)	1 refereed paper, 1 conference presentation
Spooner, Watson, <u>Luck</u>	Managing Agricultural Landscapes to Maximise Biodiversity Gains: The Case of the Regent Parrot	2008-11: \$351K	ARC Linkage Grant; Select Harvests; DSE; DECC	2 APAI PhD Students, 3 refereed papers
<u>Smythe</u> , Forwood	Disrupted Src Signaling as a Therapeutic Target in Muscular Dystrophy	2008-2011: \$74K	AFM	1 refereed paper, 1 conference presentation
<u>Luck</u>	ILWS Research Fellowship	2008: \$40K	ILWS (CSU)	3 refereed papers; edited book; public forum
Forwood... <u>Smythe</u>	Cell Biology Research Equipment	2008: \$50K	CSU Infrastructure	Laboratory equipment
Dunphy, <u>Smythe</u>	Role of Galectin-1 in Muscular Dystrophy	2008: \$15K	Competitive Grant (CSU)	1 Honours student

Investigators	Title	Funding <sup>1</sup>	Details <sup>2</sup>	Outputs
<u>Smythe</u> , Forwood	Cell Biology Research Group Support Funds	2008: \$30K	Problem-Focussed Research Group (CSU)	Establishment of research team/grouping
<u>Luck</u>	Maximising the Contribution of Ecosystem Services to Agricultural Production	2007: \$5K	ARC Discovery Grant Development Scheme (CSU)	ARC grant application
<u>Luck</u>	Sustainable Development in our Backyard: Maximising Biodiversity Conservation Where People Live	2007-10: \$323K	ARC Discovery Grant	9 refereed papers; book chapter; 2 conference presentations
Harrison... <u>Luck</u> et al.	Rationalising biodiversity conservation in dynamic ecosystems (RUBICODE)	2006-09: €2M	EU 6 <sup>th</sup> Framework Programme	4 refereed papers; 2 book chapters; EU report; 4 conference presentations
<u>Luck</u> , Tack	Conserving Bush Stone-curlews in Agricultural Landscapes	2006-07: \$20K	Research Contract (NSW DECC)	2 PhD Students; 2 government reports
<u>Luck</u> , Lunt	Grazing and the Plains Wanderer	2006-09: \$30K	Research Contract (NSW DECC)	PhD Student, government report
Lunt, <u>Luck</u> , Watts	Field Equipment for the ILWS Ecology & Biodiversity Group	2006: \$34K	CSU Infrastructure	Camping trailer and field equipment
<u>Luck</u>	Researcher Support Funding	2006: \$5K	CSU	Refereed paper
<u>Luck</u>	Managing Pine Plantations to Support Native Birds	2005: \$14K	Competitive Grant (CSU)	Refereed paper, conference presentation
<u>Luck</u>	Radio-tracking Equipment for the Ecology & Biodiversity Group	2005: \$20K	CSU Infrastructure	Radio-tracking equipment
<u>Luck</u>	Researcher Support Funding	2005: \$4K	CSU	Refereed paper
<u>Luck</u>	Conserving Bush Stone-curlews in Agricultural Landscapes	2004-07: \$30K	Research Contract (NSW DECC)	4 refereed papers, 2 PhD Students, 2 public forums
<u>Luck</u> , Newth	Can We Predict Patterns in Species Diversity?	2004: \$3K	Seed Grant (CSU)	Refereed book chapter
<u>Smythe</u>	The Role of Disrupted Signal Transduction in the Progression of Muscular Dystrophies	2004: \$18K	Ramaciotti Establishment Grant	Laboratory equipment
<u>Smythe</u>	Howard Florey Centenary Fellowship	2003-2005: \$165K	NHMRC	3 refereed papers, 2 conference presentations
<u>Luck</u> , Daily, Ehrlich	Countryside Biogeography in Latin America, Biodiversity Conservation in Human Settlements, Ecosystem Services	2001-03: \$80K	Stanford University Postdoctoral Fellowship	5 refereed papers, 2 conference presentations
<u>Smythe</u>	Postdoctoral Fellowship and Research Grant (held at Stanford University)	2001-2003: \$150K	Duchenne Parent Project (Netherlands)	3 refereed papers, 1 book chapter, 2 conference presentations
<u>Smythe</u> , Grounds	Postdoctoral Fellowship and Research Grant (held at UWA)	2000-2001: \$90K	AFM	5 refereed papers, 3 conference presentations

<sup>1</sup>\$ amounts are Australian dollars, K= 1000; <sup>2</sup>Abbreviations: ARC (Australian Research Council); NHMRC (National Health & Medical Research Council); LIEF (Linkage, Infrastructure & Equipment Fund); CSU (Charles Sturt University); ILWS (Institute for Land, Water & Society, CSU); NSW DECC (New South Wales Department of Environment and Climate Change); DSE (Department of Sustainability and Environment (Victoria)); AFM (Association Francaise contre les Myopathies (French Muscular Dystrophy Association)).

## Publications

Gayle Smythe published most actively from 1999-2009 before commencing senior university management positions. Her publication profile spans the biology of skeletal muscle ageing, repair and disease, health, and higher education. She has over 30 publications in total, with 1625 citations (H-index = 13; i10-index = 15). Her full Google Scholar profile is available [here](#), and her 10 best publications are shown below.

### Ten Best Publications

1. Murphy K, Stockton D, Kolbe A, Hulme-Chambers A, **Smythe G**. Building research capacity in a regional Australian health service: a management strategy analysis. *Asia Pacific J Health Management*, 10: 14. 2015.
2. Conboy IM, Conboy MJ, **Smythe GM**, Rando TA. Notch-mediated restoration of regenerative potential to aged muscle. *Science*, 302: 1575-1577. 2003.
3. **Smythe GM**, Eby J, Disatnik M-H, Rando TA. A caveolin-3 mutant that causes limb girdle muscular dystrophy type 1C disrupts Src localization and activity and induces apoptosis in skeletal myotubes. *J Cell Sci*, 116: 4739-4749. 2003.
4. **Smythe GM**, Hodgetts SI, Grounds MD. Myoblast transfer therapy: Immunobiology and the future. *Mol Ther*, 1: 304-313. 2000.
5. **Smythe GM**, Shavlakadze T, Roberts P, Davies MJ, Grounds MD. Age influences the early events of skeletal muscle regeneration: studies of whole muscle grafts transplanted between young (8 weeks) and old (13-21 months) mice. *Exp Gerontol*, 43: 550-562.
6. **Smythe GM**, Rando TA. Altered caveolin-3 expression disrupts PI3-kinase signalling leading to death of cultured muscle cells. *Exp Cell Res*, 312: 2816-2825. 2006.
7. **Smythe GM**, Grounds MD. Absence of MyoD increases donor myoblast migration into host muscle. *Exp Cell Res*, 267: 267-274. 2001.
8. **Smythe GM**, Davies MJ, Paulin D, Grounds MD. Absence of desmin slightly prolongs myoblast proliferation and delays fusion in vivo in regenerating grafts of skeletal muscle. *Cell Tiss Res*, 304: 287-294. 2001.
9. **Smythe GM**, Forwood JK. Altered mitogen-activated protein kinase signaling in dystrophic (mdx) muscle. *Muscle Nerve*, 46: 374-3383. 2012.
10. **Smythe GM**, White JD. Voluntary wheel running in dystrophin-deficient (mdx) mice: Relationships between exercise parameters and exacerbation of the dystrophic phenotype. *PLoS Currents*, 3:RRN1295. 2011.

## Research Publications

Gary Luck has an outstanding international publication record in ecosystem services, conservation biology, ecology, the interactions between human demographics, socio-economics and biodiversity. He has a career total (since 1996) of 129 publications, with over 7000 citations (H-index = 36; i10-index = 69). Below are his 10 career best publications, and his full Google Scholar profile is available online [here](#).

### Ten Best Publications

1. Liu, J., Daily, G.C., Ehrlich, P.R. & **Luck, G.W.** 2003. The effect of household dynamics on resource consumption and biodiversity. *Nature* 421, 530-3.
2. **Luck, G.W.**, Daily, G.C. & Ehrlich, P.R. 2003. Population diversity and ecosystem services. *Trends Ecol. Evol.* 18, 331-6.
3. **Luck, G.W.**, Ricketts, T.H., Daily, G.C. & Imhoff, M. 2004. Alleviating spatial conflict between people and biodiversity. *Proc. Nat. Acad. Sci.* 101, 182-6. **IF: 9.7; GS: 195**
4. **Luck, G.W.**, Chan, K.M.A. & Fay, J.P. 2009. Protecting ecosystem services and biodiversity in the world's watersheds. *Conserv. Letts.* 2, 179-88.
5. Ricketts, T.H., Dinerstein, E., Boucher, T., Brooks, T.M., Butchart, S.H.M., Hoffmann, M., Lamoreux, J., Morrison, J., Parr, M., Pilgrim, J.D., Rodrigues, A.S.L., Sechrest, W., Wallace, G.E., Berlin, K., Bielby, J., Burgess, N., Church, D.R., Knox, D., Loucks, C., **Luck, G.W.**, Master, L., Naidoo, R., Ridgely, R., Schatz, G., Shire, G., Strand, H., Wettenberg, W. & Wikramanayake, E. 2005. Pinpointing and preventing imminent extinctions. *Proc. Nat. Acad. Sci.* 102, 18497-501.
6. **Luck, G.W.** 2007. A review of the relationships between human population density and biodiversity. *Biol Rev.* 82, 607-45.
7. **Luck, G.W.**, Harrington, R., Harrison, P.A., Kremen, C., Berry, P.M., Bugter, R., Dawson, T.P., de Bello, F., Díaz, S., Feld, C.K., Haslett, J.R., Hering, D., Kontogianni, A., Lavorel, S., Rounsevell, M., Samways, M.J., Sandin, L., Settele, J., Sykes, M.T., van den Hove, S., Vandewalle, M. & Zobel, M. 2009. Quantifying the contribution of organisms to the provision of ecosystem services. *BioScience* 59, 223-35.
8. **Luck, G.W.** & Daily, G.C. 2003. Tropical countryside bird assemblages: richness, composition and foraging behavior differ with landscape context. *Ecol. Appl.* 13, 235-47.
9. **Luck, G.W.**, Davidson, P., Boxall, D. & Smallbone, L. 2011. Relations between urban bird and plant communities, human well-being and connection to nature. *Conserv. Biol.* 25, 816-26.
10. **Luck, G.W.** 2002. The habitat requirements of the Rufous Treecreeper *Climacteris rufa*. Preferential habitat use demonstrated at multiple spatial scales. *Biol. Cons.* 105, 383-94.

## Portfolio of Other Works

### Gayle Smythe

#### ***Submissions to the ARC for assessment of university research quality, engagement and impact\*:***

- 2013-2015: Excellence in Research for Australia (ERA)<sup>†</sup>
  - Analysed and ensured accuracy of the allocation of research field codes on all research outputs in health and science fields, including liaison with others for coding of interdisciplinary outputs; and
  - Wrote descriptive statements on research outputs for health and science fields (nursing, allied health, biochemistry/cell biology, agriculture/animal sciences, environmental sciences);
- 2017: Engagement and Impact Pilot Assessment (EIAP)<sup>‡</sup>
  - Identified, and led the preparation of three detailed case studies for impact assessment.

#### ***Executive projects and reports\****

- 2017-2018: Detailed evaluation of Higher Degree by Research (HDR) training within a university against the recommendations of the ACOLA Review, including extensive national benchmarking, data collection and analysis and stakeholder consultation;
- 2018: Detailed set of recommendations for improving HDR training, including full implementation plan, milestones, outcome measures, risk assessment, and budget;
- 2018: Analysis and report on HDR course compliance with the Australian Qualifications Framework;
- 2018-2019: Analysis and report on research integrity, including evaluating compliance with internal and external policies/codes/legislation, national benchmarking, and stakeholder consultation. The final report included a detailed improvement plan.

#### ***Grant review roles***

- Australian and international experience in peer reviewing expressions of interest, full proposals, and project final reports:
  - Australian Research Council
  - National Health & Medical Research Council (Australia)
  - Association Francaise contre les Myopathies (French Muscular Dystrophy Association)
  - Duchenne Parent Project (Netherlands)
  - Telethon Foundation (Italy)
  - Qatar National Research Foundation.

#### ***Academic, research & career consultation\*(2018-present)***

- High level writing support for proposal development, expressions of interest to funding bodies, and full project and program applications in New Zealand funding schemes (Health Research Council, MBIE Endeavour, and Marsden Fund/Royal Society);
- Proofreading, editing, and formatting of HDR theses, in accordance with the guidelines of the Institute of Professional Editors and as approved by the Australian Council of Graduate Research;
- Proofreading, editing and formatting (in accordance with guidelines or requirements) journal manuscripts and research reports;
- Advising on written applications and interview skills for academic and research jobs, and academic promotions; and

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<sup>\*</sup> Specific details cannot be provided due to confidentiality. Referees may be provided on request to confirm/discuss contributions to these submissions.

<sup>†</sup> ERA is the 3-yearly compulsory assessment of research quality for all Australian universities, conducted by the Australian Research Council (ARC) on behalf of the federal government

<sup>‡</sup>EIAP ran in 2017 ahead of the full EIA in 2018. EIA is now the 3-yearly compulsory assessment of research engagement and impact, and occurs via the ARC in parallel with ERA.

- Substantial review of major Australian competitive grant (ARC Discovery, ARC Discovery Early Career Fellowship, ARC Future Fellowship) applications prior to submission. This includes proofreading/editing, ensuring full compliance with ARC requirements, review and critique of overall quality, clarity, alignment with national research priorities, and articulation of impact and expected outcomes.

### **Gary Luck**

#### ***Supporting research proposal development and grant applications***

- Review and redesign of all research professional development programs through stakeholder consultation;
- Development and implementation of My Research Career, consisting of 5 half-day modules delivered over the academic year, targeting early- and mid-career researchers. Topics included grant writing, paper writing, editing and refereeing, career development, conference presentations, networking and collaboration, interdisciplinary research, working with industry and government;
- Worked with over 50 applicants to help develop research proposals and prepare ARC Discovery, ARC Linkage, ARC Future Fellowship and ARC DECRA applications, in addition to grant applications to a variety of other funding bodies; and
- Mentored and worked with ARC DECRA applicants over a period of 6 months (per round) to develop high quality proposals with multiple successful outcomes.

#### ***Editorial and grant review positions and roles***

- Highly experienced in the requirements and expectations of journals through the following editorial roles:
  - 2012-2017: Editorial Board (Faculty 1000 Research)
  - 2011-2017: Editorial Board (Nature Conservation Journal)
  - 2012-2015: Editorial Board (Ecological Society of Australia Hot Topics)
  - 2011-2016: Chair of Editorial Board (Ecological Management & Restoration)
  - 2010-2014: Editorial Board (ISRN Ecology)
  - 2003-2008: Associate Editor (Pacific Conservation Biology)
  - 2001-2003: Editorial Board (International Journal of Ornithology)
- Australian and international experience in reviewing expressions of interest, full proposals, and project final reports:
  - Australian Research Council
  - Austrian Science Fund
  - Ecosystem Services for Poverty Alleviation (UK)
  - European Union 6<sup>th</sup> Framework Program (BioDiversa)
  - French Foundation for Research on Biodiversity
  - German Federal Ministry of Education and Research
  - Israel Science Foundation; Luxembourg National Research Fund
  - National Science Foundation (USA)
  - Qatar National Research Fund
  - Zurich Research Commission (Switzerland)

#### ***Academic, research & career consultation (2018-2020)***

- Writing support provided as above for Gayle Smythe.