RESEARCH FRAMEWORK

Originator: Professor Simone Wonnacott/Professor Sam Broadhead/Graham Curling
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Research Framework

Research supported by the University is defined by 4 expectations:

- **Research Outputs / Publications**: To produce excellent scholarly outputs of internationally recognised quality available through open access repositories;
- **Postgraduate Research Supervision**: To provide excellent supervision with a commitment to ensuring that all postgraduate research students complete within the University's expected timescales;
- **Research Income / Projects:** To attract external funding to support our research and innovation activities, both through traditional academic funding bodies and commercial partners;
- **Impact and Environment:** To ensure our research has impact in terms of rigour, reach and significance at an international level wherever possible, and to engage in networks and activities to enhance the environment and presence of our research.

Research Pathways

HE staff may apply through one of two pathways to be recognised as research active and be supported by the University for research activities:

Pathway 1 - Post-doctoral Researchers

Expectations	Criteria	Evidence
Outputs: Publications and or/Practice-based research	Quality of outputs that are recognised as internationally excellent in terms of originality, significance and rigour to the appropriate REF level and that meet Open Access and Ethical and Research Integrity requirements. Development of research outputs to REF 3* quality.	An active research profile evidenced through articles in peer-reviewed journals, book chapters, authored books, research reports, artefacts, creative projects, designs, digital videos, compositions and exhibitions. Outputs are represented on the University repository and are compliant with the University's policies, procedures and guidance on Ethics and Research Integrity and Open Access.
PhD Supervision	Ability to supervise and assess a PhD candidate.	Evidence of actively pursuing training on postgraduate research supervision. Evidence of actively seeking opportunities to co-supervise or externally examine PhD candidates. **When the University enrols PhD candidates:** *Successfully supervise PhD students with the expectation*

		of number of students supervised increasing. *Contribution as an Independent Chair and internal and/or external examiner for PhD examination*
Research Income	Experience of bidding for internal and external research funds, which may include contributing to the research of a more experienced researcher and/or collaborative research.	Involvement in submitting at least one application for external research funding in 3 years. Evidence of success in bid/award within the last 6 years.
Impact and Environment	Produce a body of research that can be the basis of an impact case study. The ability to reach appropriate stakeholders (publics/communities/policymakers/practitioners) and draw upon an evidence base that demonstrates significant impact. Active contribution to developing the research environment within the University that is recognised as internationally excellent. Active engagement in the wider national and international academic communities that enhances the research base. Contributing to the development of Early Career Researchers.	Research activity with the potential to achieve wide reach and high significance and rigour, that has impact quality of REF 3*. Identification of appropriate stakeholders (publics/communities/policy-makers/practitioners) that would benefit from research impact. A coherent and sustainable plan to engage with stakeholders through dissemination of research findings that have a benefit for stakeholders outside academia. Proven ability to design and carry out effective methods of capturing impact evidence. Involvement in research networks of increasing influence and prestige (e.g. national vs international). Evidence of reviewing for journals, publishers, practice-based research and Research Councils. Participation in peer review panel internally/externally, including influencing national research agendas.

		Evidence of trying to make international research links.
		Contributing to national and international conferences/ festivals/exhibition programmes as a panel chair or organiser.
		Editorial board membership for REF2* to REF4*.
		Membership or chairing research panels with reach and significance.
		Committed to mentoring Early Career Researchers and promoting the Universities research development plans.

Pathway 2 - Early Career Researchers

Expectations	Criteria	Evidence
Outputs: Publications and or/Practice-based research	Quality of outputs that are recognised as international in terms of originality, significance and rigour to appropriate REF level and meet Open Access, Ethical and Research Integrity requirements.	An active research profile evidenced through articles in peer-reviewed journals, book chapters, authored books, research reports, artefacts, creative projects, designs, digital videos, compositions and exhibitions. Evidence for development of research to REF 2* such as: • research outputs which have been through a rigorous peer-review process: • evidence of peer-reviewed funding: • reviews of outputs from authoritative sources: • prizes or awards made to individual research outputs cited in the underpinning research: • evidence that an output is a reference point for further research beyond the original institution.

		Outputs are represented on the University repository and are compliant with the Universities policies on Ethics and Academic Integrity and Open Access.
PhD Supervision	n/a	n/a
Research Income	n/a	n/a
Impact and Environment	Produce a body of research that can demonstrate being the basis of an impact case study. The ability to reach appropriate stakeholders (publics/communities/policy-makers/ practitioners) and draw upon an evidence base that demonstrates significant impact. Active contribution to developing the research environment within the University that is recognised as internationally excellent. Active engagement in the wider national and international academic communities that enhances the research base.	Research activity with the potential to achieve wide reach and high rigour and significance, that has impact quality of REF 2*. Identification of appropriate stakeholders (publics/ communities/policy-makers/practitioners) that would benefit from research impact with support from a research mentor. A coherent and sustainable plan to engage with stakeholders through dissemination of research findings that have a benefit for stakeholders outside academia. The ability to design and carry out effective methods of capturing impact evidence with support from other researchers. Involvement in research networks of increasing influence and prestige (e.g. national vs international). Evidence of reviewing for journals, publishers, practice-based research and Research Councils. Contributing to national and international conferences as a panel chair or organiser. Attempts to make international research links. Editorial board membership.

Process for being identified as a research active member of staff

HE staff may apply to either of these pathways by submitting a 3-year future facing research development plan demonstrating how their research meets the pathway expectations, evidence of how the plan meets the criteria for the pathway applied for must be provided. There will be an online template and ethics form available to complete.

The deadline for applying to a pathway is 31st January each year for research commencing from 1st August of the same year, plans should be submitted via the online template (URL to be provided prior to circulation).

All submitted research development plans will be reviewed in a two-stage process. Both stages will assess plans against the stated pathway criteria and evidence expectations.

Stage one: Review Panel comprising Research Fellow, the University Curator and the Professor of Research (Innovation and Development) chaired by the Head of Research to review research development plans against criteria and make recommendations to an Approval Panel.

Stage two: Final Approval Panel membership Vice-Chancellor, Head of Research, and Head of Human Resources.

Annual research review for research active staff

Staff who are defined as research active will be required to undertake an annual research review using the following template here. The review will be required to take place from the beginning of June each year with a completion and return date of 1st July, an email with the link will be sent out by the Head of Research. The Head of Research will assess these and provide a summary to the Research and Ethics Committee at the next available meeting and feedback to the line managers of research active staff by the end of the first week of August so this can be discussed in their appraisal. An annual review meeting of the Final Approval Panel will take place to assess individual progress. Staff who have not made sufficient progress may be reviewed again in a further 6 months and research support may be withdrawn if progress is still not made.

Research Support

Research time allocated will be assessed on an individual basis by the Final Approval Panel and there may also be access to funds to support approved research activities, which research active staff can apply to through the online form here.

Research Pathway 3 – PhD with support

Staff who want to start on their research journey can apply for a PhD with support. Their application must be submitted to the Head of HR following the call out for qualification support and the deadline is 31st January each year. These are considered annually by the SMT and Head of HR. Support by way of qualification fees paid and remission from teaching may be granted. Funds for materials or exhibition costs may also be considered, these should be applied for through the annual qualification review. Informal mentoring from the research team will be provided to staff on research pathway 3 and they may attend the research development sessions. Staff on research pathway 3 may only apply for research pathway 1 or 2 when they are in their final year.

Research Development

A research half day in July and one in December is set aside annually for research staff development for researchers.

In addition, research active staff will be invited to attend and may be asked to contribute to an annual research dialogues programme to provide a mixture of development, dissemination of research and updating sessions.

REF Submission

Being identified as a research active member of staff does not guarantee automatic inclusion to a future research assessment exercise. This will be reviewed at least annually.

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