

Research Framework August 2022

As a maturing University it is important that we work to improve the quality, impact and environment for research. Following REF2021, we are now in a position to assess the level of research across the University and establish a framework for the future.

From August 2022 research supported by the University will be defined by 4 expectations:

- **Research Outputs / Publications:** To produce excellent scholarly outputs of international 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 proactively explore opportunities and 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 at international level wherever possible, and to engage in networks and activities to enhance the impact and presence of our research.

Process for being identified as a research active member of staff

Research proposals and booking research time have been temporarily suspended and HE staff may apply through one of two pathways to be recognised as research active and be supported by the University for research activities from August 2022 onwards. This applies equally to existing and new members of staff:

Pathway 1 - Post-doctoral Researchers:

Expectations	Criteria	Evidence
Outputs: Publications and or/Practice-based research	<p>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.</p> <p>Development of research outputs to REF 3* quality.</p>	<p>A publication profile evidenced through articles in peer-reviewed journals, book chapters, authored books, research reports.</p> <p>A profile as a creative practitioner evidenced through exhibition/performing/screening that can demonstrate a clear and unbiased selection process.</p> <p>Outputs are represented on the University repository and are compliant with the University's policies on Ethics and Academic Integrity and Open Access.</p>
PhD Supervision	<p>Ability to supervise and assess a PhD candidate</p>	<p>Evidence of actively pursuing training on postgraduate research supervision.</p> <p>Evidence of actively seeking opportunities to co-supervise or externally examine PhD candidates.</p> <p>When the University enrolls PhD candidates:</p>

		<p><i>Successfully supervise PhD students with the expectation of number of students supervised increasing.</i></p> <p><i>Contribution as an Independent Chair and internal and/or external examiner for PhD examination</i></p>
Research Income	<p>Involvement in (or evidence of) bidding for internal and external research funds, possibly including contributing to the research of a more experienced researcher and/or collaborative research.</p>	<p>Involvement in submitting at least one application for external research funding in 3 years.</p> <p>Expectations of value of funding will increase as the REF level worked at increases.</p> <p>Evidence of success in bid/award conversion in 6 years.</p>
Impact and Environment	<p>Produce a body of research that can demonstrate 2* or above, preferably 3* that can be the basis of an impact case study.</p> <p>The ability to reach appropriate stakeholders (publics/communities/policies/practices) and draw upon an evidence base that demonstrates significant impact.</p> <p>Active contribution to developing the research environment within the University that is recognised as internationally excellent.</p> <p>Active engagement in the wider national and international academic communities that enhances the research base.</p> <p>Contributing to the development of Early Career Researchers</p>	<p>Research activity with the potential to achieve wide reach and high significance, that has impact quality of REF 3*</p> <p>Identification of appropriate stakeholders (publics/communities/policies/practices) that would benefit from research impact.</p> <p>A coherent and sustainable plan to engage with stakeholders through dissemination of research findings that have a benefit for stakeholders outside academia.</p> <p>Proven ability to design and carry out effective methods of capturing impact evidence.</p> <p>Involvement in research networks of increasing influence and prestige (e.g. national vs international).</p> <p>Evidence of reviewing for journals, publishers, practice-based research and Research Councils.</p> <p>Participation in peer review panel internally/externally, including influencing national research agenda for REF 4*.</p> <p>Evidence of trying to make international research links.</p>

		<p>Contributing to national and international conferences/festivals/exhibition programmes as a panel chair or organiser.</p> <p>Editorial board membership for REF2* to REF4*.</p> <p>Membership or chairing research committees of increasing reach and significance as REF level increases.</p> <p>Committed to mentoring early career researchers and promoting the Universities research development plans.</p>
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Pathway 2 - Early Career Researchers:

Expectations	Criteria	Evidence
<p>Outputs: Publications and or/Practice-based research</p>	<p>Quality of outputs that are recognised international in terms of originality, significance and rigour to appropriate REF level and meet Open Access and Ethical and Research Integrity requirements.</p>	<p>A publication profile evidenced through articles in peer-reviewed journals, book chapters, authored books, research reports.</p> <p>Evidence for development of research to REF 2* such as:</p> <ul style="list-style-type: none"> • 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. <p>A profile as a creative practitioner evidenced through exhibition/performing/screening that can demonstrate a clear and unbiased selection process.</p> <p>Outputs are represented on the University repository and are compliant with the Universities</p>

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

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 in support.

The deadline for applying to a pathway is 3 October 2022, plans should be submitted via the online template accessible via this link <https://forms.office.com/r/3QHXRtWrA8>

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. The first review period will January 2024.

Stage one: Review Panel comprising Research Fellow, the University Curator and 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 VC and PVCA.

It should be noted that staff who are defined as research active will be required to undertake an annual research review which will comprise an evaluation of how well they have met their goals according to the three-year milestones in an approved research development plan.

Research time allocated will be assessed on an individual basis and there may also be access to funds to support approved research activities.

Please note that 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.