

4. STRATEGY AND ACTION PLAN: 2014-2018

Work over the next four-year period will align with the 2014-2020 Research Strategy, with an emphasis on a supportive and vibrant research culture, delivered through effective research structures, professional support, enabling researchers at all levels to maximise the quality, impact and reach of their research output.

Actions	Critical Success Measures	Responsibility & Deadline
A: RECRUITMENT AND SELECTION		
Increase the University research community	<ul style="list-style-type: none"> All new appointments to academic posts are research active 	PVC, R&E, Schools; 2015
Create strategic, 5-year Career Development Research Assistant and Fellow posts	<ul style="list-style-type: none"> Early career researchers appointed to posts Retention and career development of post-holders 	PVC, R&E, Schools; 2016
B: RECOGNITION AND VALUE		
Support early career researchers (ECRS) to achieve REF submission standards	<ul style="list-style-type: none"> Increased numbers of ECRs in REF with 3/4* outputs ECRs with impact case studies 	R&E, Schools; 2018
Standardise research workload recognition and allocation	<ul style="list-style-type: none"> Consistent and effective research time allocation Increased researcher productivity and satisfaction 	PVC, R&E, HR, Schools; 2015
Support researchers to develop a higher profile for their research	<ul style="list-style-type: none"> Increased volume and quality of researcher outputs and citations Increased positive researcher social media presence Increased researcher external networks and partnerships 	R&E, Marketing, Comms, Schools; 2016
Review and implement career development pathways for research staff	<ul style="list-style-type: none"> Formalise promotion route to Senior Research Fellow Career development is aligned to Researcher Development Framework 	PVC, R&E, HR, Schools; 2016
C: SUPPORT AND CAREER DEVELOPMENT		
Continue to develop training and learning resources for researchers	<ul style="list-style-type: none"> High attendance and excellent feedback from researchers 	R&E, ADU; ongoing
Update and optimise research structures and academic/R&E support	<ul style="list-style-type: none"> Increased researcher performance and profile Increased research bidding activity and success rates Increased early- and mid-career researchers with bids and awards 	PVC, R&E, Schools; 2016
Pilot a scheme to link ECRs with public and private partners to enhance research support and development	<ul style="list-style-type: none"> Programme successfully piloted and assessed for impact Increased success for ECRs supported by the scheme 	R&E, Advancement; 2017
Formalise and expand researcher mentoring	<ul style="list-style-type: none"> All early and mid-career researchers to have a research mentor 	R&E, HR, Schools; 2017
Provide effective technology and resources to enhance researcher performance and profile	<ul style="list-style-type: none"> Open access and research data management services in place University roll out of SciVal and journal identification resource 	R&E, Library, Schools; 2015
D: RESEARCHERS' RESPONSIBILITIES		
Appoint ECRs as Deputy REF Submission Coordinators	<ul style="list-style-type: none"> ECRs appointed for the majority of REF Units of Assessment 	PVC, R&E, Schools; 2015
Embed research impact into Research Centres	<ul style="list-style-type: none"> Increased impact to University public and private partners Increased numbers of impact case studies 	PVC, R&E, Schools; 2017
E: DIVERSITY AND EQUALITY		
Implement a new Research Governance Manual and processes	<ul style="list-style-type: none"> Research Governance manual and integrity/misconduct policies in place 	PVC, R&E, Schools; 2015
F: IMPLEMENTATION AND REVIEW		
Embed concordat principles in research strategy implementation	<ul style="list-style-type: none"> Continued oversight through Research Strategy Implementation Group 	PVC, R&E; ongoing