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PROGRESSING YOUR ACADEMIC CAREER

UNDERSTANDING HEI RESEARCH ENVIRONMENT & POLICY

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Trawsnewid Addysg; Trawsnewid Bywydau
Transforming Education; Transforming Lives



www.uwtsd.ac.uk

How to move on after the PhD?



Professors



What my parents think I do



What my friends think I do



What my students think I do



What my spouse thinks I do



What my colleagues think I do



What I actually do

“Jack of all Trades”

- What might be expected from you when applying:
 - Publication record
 - Teaching experience
 - Research expertise
 - Public engagement (social impact)

Higher Education Institutions in the 21st century

- Job security?
- HEI are influenced by ranking (e.g., based on NSS or PRES)
- Importance of policies for HEI, in particular:
 - Teaching Excellence Framework (TEF)
 - Research Excellence Framework (REF)

TEF

- The Government is introducing a Teaching Excellence Framework (TEF) which aims to recognise and reward excellent learning and teaching
- currently compulsory only for England but universities from Scotland and Wales are also joining

- Introduced in 2016 to recognise and reward excellent teaching in UK higher education providers
- -> new ranking of universities to be expected with impact on funding
- Link:
<https://www.gov.uk/government/collections/teaching-excellence-framework>

Implications for you

- Shift to teaching qualification
 - e.g., Postgraduate Certificate for Higher Education
 - Teaching experience needed for the PGCe in HE
- Higher Education Academy
 - e.g., fellow of HEA
 - Link: <https://www.heacademy.ac.uk/>

Information at UWTSD

- UWTSD supports Postgraduate Certificate for Higher Education (contact: Prof Christine Davies) and application for HEA fellowship

- Link:

<http://www.uwtsd.ac.uk/enhancement-unit/professional-recognition/hea-fellowship-/>

REF

- The Research Excellence Framework (REF) is the system for assessing the quality of research in UK higher education institutions.
- Result from 2014:
<http://www.ref.ac.uk/2014/>



They made **1,911** submissions including:

- **52,061** academic staff
- **191,150** research outputs
- **6,975** impact case studies

The **overall quality** of submissions was judged, on average to be:

- ★★★★ **30%** world-leading (4*)
- ★★★ **46%** internationally excellent (3*)
- ★★ **20%** recognised internationally (2*)
- ★ **3%** recognised nationally (1*)

REF2014

- HEI were invited to submit research active staff to specific units of assessments
- -> it was the decision of each university whether to participate, to which unit(s) and whom to submit
- UWTSD submitted to 6 UoA
 - Link: <http://www.uwtsd.ac.uk/news/press-releases/press-releases-2014/uwtsd-celebrates-ref-results.html>

REF 2014

- Assessment of research outputs
 - 4 publications per submitted member of staff for the UoA [but Early Career Scholars just 2 publications]
- Assessment of research environment
- Assessment of social impact (new in REF2014)

REF 2021

- Assessment of research outputs between 2014 and 2020
 - 1-5 publications (average one per submitted member of staff for the UoA)
- Assessment of research environment (including support for early career scholars, gender / ethnic diversity and so on)
- Assessment of social impact of research carried out at the HEI
- <http://www.ref.ac.uk/>

REF 2021 at UWTSD

- Code of Practice and other information:
- <https://uowtsd.sharepoint.com/staffmyday/ref2021/SitePages/Home.aspx>

Why participating?

1. Funding

The four UK higher education funding bodies allocate research funding to UK universities based on the quality and volume of each university's research

2. Ranking

Important to attract good research students

Implication for you

- Publication record
 - peer-reviewed
 - In humanities it is still seen as important to publish monographs but in other disciplines journal articles
 - **New for next REF:** Open Access publications

Open Access and REF

- In order to be eligible for the next REF, the final peer-reviewed version of journal articles and conference papers (with an ISSN) must be deposited in an open access repository within three months of acceptance for publication.
- Link: <http://www.uwtsd.ac.uk/library/open-access/open-access-and-the-ref/>

Repository

- There is no way to know with certainty which publications may be needed for a future REF submission. Therefore researchers need to take individual and timely action for every journal article or conference proceeding that they produce. The University's policy requires that all outputs should be submitted.

UWTSD policy

- You need to submit your article within three months of acceptance to the Repository
- <http://www.uwtsd.ac.uk/library/open-access/open-access-at-uwtsd/>

Further Implication for you: Impact Case Studies

- Importance to built up case study to demonstrate impact of research
- also needed for research funding applications to the research councils
- -> collect evidence of impact (e.g., when giving a public talk, radio interview, social media engagement)

Further Implication for you: Research Environment

- Peer esteem factors
 - e.g., member of editorial boards, member of peer-review college, member of subject associations in your discipline
 - Invited lectures and keynote addresses

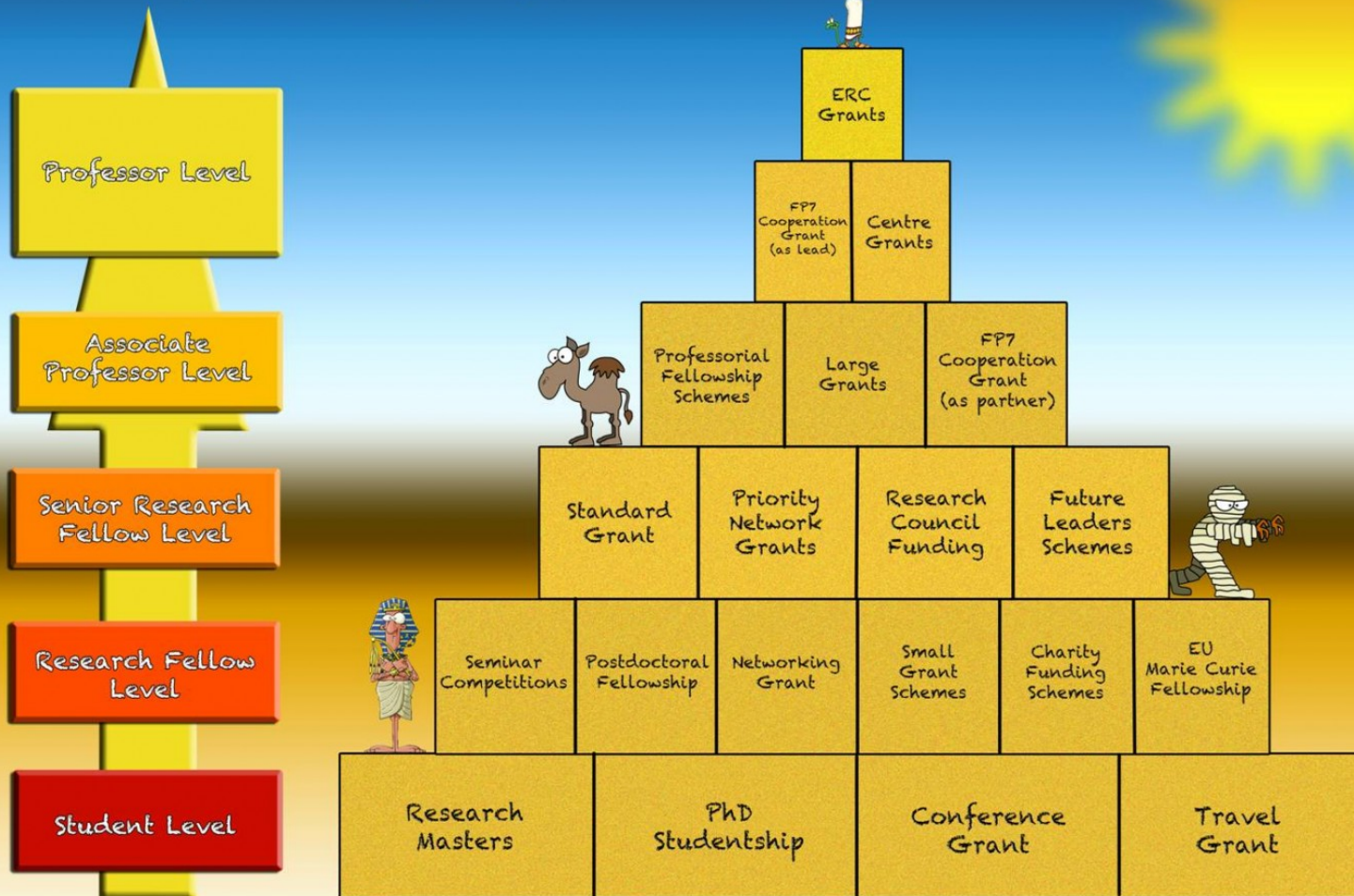
Research Expertise

- Grant capture or at least grant applications
 - Mention also small grants such as a conference / travel grant
- Involvement in wider research networks

Other Skills

- Work experience within the university
 - e.g., working in university committees
 - Experience with the validation of programmes
 - Experience as external examiner

ACADEMIC CAREER PATHWAY



Career Venn Diagram

