



Monitoring Research and Scholarship *within a non-research intensive University*

Ann Read & Paul Cross

09 July 2009

Solent's Vision

- Recognised widely for **knowledge creation and exchange** that fuses academic rigour with professional practice
- A student experience that is enhanced through **research, professional practice and enterprise**
- Students enabled to develop commercially relevant skills and to enhance their **employability** opportunities in a competitive global business environment
- The encouragement of **entrepreneurship and income generation** by University staff
- **Knowledge creation and exchange** that support imaginative working partnerships with employers and commercial, professional and voluntary organisations

Why do Research?

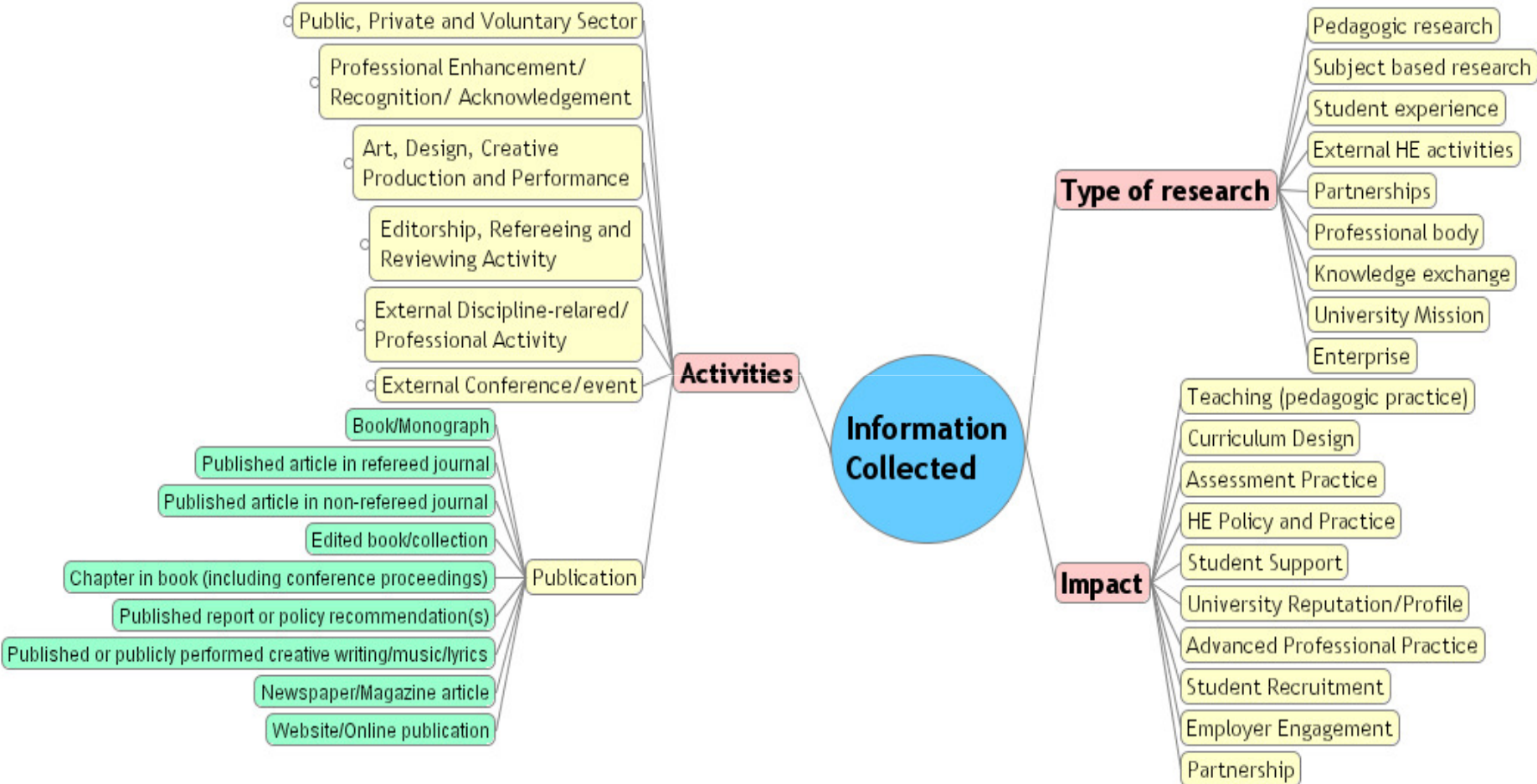
- Research and Scholarship are an essential aspect of being a University
 - *aspire to embody Boyer's scholarships of **discovery**, **integration**, **application**, and **teaching** (1990)*
- Support staff activities and interests
- Enhance the Student Experience
- Attract high calibre staff
- Promote staff morale



How do we know we are achieving our Vision?

- Establish a baseline
- Identify trends
- Monitor and measure productivity
- Implement a process that supports staff through:
 - *Discussion and advice*
 - *Feedback, encouragement and target setting*
- Feedback from external Stakeholders, including:
 - *External Examiners, Employers and Funders*

What Counts?



Approach

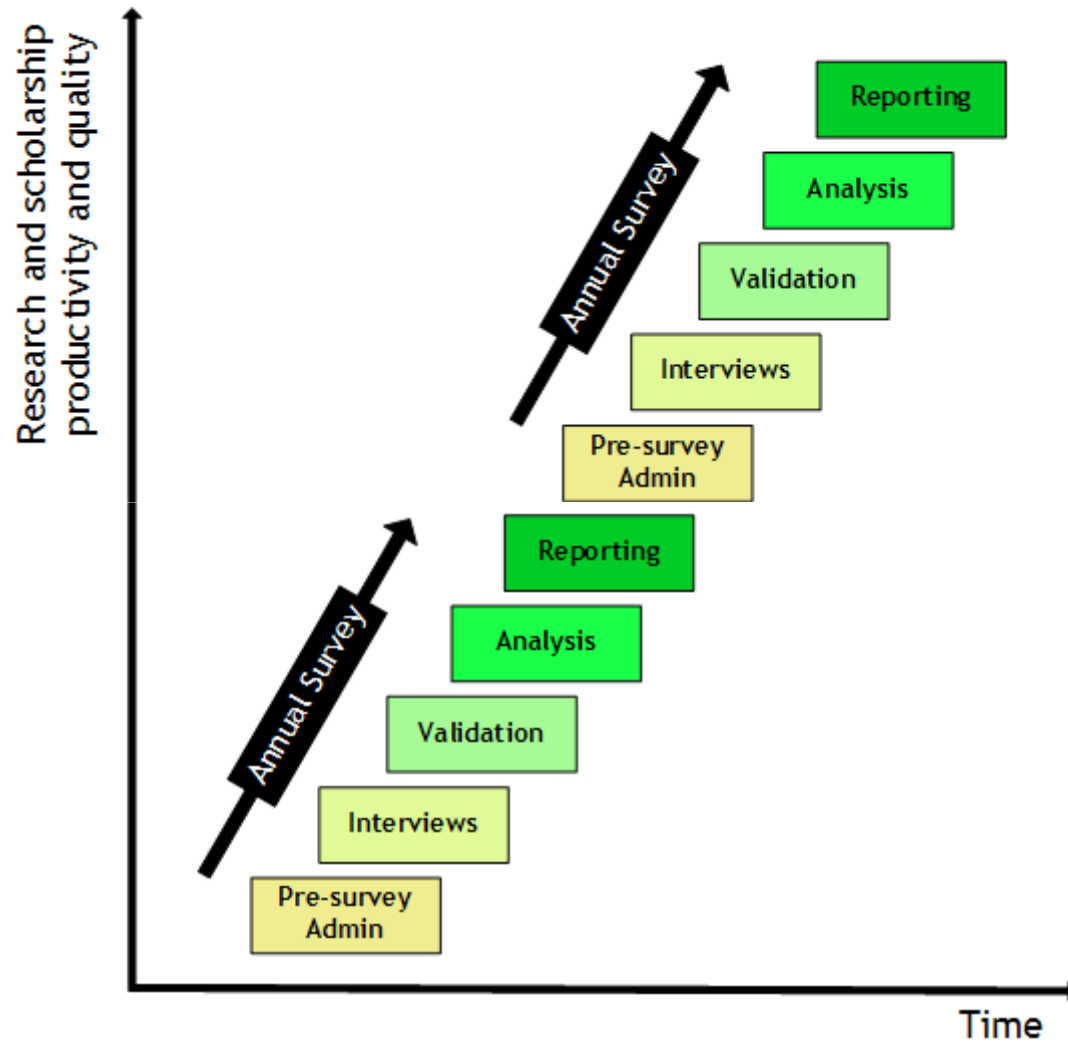
- Research and Enterprise Committee
- Annual survey, consisting of:
 - *One-to-one interviews with all staff*
 - *database*
 - Tracks interviews
 - Stores Research Information
 - Allows reporting on R&E data
 - *Annual Report*
- Measurement against Research & Enterprise KPIs

Database

- Browser-based
 - *Developed in Ruby-on-rails*
- Easy to use
- Tracks
 - *interviewers,*
 - *interviews,*
 - *Activity validation*
 - *approval*
- Reporting



The Process

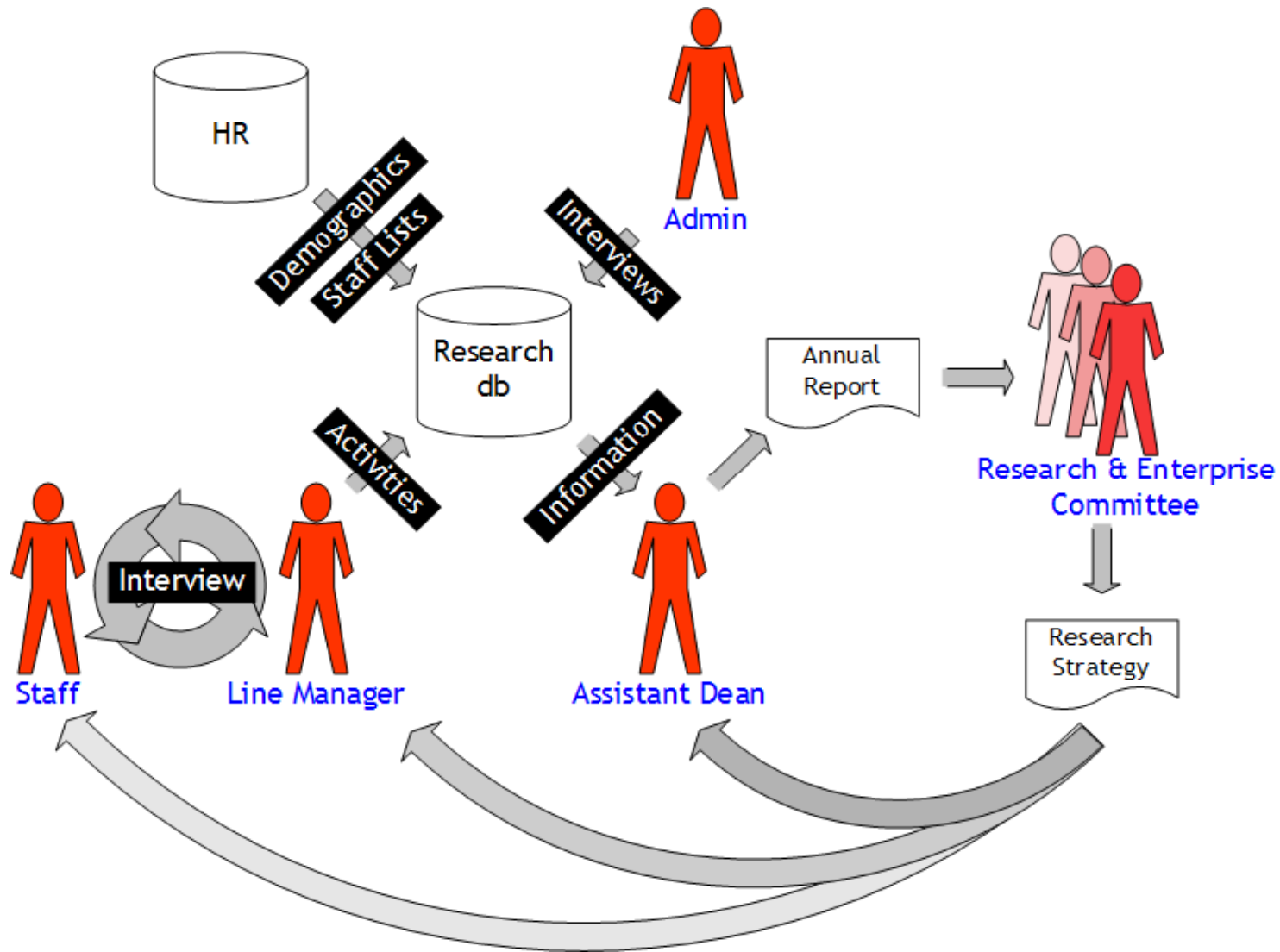


Interviews

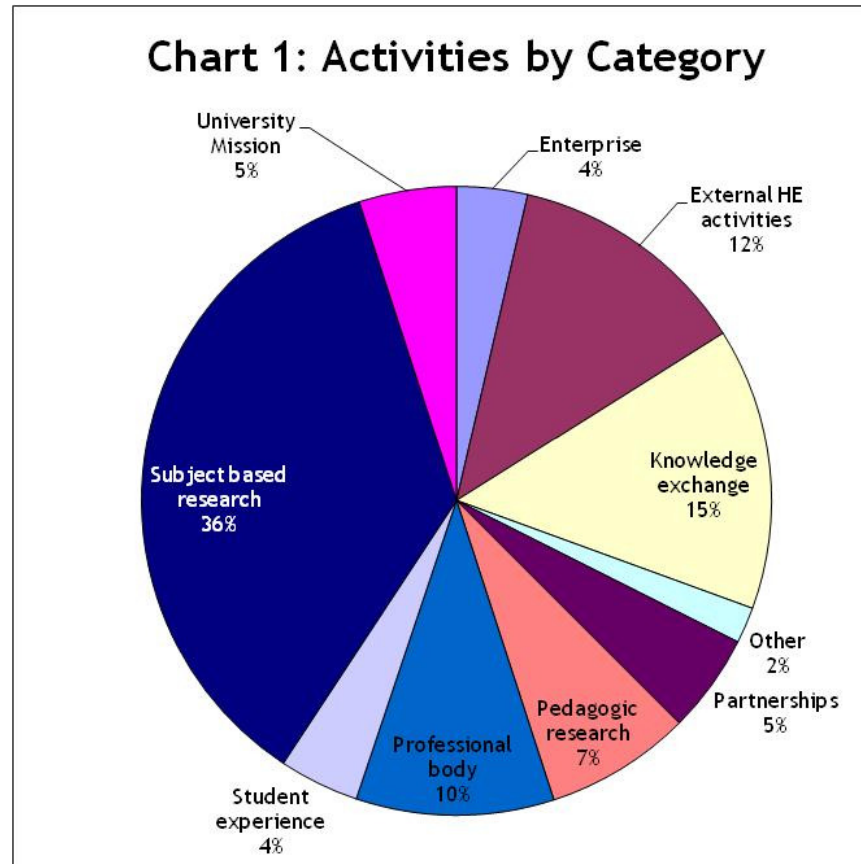
- One-to-one, structured:
 - *Promotes discussion and advice*
 - *Identifies resource requirements*
 - *Identification of collaboration possibilities*
- Staff Profile
 - *Reviewed and updated*



Data Collected



Example Findings



Faculty	2005/06	2006/07	2007/08
Faculty 1	66.7%	74.0%	79.3%
Faculty 2	77.0%	72.4%	80.8%
Faculty 3	80.0%	83.8%	80.0%
Faculty 4	90.9%	65.1%	78.6%
Total	77.8%	74.0%	79.8%

Table 1: Proportion of staff research active

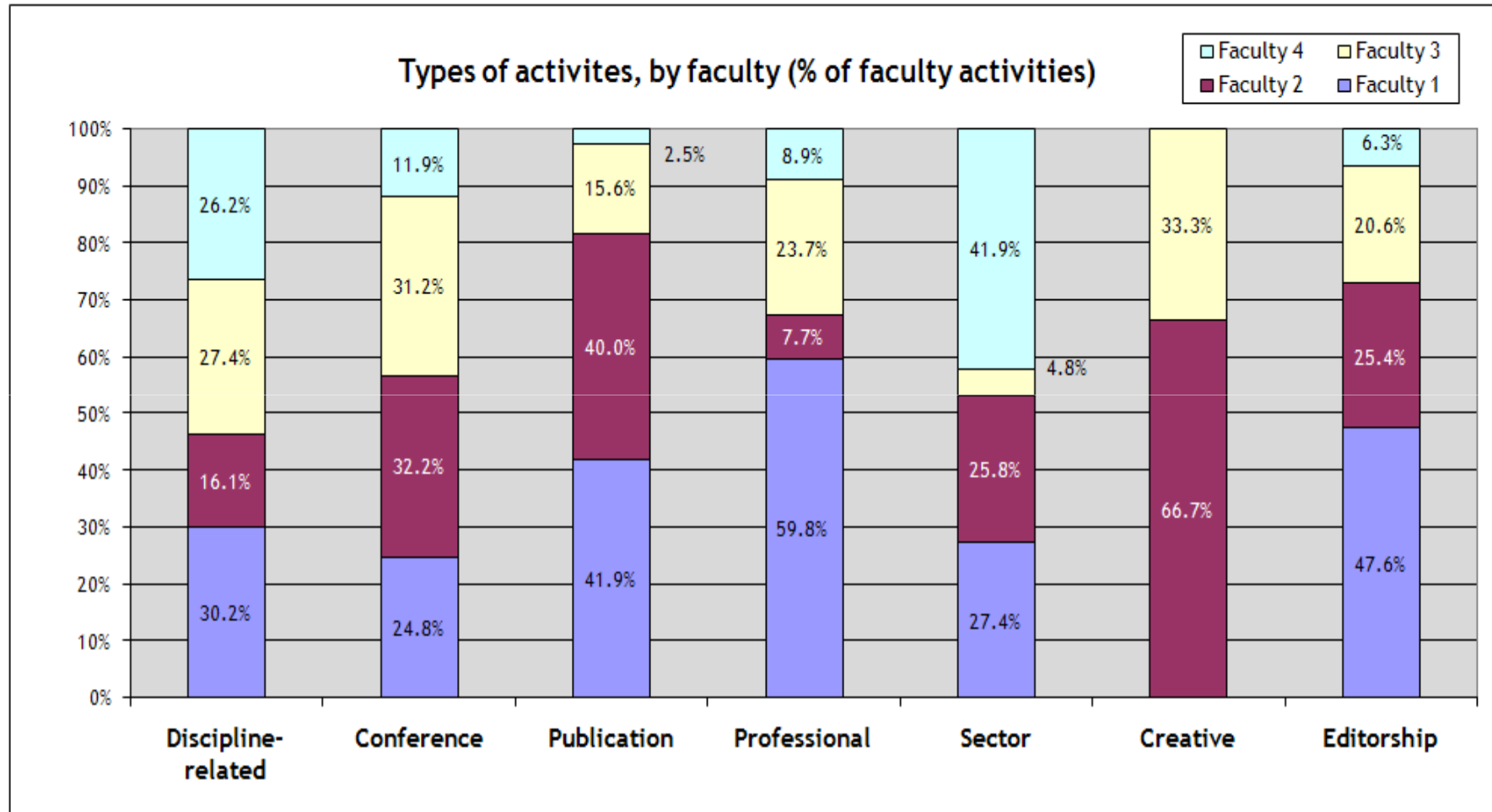
Title	Total Staff	Average Activities
DR / Professor	72	5.8
Other	313	2.6
Total	385	3.2

Table 2: Average Productivity by Title*

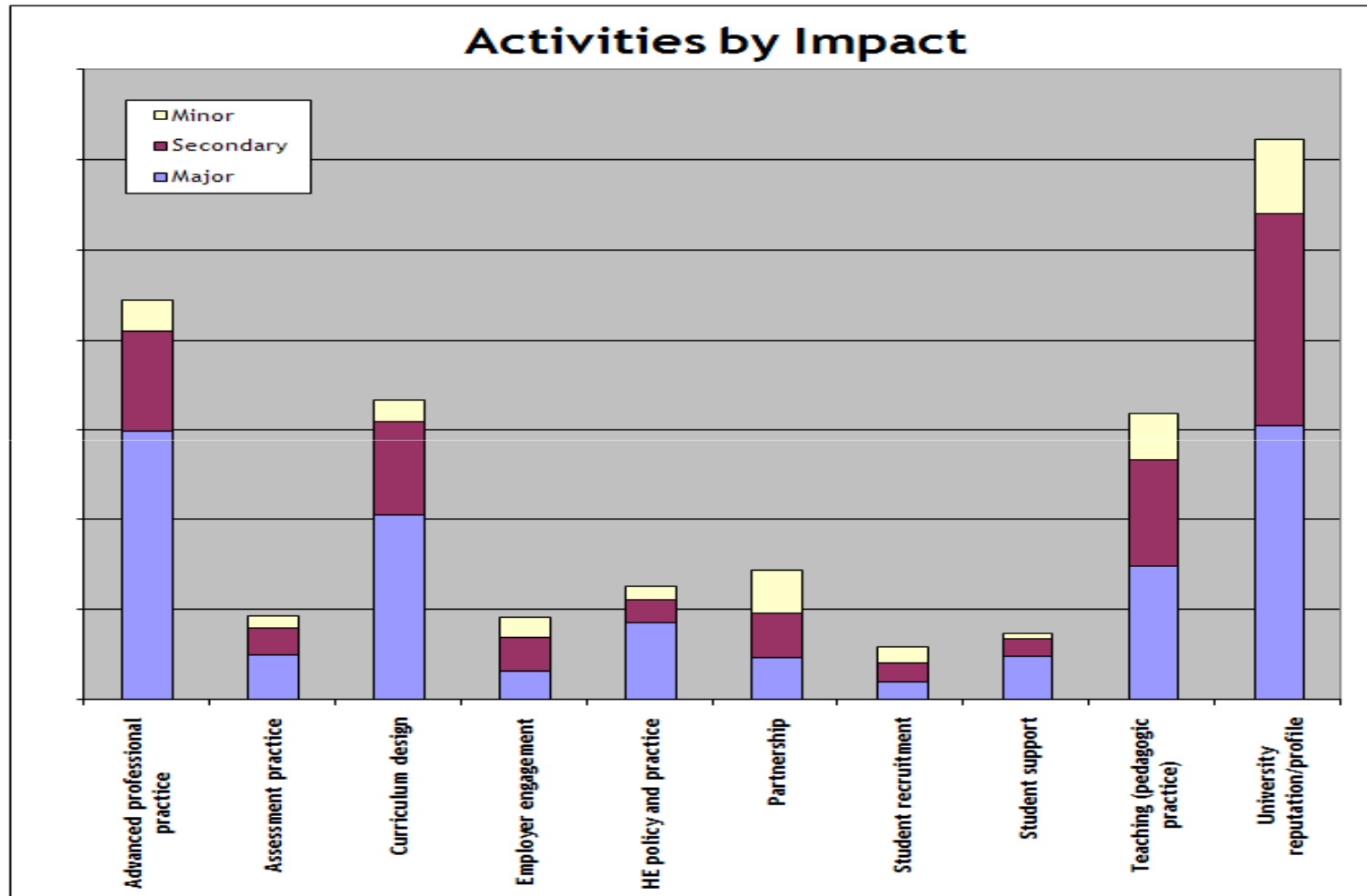
* Statistically significant



Example Findings (continued)



Example Findings (continued)

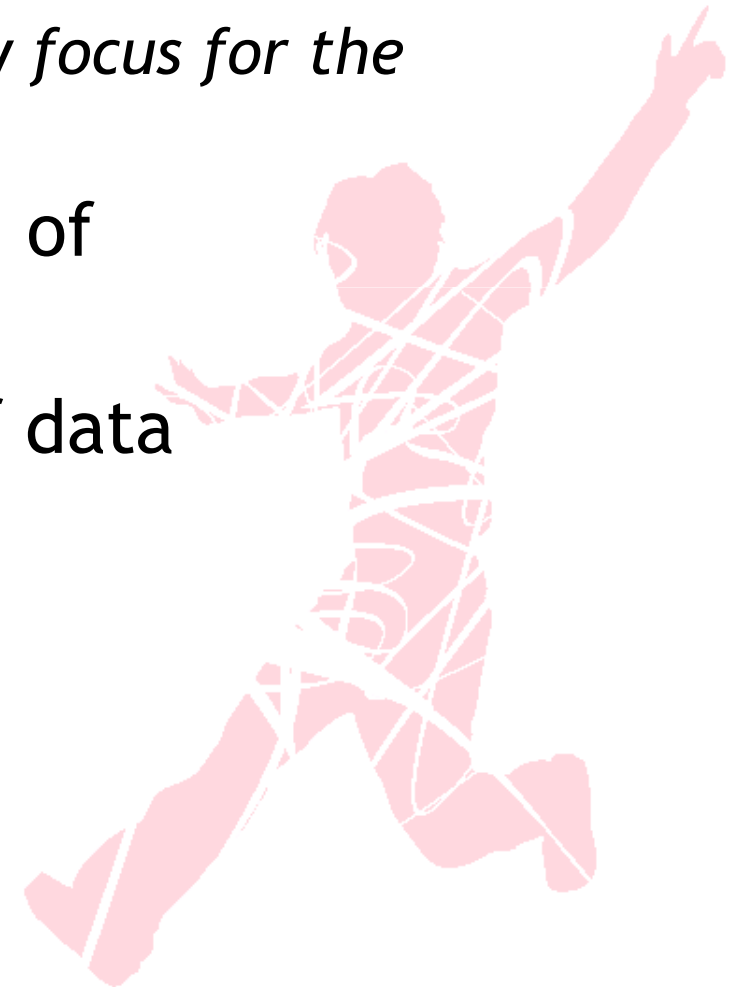


Positive Points

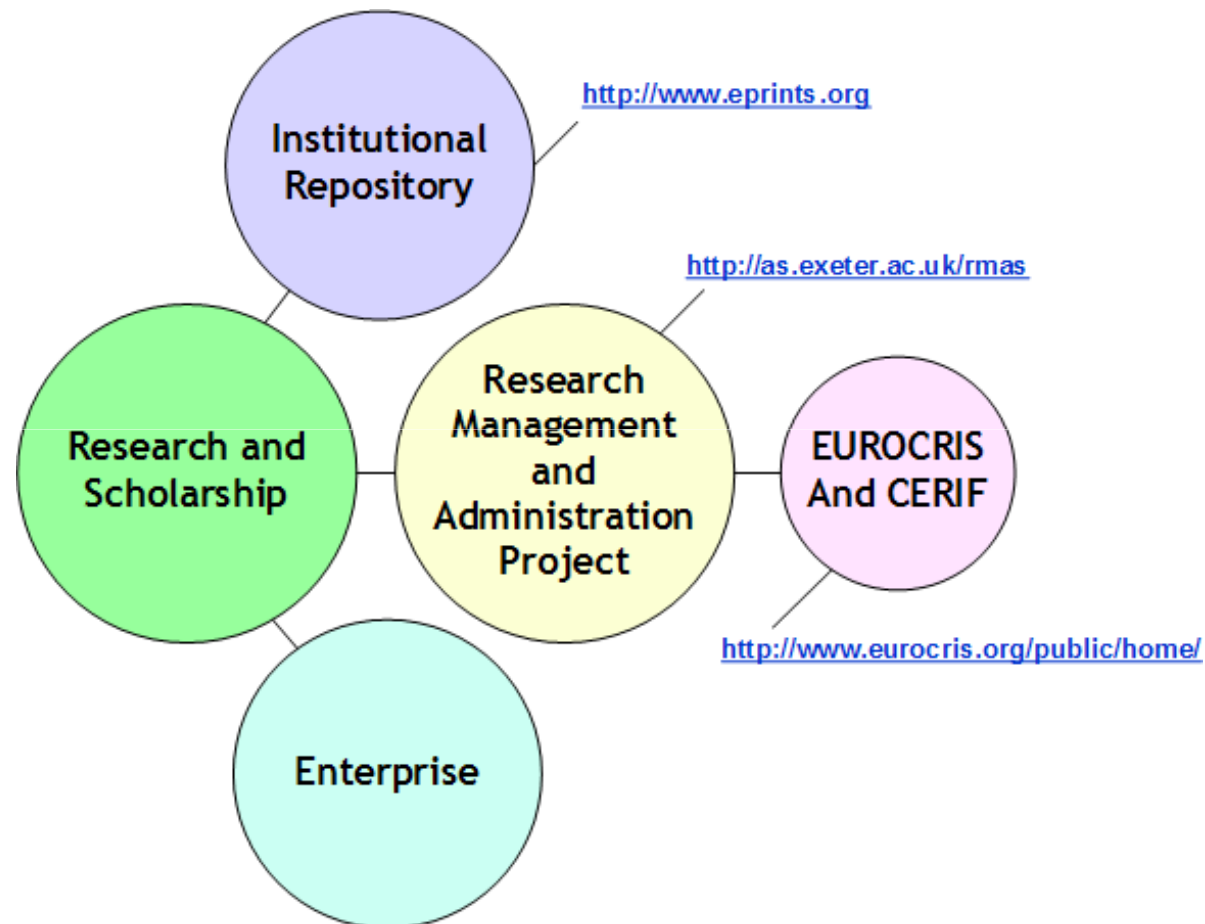
- Highlights excellent work that might otherwise go unnoticed
- Useful snapshot of work in progress - can be used to facilitate the creation/support of research clusters
- Well positioned for Research Excellence Framework (REF)
- Change in Organisational culture:
 - *Explicit valuing of staff work*

(not so) Positive Points

- Not aligned with RAE initially;
 - *REF and IR alignment is a key focus for the future*
- Variability in interpretation of categories
- Concerns over ownership of data
- Initial staff resistance



Important links for the future?



In Conclusion

- Process and data has:
 - *Shaped Research and Scholarship strategy*
 - *Supported development of research clusters*
 - *Facilitated strategic funding for research*
 - *Promoted a sense of pride in staff work*
 - *Offered a mechanism for valuing staff activities*
 - *Promoted openness, transparency and awareness*





Over to you!

Dr. Ann Read
Dean
Academic Standards and Quality Service
ann.read@solent.ac.uk

Paul Cross
Business Information Officer
Academic Standards and Quality Service
paul.cross@solent.ac.uk