

Research Plan 2020-2025.



Our Vision for 2025

To be a University that undertakes innovative research that has wide- ranging and significant impact on the lives of local, national, and international communities. We want our research to make a positive difference and create social value.

Our Priorities for 2025

1. **Research Quality**

We aim to produce research in our Faculties and Research Institutes of the highest quality that has the potential to be world leading and world changing. Our research will be closely aligned to the UN's 2030 Sustainable Development Goals and support our commitment to being socially innovative and a Changemaker campus.

2. **Equality and Inclusion**

We will aim wherever possible to use our research and our research practices to advance issues of equality, inclusion, and social mobility.

3. **Income Growth**

We will grow and diversify our research income portfolio to increase external grant and contract income and to achieve financial sustainability for research activities. We will aim to develop areas of emerging research excellence in response to global challenges.

4. **Internationalisation**

We will build on our existing approach of engaging in research with a strong social purpose which has real world/global impact. We will build on existing work undertaken with international organisations and universities to provide visibility and accessibility to further collaborative research opportunities.

5. **Collaboration and Knowledge Exchange**

We will aim to build strong links at institutional and individual researcher level with other academics, both internal and external, and nurture sustainable partnerships beyond academia with industrial, corporate, cultural, civic, public and third sector partners. We will sustain and further develop a diverse network

of national and international partnerships and facilitate the co-production and co-authorship of knowledge by communicating our research findings to key stakeholders, sponsors, potential partners and the public.

6. Innovation

We will undertake creative and innovative research to develop new ideas, new ways of looking at things, and new methods or products that have value.

7. Impact

We will seek to optimise the intellectual, scientific, economic, social and cultural impact of our research. We will work to ensure that our research has impact beyond academia by engaging with and influencing people and organisations to affect policy and practice. We will ensure that our impact contributes to the 2030 UN Sustainable Development Goals.

8. Postgraduates

We will continue to be recognised as a centre of excellence for the development and support of postgraduate students. We will aim to increase postgraduate research student numbers and support a diverse student body. We will provide a stimulating environment for postgraduate, postdoctoral and early career researchers. We will continue to provide extensive training for our PGR supervisors and increase their number.

9. An open and responsible research environment

We will develop our research environment to support Open Research and a Responsible Research Framework for how we organise, resource, conduct and share our research to meet the highest standards of research conduct and integrity; environmental sustainability; equality, diversity and inclusion; and positive economic and social impact.

10. Support the career progression of research-active staff

We will develop a Centre for research support and funding that brings together the RIFS team and Research Support in LLS to develop an enhanced researcher development programme aimed at mid-career and senior researchers. This will build the skill set and research leadership in associate professors and Professors.

Our Values

Equality and Inclusion

We will embrace and celebrate difference, respect and support each other, and act with integrity to benefit society and the environment by transforming and enriching lives. Equality, diversity and inclusion strengthen our University and will be at the heart of our research activities.

Training and Support

We will support all our research staff and students in achieving our core goals as outlined in this plan. We will help our staff by identifying and accessing the most appropriate funding, academic mentorship and training opportunities to support their career development and progression. We will fulfil the requirement of Concordat for Researchers and look to enhance our Researcher Development Programme and Research Support services. We are committed to providing the necessary tools and systems to maximise the potential reach and impact of our research.

Ethics and Integrity

We will maintain the highest standards of rigour and integrity in all aspects of research and have appropriate policies, systems and procedures in place to ensure compliance with the Concordat to support research integrity.

Health and well-being

We will develop a researcher health and well-being strategy for all research career stages and further integrate wellbeing and mental health support into researcher development. We will also monitor researcher health and well-being and evaluate progress. We will create a safe working environment for staff to explore, grow and develop in research ensuring all staff are able to be fully supported and have access to health and well-being resources across the University.

Our Commitment

- ⇒ To recruit and retain excellent researchers and develop an active research culture that fosters the highest achievements, encourages originality and innovation, and enriches the student learning experience.
- ⇒ To ensure issues of equality, inclusion and social mobility are kept at the forefront of research activity and development.
- ⇒ To invest strategically in our research infrastructure, research support and research information management systems.
- ⇒ To recognise the underpinning importance of disciplinary excellence while providing an environment that promotes cross-disciplinary collaboration.
- ⇒ To recognise, reward and celebrate excellence in research and enterprise and challenge ourselves to maximise the contribution of all our staff.
- ⇒ To embed research performance as a cultural norm.
- ⇒ To value, recognise and reward quality over quantity of outputs.
- ⇒ To provide guidance, training, mentoring and support as required to equip all researchers with the skills needed to undertake robust research with the highest level of outcome and integrity.
- ⇒ To promote research outcomes and activities using the Universities current research information system (Pure) and ensure our underpinning systems are kept up to date with relevant publication and activity data and communicate our research strengths and successes in engagement with the wider public.
- ⇒ To strengthen research grant planning and peer review processes to encourage competitive funding proposals and recognise the use of staff time for these purposes.
- ⇒ To agree clear research expectations for Centres, Institutes, Faculties and individuals in terms of levels of activity and performance.
- ⇒ To promote and develop a culture of open research, in line with the FAIR (Findable, Accessible, Interoperability, Reusable) principles.

Measuring Success

We will set clearly defined performance indicators for each of the priorities outlined above. These will be translated down to Faculties, Research Institutes, Research Centres and individuals via research plans and PDRs that align with the University Research Plan 2020-25. We will develop a series of management reports to monitor and report on progress against all KPIs and to meet the requirements of the teaching and research contracts, the associate professor criteria and the professorial criteria.