**Research strategy CSSHS 2021-22**

**Mission/vision**

**To further grow and promote an active and appreciative research culture within the CSSHS\*.**

Note\*: This encapsulates a recognition of the role of research not only within Cardiff Met, but within HE more broadly. Adhering to principles of originality, significance and rigour, it is a conceptualization which places high quality, insightful research at the heart of academic life. This is particularly in terms of (1) informing the student experience (research-led teaching), (2) positively impacting on professional policy and practice; and (3) generating meaningful partnerships and collaborations with external agencies (both nationally and internationally).

The table below, divided into *Aims* (principally reflecting the University’s ‘Measures of Success’), more detailed *Objectives* as related to the *Aims*, and the *Strategic Actions* employed to realize them, is considered as a guiding document for CSSHS research covering the period 2021-2022. Although intended to be School wide, it is anticipated that the strategy will be used in different ways, as required, within both ‘Health’ and ‘Sport’.

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| **Measure of Success (Aim)** | **Objectives** | **Strategic actions towards the objective(s)** |
| **Increase in R (&I) income** | Increase income through ‘professional consultancy’ actions Increase all (including cherished) funding applications. | * Work with and through R&I Leads to develop annual action plans for R&I Groups (particularly in relation to ‘consultancy’ income);
* Provide ‘income related’ mentoring opportunities for all School staff;
* Ensure time is allocated in staff workloads for income procurement.
* With Seminar Series Leader run a dedicated training event/seminar in the CSSHS to develop funding proposals;
* Ensure all R&I Leads are up to date with Research Professional and similar (discipline specific) sources;
* Ensure R&I Leads are aware of internal funding opportunities as they arise;
* Promote competitive funding for R&I groups within the School as appropriate;
* Have RIS come to CSSHS to offer insight on external/internal funding opportunities;
* Coordinate with GA Directors to ensure CSSHS expertise and leadership is involved in interdisciplinary, larger scale, programmes as, and where, appropriate;
* Promote all UKRI related workshops re. upcoming grant calls;
* Work with ATLs and R&I Leads to increase the number of staff actively engaged with R (&I) funding applications.
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| **Increase PGR FT % completions within 4 years****Increase PGR PT % completions within 5 years** | As Aim | * Support Graduate Studies Lead(s) to;
1. Maintain and enhance provision of dedicated space for PGR students in Research House (Cyncoed) and the PGR Study Room (Llandaf);
2. Monitor and further develop the School RDCs as appropriate, particularly regarding ‘new’ and ‘existing’ milestones;
3. Hold a PGR symposium and associated workshops on thesis writing and viva preparation;
4. Support GSL(s) (and team[s]) in running a bespoke CPD series for PGR students;
5. Hold workshops (either at RIS or School level) regarding further developing supervisory practice.
6. To develop and promote well being support services for PGRs
* Continue and expand PGR problem solving meetings between PGRs and GSL/ADR;
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| **Increase the % of women Professors, Readers, and research leaders** | Increase the number and % of female research leadersIncrease the number and % of female Professors and ReadersIncrease the number and % of female ‘research active’ staff | * Further promote (existing) staff development events including workshops for women on key career transition points;
* Monitor, support and promote existing research related mentoring opportunities for female staff in the CSSHS;
* Encourage applications to Readers and Professorships from women while assisting in the developmental process;
* Ensure that issues related to gender, equality and diversity are considered when R(&I) panels and committees are constructed;
* To engage with the Athena Swan agenda in terms of promoting females’ greater involvement in research activity;
* With REF-C, to ensure a growing number of female staff have SRfR where appropriate.
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| **Increase quality, and the quantity of that quality, of research publications** | Increase the number of 3\* & 4\* research outputs (target of 65-70% of eligible staff to be returned in next REF; approx. 48% went in 2021)Increase the awareness of metrics in judging the quality of researchTo increasingly grow a research aware academic climateEnsure staff are aware of research-related WAM expectations | * Work with ‘Research Management’ (e.g., Dean, Deputy Dean, REF-C, ADI) to ascertain where to invest future resource within the CSSHS (e.g., which R&I Group/area);
* Work with and through R&I Leads to;
1. Monitor and develop agreed research themes;
2. Ensure work carried out is largely aligned with CSSHS research themes;
3. To have R&I Groups offer the facility of ‘critical paper reviewers’ as appropriate;
4. Ensure that all R activity considers its connection to output and/or impact.
* Work with REF-C;
1. To ensure adequate reflection and feedback takes place on the REF 2021 submission, in terms of improving the process (and product) for the next national assessment exercise;
2. To develop strategy to maximize output and impact for next national research assessment exercise;
3. To monitor, then develop research responsive actions to secure maximum staff publications;
4. To consider any expenditure on publication fees.
* With Seminar Series Leader and REF-C to run workshops open to all staff on judging the quality of research work;
* With REF-C to monitor the work of the UoA REF panel particularly in relation to providing increased opportunities for staff to participate in rating exercises;
* Work towards acceptance and use of ‘responsible metrics’ within the CSSHS (and the University as a whole).
* To provide, monitor and support mentoring opportunities to staff in relation to research activity;
* To consider issues related to succession planning of both research managers and senior staff within the CSSHS;
* To ensure the establishment and use of the Quantitative (Statistical) Research Methods unit.
* To work with P&DR annual reviewers (and ATLs) to ensure R objectives are met;
* Ensure all reviewers and line managers are aware of research related WAM hours.
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| **Increase ‘research internationalisation’ agenda** | Appoint more international Visiting Professors and ReadersIncrease grant applications with international collaboratorsIncrease the number of international supervisory teams | Encourage the appointments of more international Visiting Professors and Readers (allied to R&I Groups);* Encourage development of international networks among research staff.
* Tie SDF monies to international collaborations (and publications) wherever possible;
* To work with RIS to ensure staff are aware of all appropriate possibilities (as above);
* Work with GA Leads to ensure CSSHS involvement in the development of GAs.
* To better engage with international Visiting Professors in terms of supervisory team make-up.
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| **Better increase the reach, use or impact of research** | As aim | * Work with and through R&I Leads (and ADI) to develop a ‘research user engagement’ strategy for R&I Groups;
* Work with REF-C and R&I Leads to track, identify and develop impact of research;
* Work with REF-C and R&I Leads to coordinate impact case study scoping and development;
* Work with ADP to consider appropriate research related partnerships and similar agreements.
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| **Better streamline the management of research within the CSSHS (CSSHS MoS)**  | Better monitoring of, and access to, all research related data | * Support, as appropriate, the development and use of a research-related ‘tracker’ database (akin to CRIS) that will:
1. Track PGR student milestones and activity;
2. Enable quick access to all funding opportunities (via Research Professional);
3. Track R&I projects and partners;
4. Track outputs and impact (incl. REF panel decisions).
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| **(CSSHS MoS)** **Embed the influence of research within all CSSHS workings** | As aim | * Ensure all CSSHS initiatives (e.g., programme periodic reviews) are considerate of research related issues;
* Ensure/encourage membership of all working panels comprise a % of research active staff;
* Ensure/encourage all staff appointments panels comprise a % of research active staff.
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| **(CSSHS MoS)****To establish and maintain a research CPD programme for staff** | As aim | * With Seminar Series Leader;
1. To support the maintenance and development of a School research seminar series;
2. To explore (and potentially support) more formal research CPD programme for staff (particularly ECRs);
* To explore possibility of establishing a School based ECR ‘learning set’;
* To support the GSL in establishing a PGR developmental seminar series.
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