**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. |
| **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; |
| **Increase the % of women Professors, Readers, and research leaders** | Increase the number and % of female research leaders  Increase the number and % of female Professors and Readers  Increase 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. |
| **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 research  To increasingly grow a research aware academic climate  Ensure 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. |
| **Increase ‘research internationalisation’ agenda** | Appoint more international Visiting Professors and Readers  Increase grant applications with international collaborators  Increase 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. |
| **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. |
| **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). |
| **(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. |
| **(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. |