University of Salford MANCHESTER

Staff Inclusivity on REF

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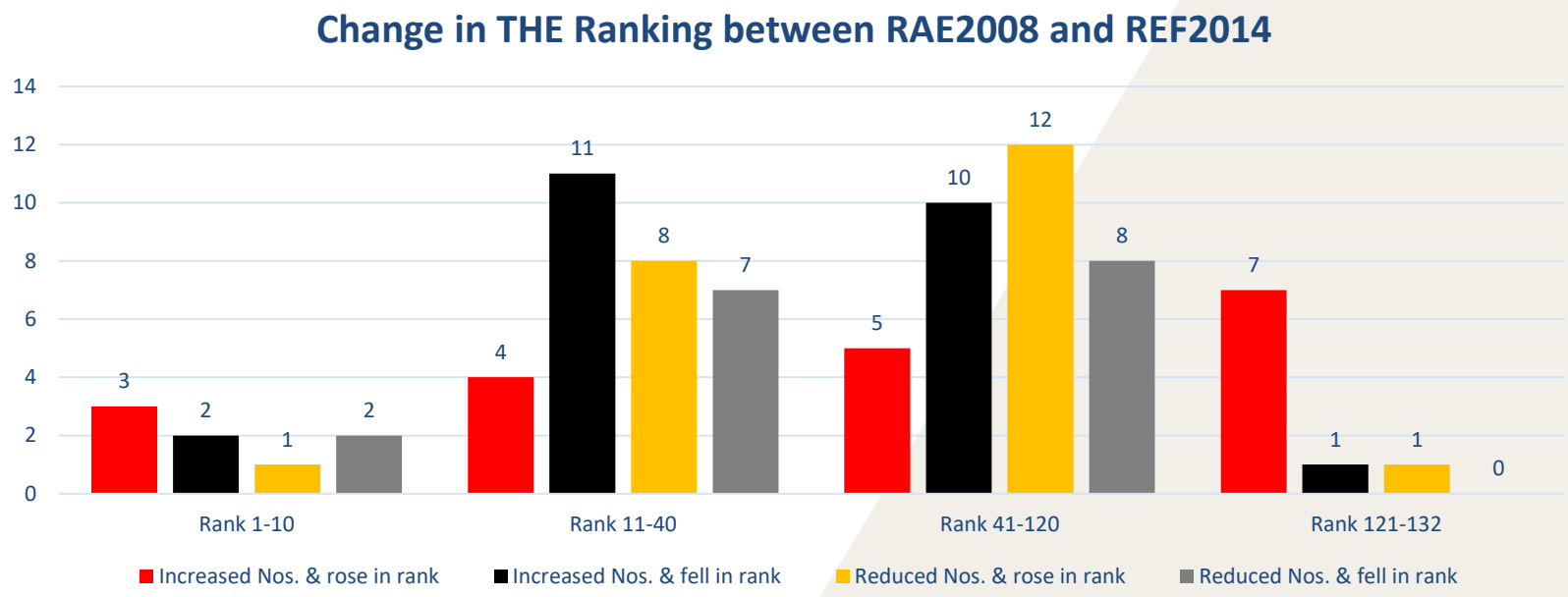
RAE 2008

‘Selected staff refers to the named staff included in RAE submissions by HEIs, in accordance with their own internal code of practice on preparing submissions and selecting staff for inclusion. *Other staff may be eligible for inclusion but HEIs are not required to include all their eligible staff*.’

REF 2014

‘Each HEI must decide which individuals to select for submission, in accordance with its internal code of practice.’



Other issues of gaming:

1. Gender bias
2. ECRs
3. Recruitment of staff on 0.2FTE contracts

Research Management or Gaming?

Stern Review 2016

‘Selecting who should be included in the REF is a significant factor in an institution’s costs. At least as importantly, it can generate problems with career choices, progression and morale. In REF2014 the number of outputs, hence individuals included, scaled with the number of impact case studies submitted. Therefore, exclusion and the associated stigma are being driven by factors that are not wholly related to the quality of an individual’s research contributions and potential. Both the literature review and responses to the Call for Evidence suggest that there are long-term consequences to individuals who are not returned in the REF. With these factors in mind we recommend that in future exercises **all research active staff are returned in the REF**, and allocated to a Unit of Assessment.’ (para65:19)

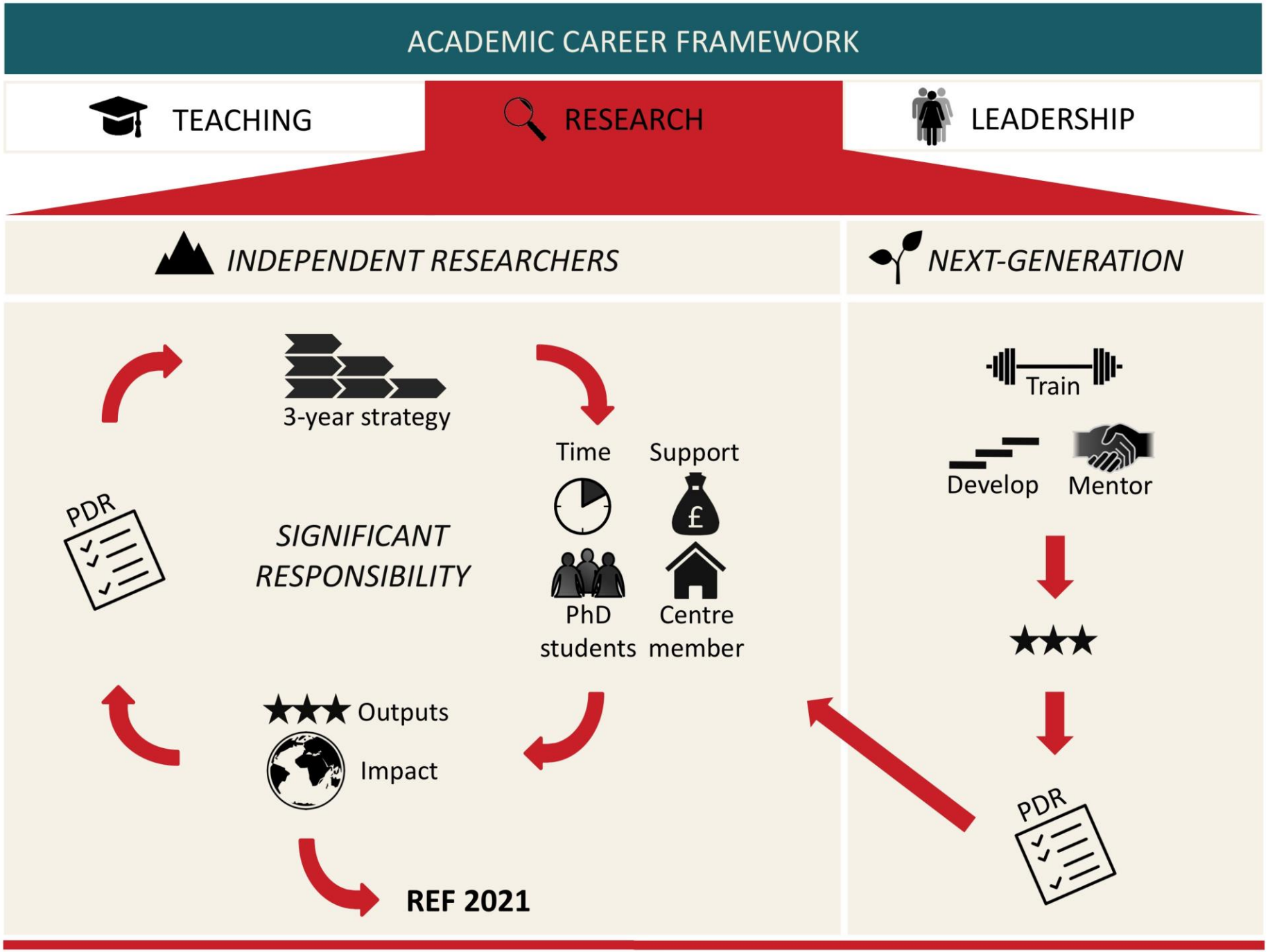
REF consultation in July 2018

‘Staff with significant responsibility for research are those for whom explicit time and resources are made available to engage actively in independent research, and that is an expectation of their job role’.

- SRR & thus REF2021 measure quality of research management.
- Problem of tautological definition.

Salford principles

- Need to be strategic
- People focused
- Enable career development and progression
- Motivate staff
- Addressing inequality
- Embedding Salford values
- Rewarding excellence in teaching and research


ACADEMIC CAREER FRAMEWORK
TEACHING
RESEARCH
LEADERSHIP
INDEPENDENT RESEARCHERS
NEXT-GENERATION
3-year strategy
Time
Support
PDR
SIGNIFICANT RESPONSIBILITY
PhD students
Centre member
Outputs
Impact
REF 2021
Train
Develop
Mentor
PDR

Summary

1. The inclusivity of staff has gradually shifted depending on priority given to completeness/equality or excellence/efficiency.
2. REF2021 is more inclusive so would expect larger returns than REF2014
3. Defining Significant Responsibility for Research (SRR) should be strategic and avoid retrofitting through use of proxy measures.
4. We owe to researchers to define SRR to help them develop their careers and produce research excellence