



Enabling Success

Research Expectations

November 2020

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Research Expectations

Excellence in research underpins all of Royal Holloway's activities and aspirations. We aspire to produce world-leading research that substantially advances the knowledge base, and that fosters transformational impacts for individuals, society, and the environment. We also aspire to give our undergraduate and postgraduate students an education that is informed by the highest standards of research and scholarship.

We recognise that we have a responsibility to deliver excellent outcomes in respect of the public investment that supports our work and to support and protect our staff

In doing so, our work is driven by core research commitments and values such as academic freedom, advancing and sharing knowledge, integrity, ethical standards, mutual respect, and equality, diversity and inclusion. The high-level expectations are underpinned by the Code of Good Practice for Research.

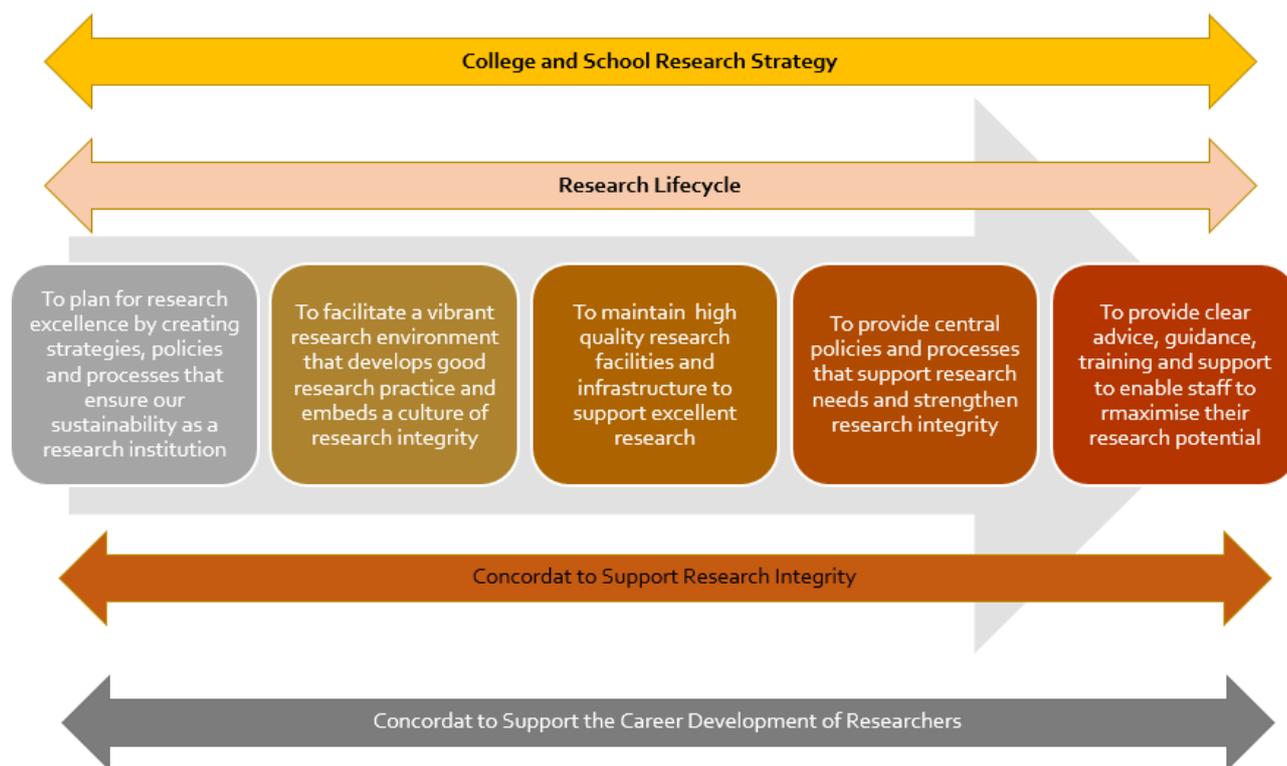
This document sets out Royal Holloway's general expectations about the research undertaken by its members of staff, with a view to providing a clear framework for supporting, enhancing, and managing research activity within the College. It should be read in conjunction with the Code of Good Practice for Research; the [Concordat to Support Research Integrity](#) and the [Concordat to Support the Career Development of Researchers](#).

Expectations of College, School and Departmental support

Royal Holloway endeavours to provide an intellectual and physical environment that supports the highest level of academic research. Researchers can therefore expect the College to:

- 1. To plan for research excellence by creating strategies, policies and processes that ensure our sustainability as a research institution**
The College and School research vision, strategies and associated policies provide the framework to underpin a high quality research environment and offer a range of means to support the time for research through workload allocation and sabbatical.
- 2. To facilitate a vibrant research environment that develops good research practice and embeds a culture of research integrity**
The College will provide opportunities, encouragement and support for research-related scholarly activity and promote an environment that highlights champions and promotes the importance of research integrity
- 3. To maintain high quality research facilities and infrastructure to support excellent research**
The College will develop and maintain the necessary research facilities and infrastructure to support and encourage wide-ranging intellectual enquiry within and across disciplines.
- 4. To provide central policies and processes that supports research needs**
The College will develop and continuously improve processes and policies that encourage and support research needs and take into account external guidance on best practice in research and integrity, including dignity at work and Equality, Diversity and Inclusion
- 5. To provide clear advice, guidance, training and support to enable staff to maximise their research potential and progress through their careers**
Researchers can expect to receive effective support in order to promote the best possible research practice and standards. This will include support from R&I, other professional services, mentoring, training, career development and promotion and regular performance review.

College, School and Departmental Support



Expectations of Researchers

The College expects all researchers to undertake research of the highest quality and continually seek to raise their level of research activity to world leading standards of excellence. This should include:

- 1. Producing research and research outputs that meet international standards of excellence**
Performing research at internationally recognised levels of excellence and regularly disseminating the results (through publication or other discipline specific means) via leading outlets.
- 2. Seeking appropriate funding to support research, impact and knowledge exchange activity**
Applying for research and knowledge exchange funds from external sources at a level which allows researchers to be competitive in their field and to create opportunities and support for next generation. Funding should be at an appropriate level to the career stage of the researcher (see guidance on research funding expectations below) and wherever possible cover not only the direct costs of the research but also contribute to the indirect costs of developing and maintaining the institutional research infrastructure.
- 3. Creating transformational impacts for individuals, society, and the environment, by collaborating externally and through knowledge exchange**
Actively seeking out and engaging with opportunities to collaborate with external organisations and the general public, in such a way as to maximise the potential societal, economic and cultural impacts of their work, locally, nationally, and internationally.
- 4. Contributing to an excellent research culture by engaging in the wider research activities of their department and school**
Actively participating in the research life of the College to support the development of a vibrant local research culture for staff and students. This includes:

- a. Engaging in the peer review of research proposals and outputs.
- b. Supporting externally funded research fellowships and visiting scholars.
- c. Promoting the training and development of early career researchers, including mentoring of colleagues.
- d. Participating in relevant research events including organising and hosting international conferences and other high-profile events.

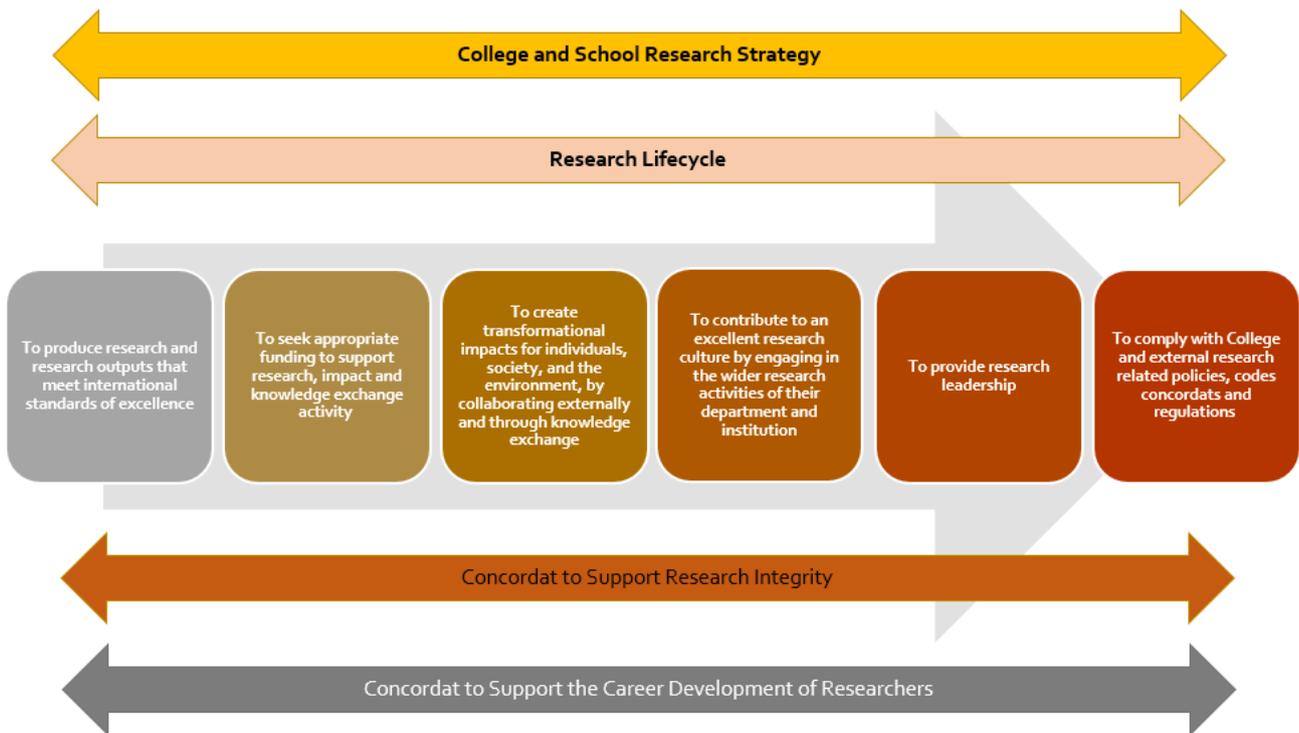
5. Providing research leadership

Working across the College, School, Department and externally as a research leader to provide intellectual and practical leadership, challenging and influencing themselves and others.

6. Complying with College and external research related policies, codes concordats and regulations

Including embracing the values of research integrity and ethics set out in the College’s Code of Good Practice for Research and related Ethics policy and the core principles of the Concordat to Support Research Integrity and the Concordat to Support the Career Development of Researchers.

Expectations of Researchers



Research Funding Expectations: Guidance for Researchers

It is an expectation that researchers seek appropriate funding to support research, impact and knowledge exchange activity to ensure that they are competitive in their field and to allow them to create opportunities and support for next generation.

Funding should be at an appropriate level to the career stage of the researcher although there may be instances where senior staff may need to target development funding e.g. if they are moving their research in a new direction or if they have reached a senior position via a non-HEI route.

It is important that individual funding strategies should be developed alongside individual research strategies.

The tables on pages 6 and 7 provide an overview of progression mapped onto research funding to provide guidance for researchers, Heads of Department and Heads of School.

The model takes into account that neither progression nor grant capture is linear and there are disciplinary differences.

Research Funding Expectations: Guidance for Researchers

Progression - research funding related						
	Training	Consolidation	Exploration	Progression	Independence	Leadership
Roles		Postdoc	Subsequent postdoc			
		Lecturer	Lecturer			
		Teaching Fellow	Teaching Fellow			
	PHD		Senior Lecturer	Senior Lecturer		
			Reader	Reader	Reader	
			Professor	Professor	Professor	Professor
		Postdoctoral Fellow	Junior Fellow	Mid career Fellow	Senior or Leadership Fellow	
					Research Group Leader	Research Centre Leader

Funding

Training	Consolidation	Exploration	Progression	Independence	Leadership
<p>NB: Boxes are staggered to show that progression is not linear</p>		<p>Yellow Box = Interdisciplinary or likely to be</p>			
<p>Studentship</p>	<p>Investigator on a grant</p> <p>BA Small Grant or similar</p> <p>ECR Grant</p> <p>Postdoctoral Fellowship</p> <p>Small charity or learned society grants</p> <p>Interdisciplinary grant as minor Co-i</p>	<p>Investigator on a grant</p> <p>ECR Grant as PI</p> <p>Standard UKRI Grant as Co-i</p> <p>ECR Fellowship</p> <p>Internal development funding</p> <p>Interdisciplinary grant as Co-i</p>	<p>Standard UKRI Grant as significant Co-i</p> <p>Standard UKRI Grant as PI</p> <p>Mid career Fellowship</p> <p>Large Interdisciplinary grant as Co-i</p>	<p>Large UKRI Grant as PI</p> <p>Senior or Leadership Fellowship</p> <p>UKRI Future Leader Fellowship</p> <p>Large Interdisciplinary grant as PI or significant work stream lead</p>	<p>Large Collaborative UKRI Grant as PI</p> <p>Programme Grant</p> <p>Centre Grant</p> <p>Major Interdisciplinary Hub as PI or significant work stream lead</p>

