



Research

Academic Promotion Workshop 2019

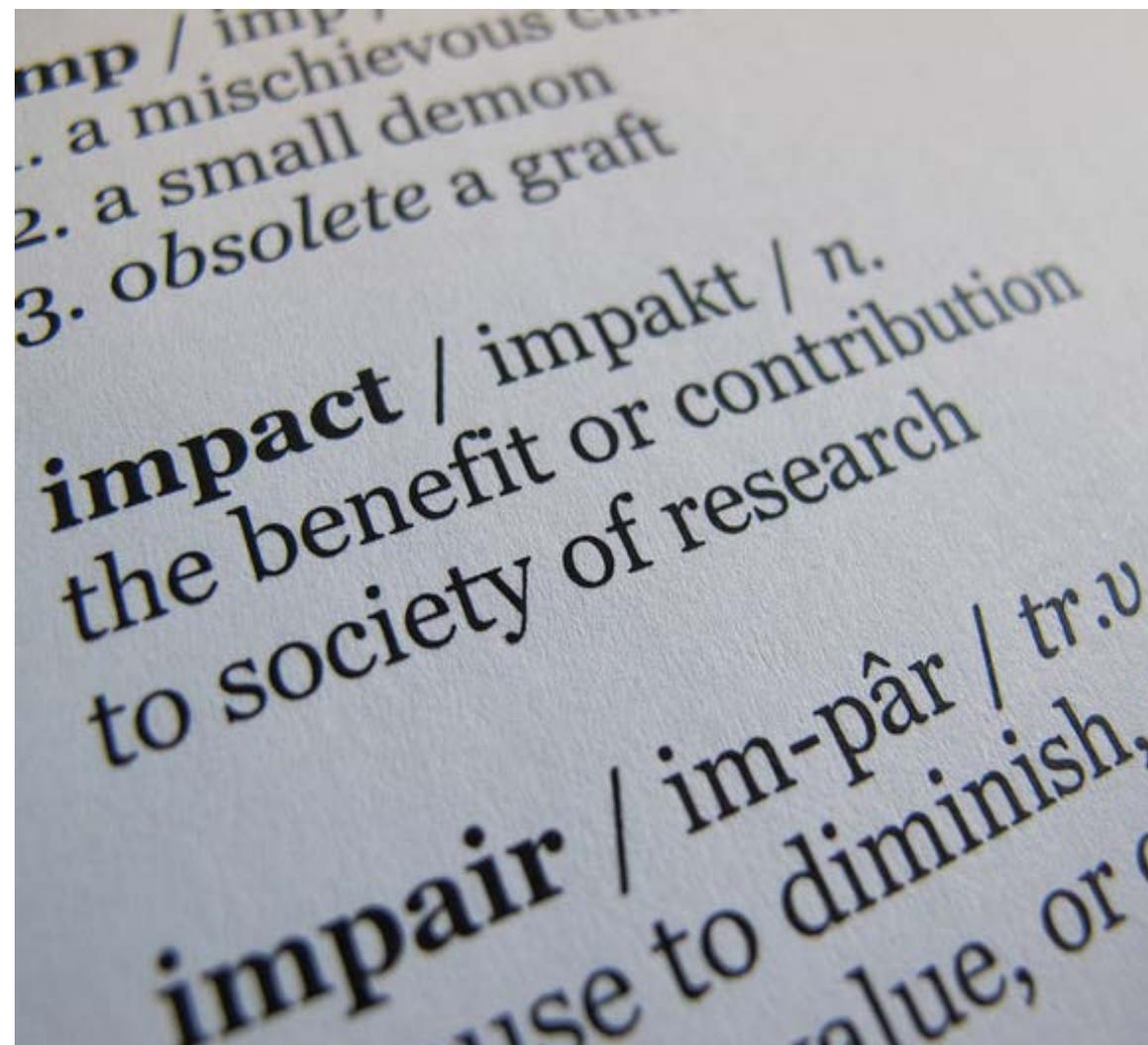
Research-led

What is Research Impact?

Research impact is the contribution that research makes to the economy, society, environment or culture, beyond the contribution to academic research

Explain the difference your research is making

- *the claims should be realistic*
- *long term vision for the research and it is recognised that these outcomes may be delivered by future researchers*



A Research Career Framework

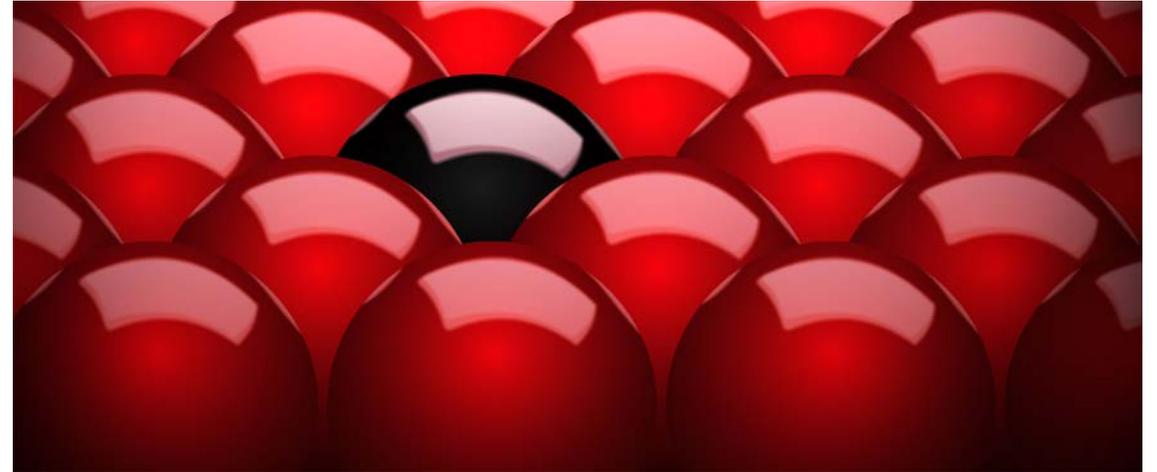
- A career is more than metrics
- Your focus will change as your career develops – understand and describe your relative progress and priorities
- Demonstrate the relationship between the various elements of the themes
 - which *engagement* attracted *income* and led to *impact*
 - which *publication* established *influence* and prompted/ justified further *research*
- **Show how your research activities and focus complements your wider career narrative.** Knit the teaching, research & leadership activities; they should be complementary



B, C, D or E: What makes the difference?

The new policy framework adopts greater flexibility in relation to the achievements required at different appointment levels.

- We know that all careers are different.
- The standard required for different appointment levels will vary according to factors such as academic discipline and any career disruptions.
- *The policy also recognises the diversity of contemporary academic careers. Your balance of Teaching, Research & Leadership may be unique but you must integrate those elements to demonstrate the merit of your application.*



The bottom-line

Alongside the best available evidence, applicants need to build a distinctive narrative that *explains* the evidence and demonstrates *the value* of the applicant to the institution and their colleagues.

What counts as evidence?

For the right period: ***last 5 years, since your last promotion or since you joined whichever is shortest***

Describe **YOUR** contributions to projects, outcomes and impact

Achievements:

- basic research
- engaged research
- research-based consultancy work
- research leadership
- capacity development

There are numerous ways by which achievement may be demonstrated, consider *traditional and 'non-traditional' metrics* to show outcomes and impact.

Metric Fundamentals

Publications | External Income

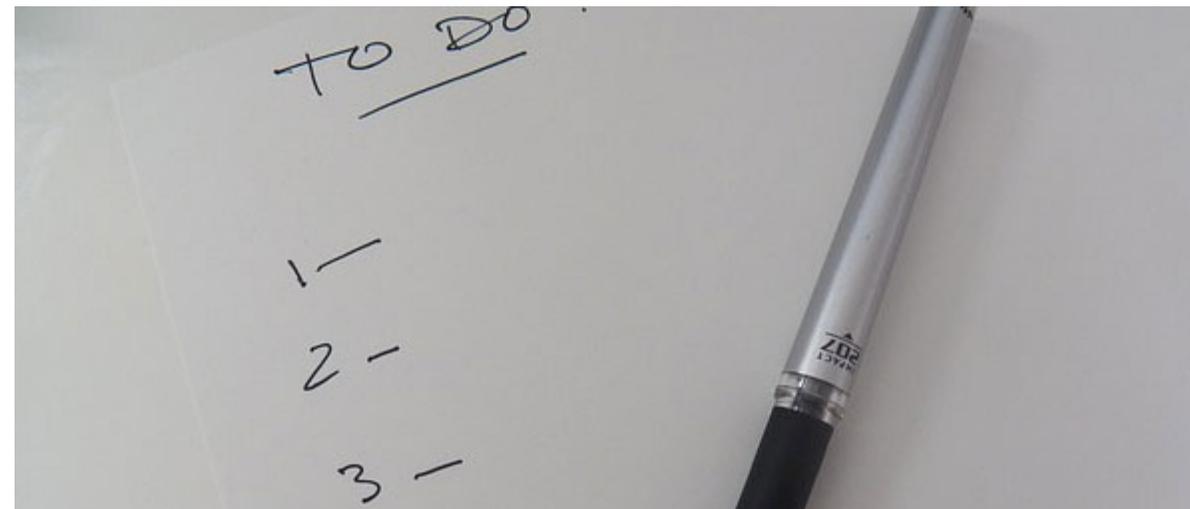
Plus

- Journal Impact Factor
- Relative Citation Impact / h-index
- Books and monographs: Publisher
- Industry income / ACG income
- Esteem measures: editorial positions, fellowships, visiting scholar experiences; keynotes and invited lectures
- Non-traditional publications
- Participation in collaborative research
- Collaborators: regional, national, international
- Leading and developing research teams
- Mentoring and other capacity development activities
- Participation in peer review for grant program

Final Points

- The Panel is multidisciplinary – but assume it will not include an expert in your field!
- Don't use acronyms
- Identify a champion
- Have a reader (not in your discipline)
- Speak with your Dean
- Plan your application – start early

- Start with your overall narrative





WESTERN SYDNEY
UNIVERSITY



Position Classification Standards

	Level B	Level C	Level D	Level E
Types of contributions expected	Activities to maintain and develop relevant scholarly, research and/or professional activities	A major role in relevant scholarship, research and/or professional activities	A significant role within their profession or discipline	A special responsibility in leadership, policy, and fostering excellence at unit, institutional <i>and</i> community levels
Specific examples	<ul style="list-style-type: none"> Professional activity Administrative functions (primarily connected to own teaching units) Participation in committee work Unit coordination 	<ul style="list-style-type: none"> Professional activity Broad administrative functions Attendance at departmental meetings A major role in planning or committee work Course coordination 	<ul style="list-style-type: none"> Significant contribution to profession / discipline High level administrative functions Attendance at departmental meetings Development of or responsibility for curriculum / programs Course coordination 	<ul style="list-style-type: none"> Participation in and leadership of community affairs relevant to discipline in relevant professional, commercial, or industrial contexts Involvement in departmental and/or institutional policy and administration Development of research and / or education policy Playing an active role in maintenance of academic standards Development of or responsibility for curriculum / programs