Edinburgh Napier: Research Environment & Culture

Researcher Skills Forum
March 2023

Prof Nick Antonopoulos, Deputy Vice Chancellor

Research Environment

Metrics

✓ Systematic monitoring of the research environment is necessary for its growth and vitality

✓ Plethora of such indicators:

✓ # outputs produced, $ income through grants, # research partnerships, % academics engaged in research, etc.

✓ Typically, monitor & maximise the **Research Power** :

%quality_outputs **x** #academics_engaged

Research Environment Pillars

1 Values that underpin all our research activities

2 People focused: Recruitment, support, reward and recognition

3 Strategic focus on quality outputs and outcomes

4 Sustainability of the research environment: integration with curriculum, pedagogy and assessment

5 External engagement: Showcasing, peer recognition and collaborations

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Values

- ✓ Strong research environments are always values driven
- ✓ **Integrity**: Are the research outcomes trustworthy?
- ✓ **Inclusion**: Is research carried out by an inclusive community?
- ✓ **Transparency**: Are decisions taken through well articulated structures and processes?
- ✓ **Fairness**: Are decisions taken fairly and based on merit?

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Embedding Values

Policies & Reviews

Structures & Committees

Training & Development

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People

✓ Research is a people centric activity

✓ The processes of recruitment, support, reward and recognition are critical to the success of any research environment

✓ **Recruitment** => Defining the standards for admission into our academic community

✓ **Support** => Do the academics have the time and resources to carry out research?

✓ **Reward & Recognition** => How do we reward and celebrate our research achievements?

Key Challenges

➢ Protecting a meaningful amount of time for research

➢ Accessibility to relevant spaces and equipment

➢ Peer-to-Peer support, mentorship & collaboration

➢ Support for building academic networks and externality

➢ Promotion process

Quality I

✓ There is no "quantity" vs "quality" any more: Quality wins all the time…

✓ Quality refers to standard and contributions our research outputs make + the impact our research projects generate

✓ Quality in outputs: reputation of publishing venue, impact, rigor of review, editorial board, relevance and size of audience

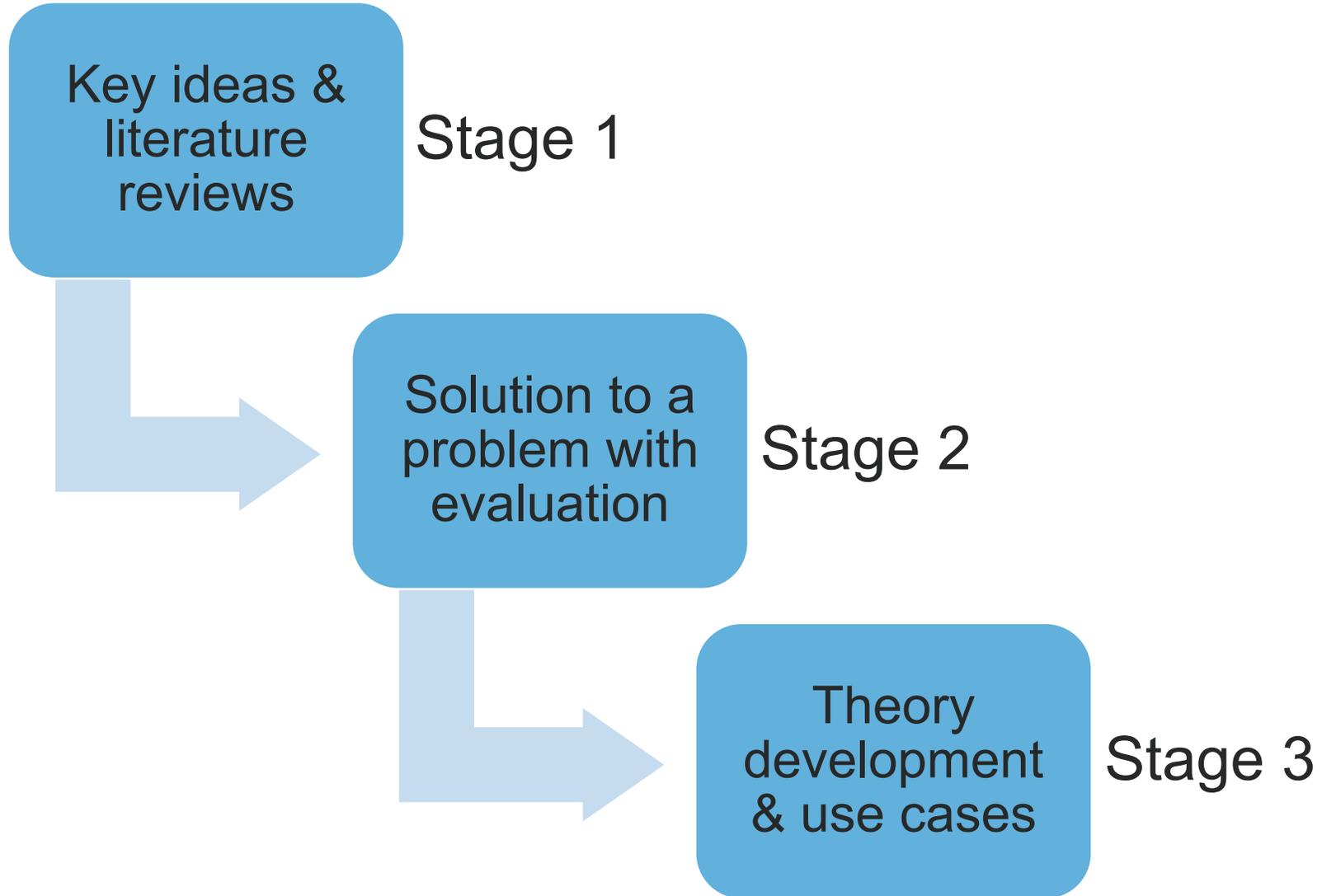✓ Quality in projects: competitive award, impact of outcomes

Quality II

✓ Knowing where best work is published in our field

✓ Aspiring to publish our work in the best and most rigorous venues

✓ Learning from both internal and external peer feedback

✓ Understanding that no research activity or programme immediately yields top quality outputs => research maturity

Quality III

Key ideas & literature reviews

Stage 1

Solution to a problem with evaluation

Stage 2

Theory development & use cases

Stage 3

Sustainability I

✓ Sustainability of a research environment refers to its ability to continue to function and deliver desirable outcomes over the long term without the need for significant interventions or continuous investment

✓ Ensuring that all parts of the ecosystem function and collaborate well with each other as planned

✓ No sustainability => no growth and no dependable rate of good outcomes

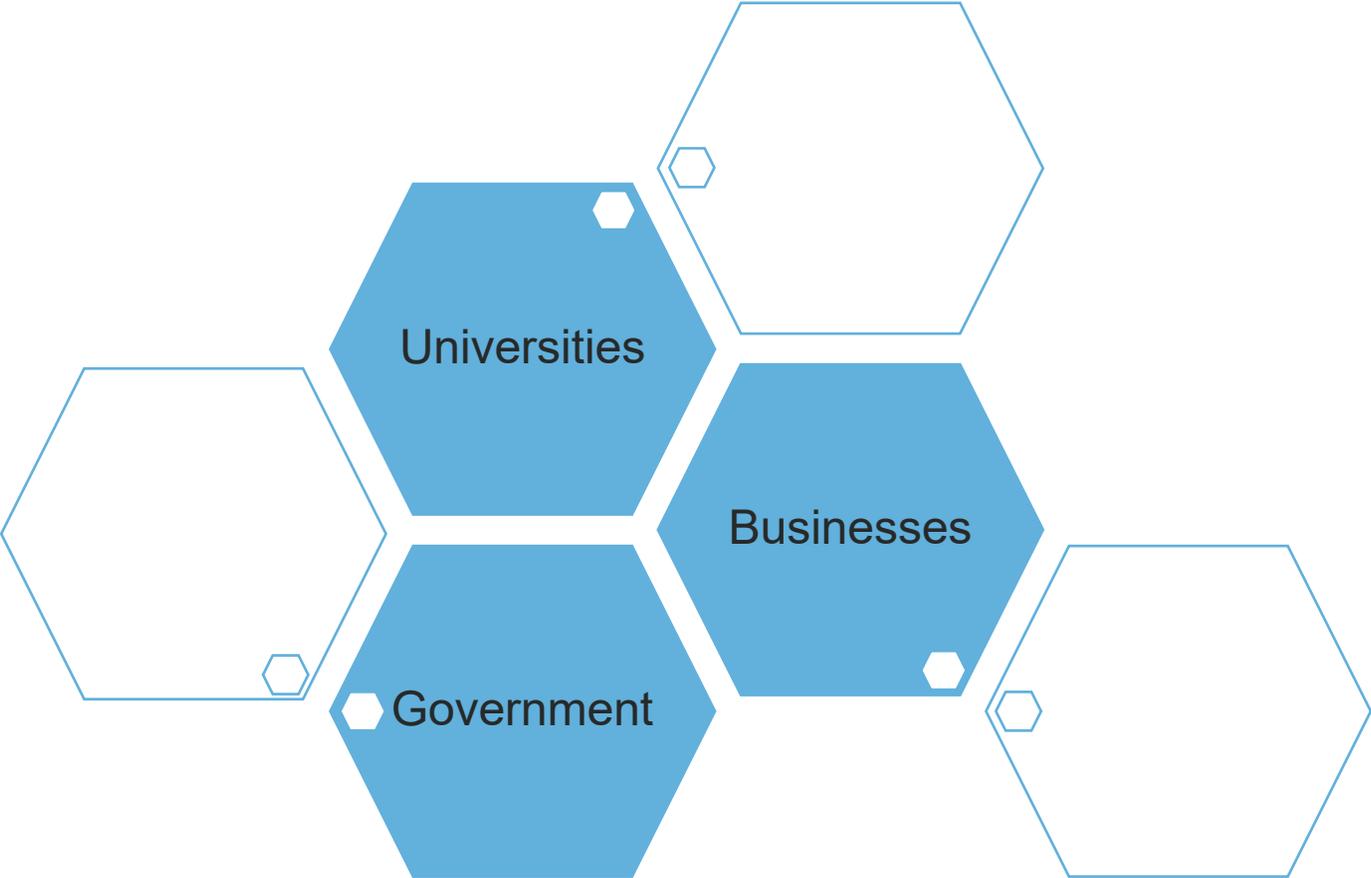✓ A key parameter is how well research is integrated and embedded into the curriculum and teaching

Sustainability II
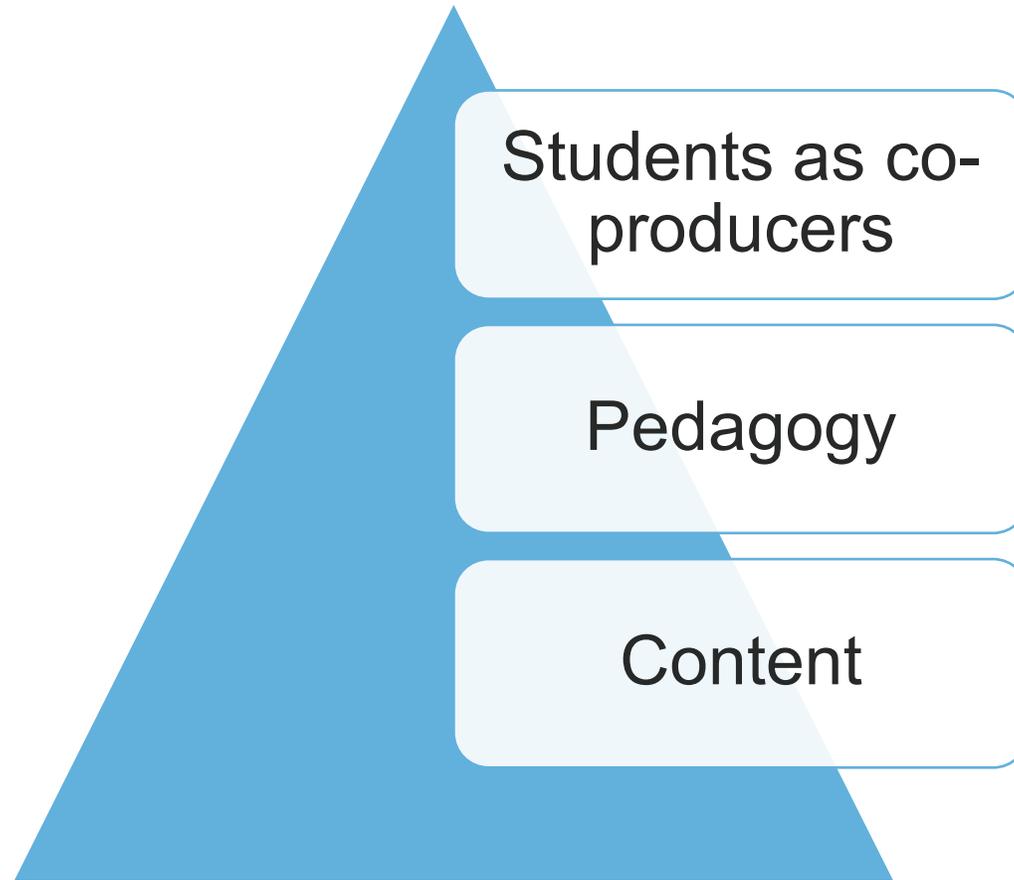
Externality

Externality: Personal Development

✓ Improve own ideas through dialogue

✓ Discover opportunities to influence other's work

✓ Get inspiration from peers' work for your research

✓ Build esteem and visibility in your peer community and beyond

✓ Develop opportunities to apply your knowledge in other domains and understand real world problems

✓ Establish collaborations to help with outputs and bidding for grants

✓ Accelerate your potential promotion

Thank you for your time!
Any Questions?