

RESEARCHERS FORUIM MEETING 23 MAY 2014 – summary of discussion about role differences and grading process

1. SUMMARY OF THE FEEDBACK FROM PARTICIPANTS ABOUT THE DIFFERENCE BETWEEN THE RESEARCH ASSOCIATE AND RESEARCH FELLOW ROLE

The Research Fellow role includes the following responsibilities (in no particular order);

- Bringing in funds
- Taking responsibility for research projects rather than following the direction of others
- Having more autonomy/independence
- Greater external recognition
- Having greater subject expertise
- Steering and delivering research projects
- Guiding and leading others
- Managing the funders
- Writing grant proposals
- Developing collaborative networks
- More responsibility for shaping research projects
- Expected to be more proactive in writing publications and seeking external funding
- More analytical in relation to data

The Research Associate was described as being 'at the beginning of an apprenticeship'.

The point was also made that sometimes the difference in role is not clear and it was therefore important to clarify this with the relevant manager.

2. FEEDBACK ABOUT THE RESEARCH PROGRESSION PROCESS

2.1 Ten people did not have experience of the process, five people did have experience.

2.2 Of those people who **had experienced** the process they fed back that;

- It was a good experience, though hard work
- The process was a bit 'faceless'
- Process felt onerous

2.3 Of those people who **had not experienced** the process they fed back that;

- They were not at the relevant stage of their career
- New to UWE

- Had not had the time to engage
- Not aware of the process
- Not applicable to career
- Perception that abilities would not be strong enough to support a business case
- Had not thought about it but since having PDR meeting last week now had some ideas for development

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13 June 2014