Embedding researcher development at UC

Dr Joanna Cobley Researcher Development Coordinator Kaitautoko Kairangahau Research & Innovation







Goal

Embed PBRF as BAU

Context

- Researcher development / Holistic academic development
- UC's ecosystem

Methods / Fieldwork

- Ethnographic research
 - Interviews with experts
 - Collaborative
 - Current best practices (national & international)

Results & Analysis

Socialising RDC services @ UC

Context

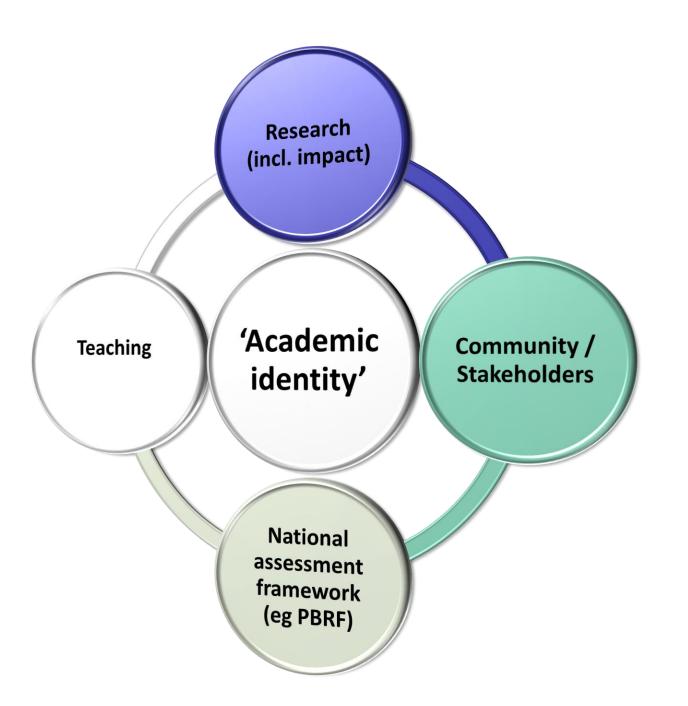
RDC role: A great opportunity

Goal: embed PBRF

as BAU

Holistic academic development framework

For individuals & groups









Post-PBRF 2018 Informal conversations with 16 UC PBRF panellists

Sought tips, advice, suggestions & reflections....

Research integrity

- Kept to TEC's 'talking points & guidance for PBRF panellists'
- Cleared with Chair of UC HEC

PBRF Timeline

2018 2019 2020 2021 2022 2023 2024 Now Research Outputs must be PBRF portfolio stocktake available and activities completed within the PBRF assessment period: I Jan 2018 - 31 Dec 2023 Activity **Key Action** Activity **Key Action Activity Key Action** If this is your first Contact Dr Joanna Cobley, Undertake Document processes Compile Select your Research PBRF round then you Researcher Development research activities according to your discipline your PBRF Outputs e.g. up to four (especially for creative need to determine Coordinator portfolio Nominated Research your researcher status Kaitautoko Kairangahau outputs); prepare outputs; Outputs (NROs) and up eg 'new and emerging' Research & Innovation disseminate results; gather to 12 Other Research or 'established' ext 94310 evidence that demonstrates Outputs (OROs). Write your research impact up your RCs. Draft a Liaise with your HOD or Seek a research contextual summary mentor or be a Joanna on ext 94310 **Ensure Elements** Contact Grant Barrie. statement. research mentor Profiler/Elements Coordinator is updated with all your research Kairuruku Raraunga Set objectives that Plan then undertake Research & Innovation for activities Research Output complement your career training on ext 95667 (RO) and Research aspirations and sabbatical Contribution (RC) goals. Keep a log of your activities RC activities. Collate Write **Prepare**

Fast results







Socialised our ideas

• with HODs, PVCs, research committees etc





What we found out....

- No one liked... the word 'PBRF'
- No one liked ... the idea of a 'stocktake'

What did they like then?

- The idea of researcher development, as part of holistic academic development generally, & as part of building an 'academic identity'
- Embedding services into the organisation's ecology (systems already in place; repurpose data)
- But also the idea of 'research planning', learning about 'real world impact' & 'mid-career academic development'....

Researcher Development Services @ R&I



Envisage, plan and sustain your research

Planning: goal setting, coaching, resourcing & creating your 5-year research plan (for promotion, sabbatical etc.)

Communicating: how to tell your research story, enhance your research profile, write effective statements for CVs etc...

Training: how to use Profiler/Elements, how to capture your research activities & track research impact

Connecting: UC researchers to other researchers, with industry, community, & other support staff; find a mentor or be a mentor

PBRF: introduction to the Performance-Based Research Fund system, 2018 PBRF debrief, prepare for 2024



5 tips from PBRF* panelists

Be positive

Make it count

Take risks (eg look for opportunities)

Allow for serendipity

Collaborate (national / international)