

Research Excellence Framework

REF2014

Content

- REF timetable
- Who gets submitted
- REF Panel Structure and Assessment
- Equality & Diversity in the REF
- Brunel timetable

Timetable

- Submit November 2013
 - Results December 2014
 - Funding March 2015
-
- Intentions to submit November 2012
-

Census date	31 October 2013
Outputs	1 January 2008 to 31 December 2013
Environment and Impact	1 January 2008 to 31 July 2013
Data	1 August 2008 to 31 July 2013

Staff Submission

4 outputs for each staff submitted

- All staff on 'teaching & research' or 'research only' contracts as per HESA definitions
- Independent researchers:
 - **NOT-ELIGIBLE** employed to carry out another individual's research programme rather than as independent researchers in their own right
- ≥ 0.2 FTE
- PAID employment @ 31st October 2013

Panels

- 4 panels
- 36 Units of Assessment
 - A: Medical/Health areas (6 UoA)
 - B: Engineering, Science and Technology (9 UoA)
 - C: Social Sciences (11 UoA)
 - D: Humanities and creative arts (10 UoA)

Elements of Assessment

- Research outputs 65%
 - *Originality, significance and rigour*
- Environment 15%
 - *Sustainability and vitality*
- Impact 20%
 - *Significance and reach*

Overall Profile

Overall Quality Profile

Quality Level	4*	3*	2*	1*	u/c
% of Research Activity	12	37	41	10	0

The overall quality profile is comprised of the aggregate of the weighted sub-profiles produced for outputs, impact and environment.

Outputs

4*	3*	2*	1*	u/c
12.8	32.8	43	11.4	0

65%

Impact

4*	3*	2*	1*	u/c
20	45	35	0	0

20%

Environment

4*	3*	2*	1*	u/c
0	40	40	20	0

15%

Outputs

- The sub-panels will assess the quality of submitted research outputs in terms of their ‘originality, significance and rigour’, with reference to international research quality standards
- All forms of outputs: articles, books, chapters, exhibitions, performances, compositions, media, reports, patents, software, etc.

Outputs: Additional Information

Additional information	
Citation data	Only a few UoA
Double-weighting Outputs with research activity above the norms	Yes But not expected for journal articles
Research process	Only for non-text or practice-based outputs
Outputs significance	Factual statement it gained recognition, led to further developments or has been applied
Co-author contribution	Some UoA where there are more than 6 co-authors

Environment

- Criteria:
 - **Vitality** will be understood as the extent to which a unit provides an encouraging environment for research, has an effective strategy, is engaged with the national and international research and user communities, and is able to attract excellent postgraduate and postdoctoral researchers
 - **Sustainability** will be assessed by considering leadership, vision for the future and investment in people and infrastructure and, where appropriate for the subject area, the extent to which activity is supported by a portfolio of research funding

Environment: Elements

- **Data** relating to research income and doctoral degrees awarded
- **Template:**

Sections	Weighting
Overview	0%
Research strategy (vision and development from RAE2008)	Panel specific
People (staffing strategy and staff development; and research students)	“
Income, infrastructure and facilities	“
Collaboration and contribution to the discipline or research base	“

Impact

- Criteria
 - **Reach**: the spread or breadth of influence or effect on the relevant constituencies
 - **Significance**: the intensity of the influence or effect
- Two sections:
 - Case Studies 80%
 - Impact Template 20%
 - Context
 - Approach to impact
 - Strategy and plans
 - Relationship to the case studies

REF Equality & Diversity

What does it mean for
individuals and institutions

Equality and Diversity

Individual Staff Circumstances

In the REF, Individual Staff Circumstances are those circumstances “**that constrained an individual’s ability to produce four outputs or work productively throughout the assessment period**”.

This includes:

- staff with protected characteristics, as defined in the Equality Act (2010)
- Fixed-term Workers Regulations (2002)
- Part-time Workers Regulations (2000)

Equality and Diversity

Individual Staff Circumstances

In HEFCE's guidance for the REF, Individual Staff Circumstances will be dealt in two different ways.

- 1. Clearly defined circumstances**, which are mainly time dependant, will have a standard reduction in the number of outputs to be submitted correlated to the duration of the circumstances. These include:
 - ECR
 - part-time working
 - maternity, paternity, adoption leave
 - secondments or career breaks.

Equality and Diversity

Individual Staff Circumstances

- 2. Complex circumstances** will require a judgement about the appropriate number of outputs to be reduced. These will be assessed on an individual basis by the REF Equality and Diversity Advisory Panel across all UoA. These include:
- disability, ill-health, mental health conditions
 - constraints related to pregnancy or maternity
 - childcare or caring responsibilities
 - other circumstances related to the protected characteristics.

Equality and Diversity

Mirror of HEFCE's process

HEFCE

BRUNEL

REF Team

clearly defined
circumstances

**Central REF
Team**

**REF E&D
Advisory Panel
(EDAP)**

complex
circumstances

E&D Panel

Brunel Timetable
Process for Submission
Compliance Survey

Brunel Timetable

September 2012: Compliance Survey

Check all eligible staff have required number of outputs at $\geq 1^*$ level

- Staff required to nominate up to 4 outputs (BRAD)
- Special constituted internal panels will assess the quality of the outputs
- Central Team will assess the number of required outputs given the Individual Staff Circumstances submitted
- Staff will be notified of risk of non-submission

Brunel Timetable

September 2012: Compliance Survey

- **The REF team**
 - ask staff to nominate their outputs
 - monitor each UoA & report progress to DHoS
 - provide advice and guidance
 - provide summary reports
 - service meetings.
- **The School** (through the REF contact and DHoS):
 - liaising with individual academics
 - ensuring that there are copies of the items available either through BRAD or by collecting them

Brunel Timetable

Jan-submission 2013: Selection of outputs

- Staff can nominate outputs for submission
- Panel responsible for submission will review nominations (this can be different from the Compliance Survey panel)
- Decision will be made on:
 - Quality of output
 - How they fit with:
 - Individual staff outputs
 - Other staff outputs
 - The Environment Statement
- Final decisions will be university responsibility

Brunel Timetable

October 2013: Outputs for submission finalised

- Decisions on:
 - Consideration of any additional Individual staff circumstance
 - Number of outputs to submit if there are Individual Staff Circumstances
 - Outputs with publication date post submission
 - Checking of all outputs details including DOIs
- Outputs will be uploaded to HEFCE REF2014 submission systems directly from BRAD

