



Research Excellence Framework

Alexander College wants to recognize the positive contribution faculty makes to its continuous progress and success. Exceptional contribution is celebrated and rewarded annually.

Introduction

In order to support its mission in research-led teaching, the Alexander College is committed to the delivery of the highest possible quality of teaching to enhance the student learning experience and so ensure high student achievement, employability and satisfaction.

To ensure a vibrant and dynamic research led teaching culture, academic staff at every level is required to undertake teaching, and the majority of Certificate level, Diploma level, first cycle and second cycle level teaching will be developed and provided by academic staff.

Staff on teaching-only contracts are not contracted to conduct Research, nor are they required to be assessed under the Research Excellence Framework.

Research Framework Considered for Merit

All members of the faculties must demonstrate scholarly ability and accomplishments. Their qualifications are to be evaluated on the quality of their published and other creative work, the range and variety of their scientific interests, their success in achieving an appropriate level of independence and/or collaboration, their success as appropriate in securing external support, their success in educating and training graduate and professional students in scholarly methods, their participation and leadership in professional associations and in the editing of professional journals, and their potential for continued success in scholarly attainments. Attainment may be in the realm of scholarly investigation, in the realm of constructive contributions in professional fields, or in the realm of the creative arts (Design or other).

More specifically, criteria relate to one or more of the following:

Development and carrying out of personal research and/or lead or contribute to a research team; developing methodologies and techniques appropriate to the type of research, developing and gaining support for research proposals and funding bids and disseminating and presenting findings in publications and conference proceedings.

Faculty at Alexander College shall be reviewed on annual basis by their colleagues, according to the procedures detailed in this section, to evaluate their merit and to arrive at a recommendation to the Board for an appropriate merit salary increase



including a reduction from teaching load for research active staff. Such reviews shall consider the faculty member's cumulative record across also the following criteria:

Evidence

Evidence – may include:

- Development of independent and original research activities
- Publications in high quality peer reviewed journals
- Identify sources of research funding and successful acquisition of grant funding
- Evidence of having reviewed for high quality journals and/or evidence of having presented at major national or international conferences.
- Research Impact

Clarification of Concepts

Sector stakeholders: Researchers, research funders and policy makers.

Users/beneficiaries: Research users in government, industry, charities and the general public.

Impact activities: Activities, such as public engagement that translate research, making it accessible for users/beneficiaries to adopt.

Impact narrative: Impact case study or story describing the journey from research to impact.

Indicators: Empirical metrics demonstrating the impact that has occurred.

Procedures

The evaluation of a faculty member's merit and salary shall be arrived at after review of the individual's performance in relation to that of their colleagues and by comparison of individuals' present salaries to those of their peers. The following procedure shall be followed.

Salary recommendations shall seek to minimize salary inequities. Salary compression and other inequities, including those resulting from variations in the level of merit funds available over time, may be considered in making merit salary recommendations.

The Dean shall review the department's recommendation and forward his or her recommendation regarding faculty merit and salary to the Academic Committee. The Committee shall forward the suggestion to the Board and the Principal.