Managing Research Performance – incl. Productivity (Clark, 2010)

Faculty

Strategy --→ Goals --→ Targets/KPIs

Policies
- HRM
- Workload Model (time for research)
- Research Performance Expectations
- Study Leave/Sabbaticals
- Conference Leave/Allowances
- Research Awards

Processes
- Strategic Recruitment & Retention
- Professional Goal Setting
- Annual Performance Review
- Promotion
- Incentive Scheme ($, workload)
- Research Celebrations

Plans
- Research Plan (operational)
- ERA/PBRF Action Plan

Profile
- Profile Research on Website
- Research Events
- Media Stories –Awards, Grants etc

Performance
- Annual Research Report
- KPI Report
- Publications Performance

Department/School

Strategy –→ Goals –→ Targets/KPIs

Practices
- Research Culture
- Research Time –every week
- Research Leadership
- Research Mentoring
- Research Seminar Series
- Research Visitors
- Research Support

Plans
- Departmental Research Plan
- Departmental ERA/PBRF Plan

Profile
- Profile Research on Website
- Profile PhD Students/Projects

Performance
- Departmental Annual Report
- Departmental KPI Report
- Departmental Publications

Individual Academics

Strategy –→ Goals –→ Targets/KPIs

Personal
- Motivation
- Commitment
- Competencies
- Expertise – Domains, Methods
- Attitudes – Optimism
- Perseverance

Practices
- Coherent Research Programme
- Prioritise Research & Writing
- Develop Your Research Skills
- Collaborate on Specific Projects
- Join Publication Syndicate
- Discuss Research with Mentor
- Cultivate Business & Professional Networks

Plans
- Keep Research Publication Plan Up-to-Date

Profile
- Keep CV Up-to-Date

Performance
- Annual Review of Performance