# 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

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