



UNIVERSITY OF
LINCOLN

Why Research?

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In this session I am going to cover...

- The University's position on research
- How to succeed in research
- The meaning of success
- Questions and discussion



The University's position: Why is research important?

- It is what academics do
- League Tables
- Contributes to up-to-date and good quality teaching
- Grant income improves SSR, contribution to University



The University's position: Definition of minimum expectations

Teaching and Research Profile

- One internationally recognised output per year
- One external grant application submitted per year
- Income generation, minimum determined by College
- Up-to-date CV on repository
- PGR supervision – minimum x1 student
- PhD
- Annual research plan

The University's position: Available support

- | | | |
|---------------|---|---|
| Institutional | - | Athena Swan, Gender Equality Charter Mark |
| | - | Research Investment Fund (RIF) |
| | - | CPD: HR, EDEU, Graduate School |
| | - | Research and Enterprise Office |
| College | - | PhD Studentships |
| & | - | Pump Priming Funds |
| School | - | Networking opportunities |
| | - | Sabbatical schemes |
| | - | Mentorship |
| | - | Individualised research planning |
| | - | Peer review of grant proposals |

How to succeed in research

- You have to work hard
- It's important to socialise
- Be interested in other people's research
- Be an innovative teacher
- You cannot succeed alone to begin with
- Publish or perish
- Money is money!

The Psychologist vol 13, No. 6, p311 (2000)

The meaning of success ...

What does it mean for you?

The meaning of success in my 20s and 30s

- Getting a PhD
- Building and sustaining research focused CV
- Promotion to SL and Reader
- Financial self sufficiency
- Home, family, friends, culture
- Not commuting
- Limited time away from home
- Being returned in RAE



The meaning of success in my 40s and 50s

- Clarity about what I enjoy and what I'm good at
- Colleagues that I respect, admire and like
- Collective effort rather than individual
- Keeping my research going – publications, grant income, PhD students
- Promotion to Chair, Dean and PVC
- Mentoring and supporting others to achieve career aspirations
- Home, family, friends, culture
- Garden, travel, self
- Money to buy clothes, eat out, travel etc.

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The Meaning of Success



Insights from Women at Cambridge



By Jo Bostock
for the University of Cambridge

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Challenges

- The 'juggling act'
- Complex and demanding work environment of the University
- High expectations and workload
- Job insecurity and funding challenges
- Failures, under-confidence and sense of 'falling short'
- Challenges beyond work.



Advice

- Authenticity and the value of defining success on your own terms
- Shaping your career and taking opportunities
- Challenging barriers and limiting beliefs
- Resilience, risk-taking and coping with failure
- Continuous learning and the benefit of feedback
- Importance of investing in relationships
- Having a family and a career
- Maintaining a life beyond work
- The need for pragmatism



Questions for you...

- What do I really want from my working life?
- How can I engage with the system more effectively?
- What do I want to be known for?

Questions for the organisation...

- How do we reframe the debate away from 'women's issues' to talk about effective modern workplaces?