

Careers in Research & Teaching in UK Higher Education

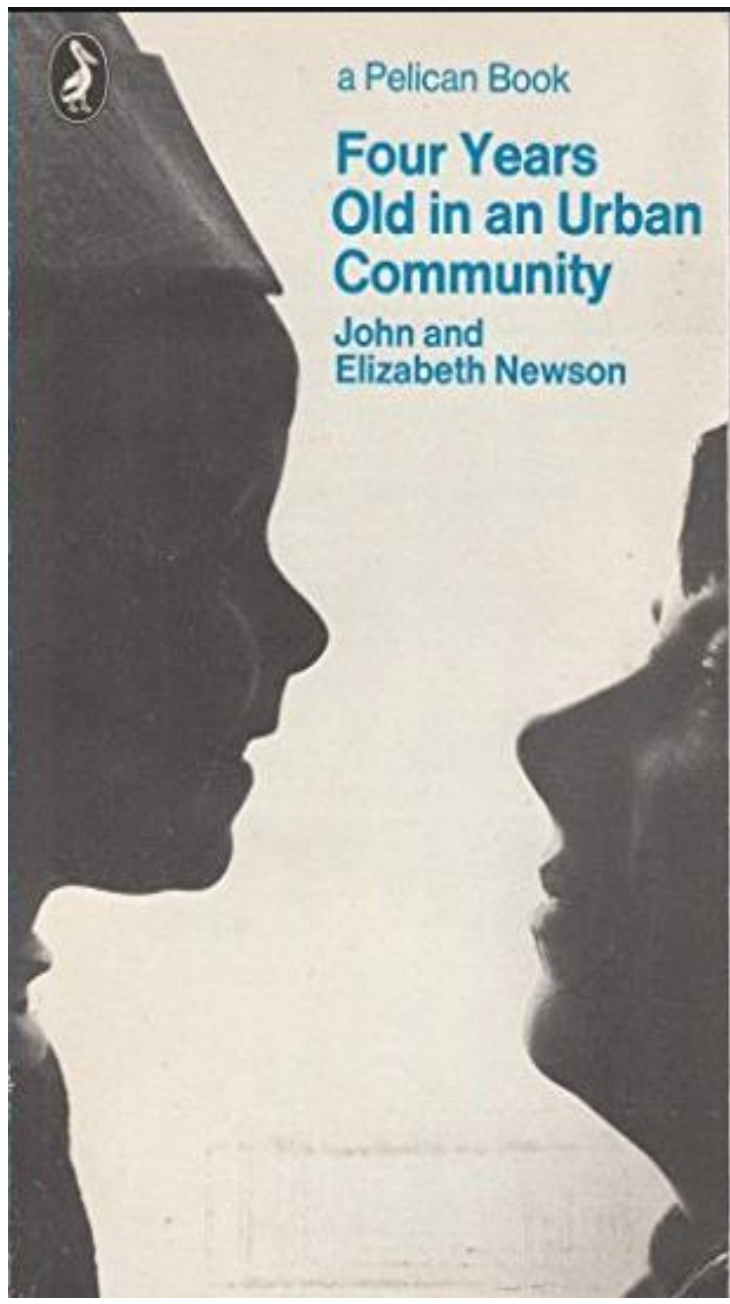
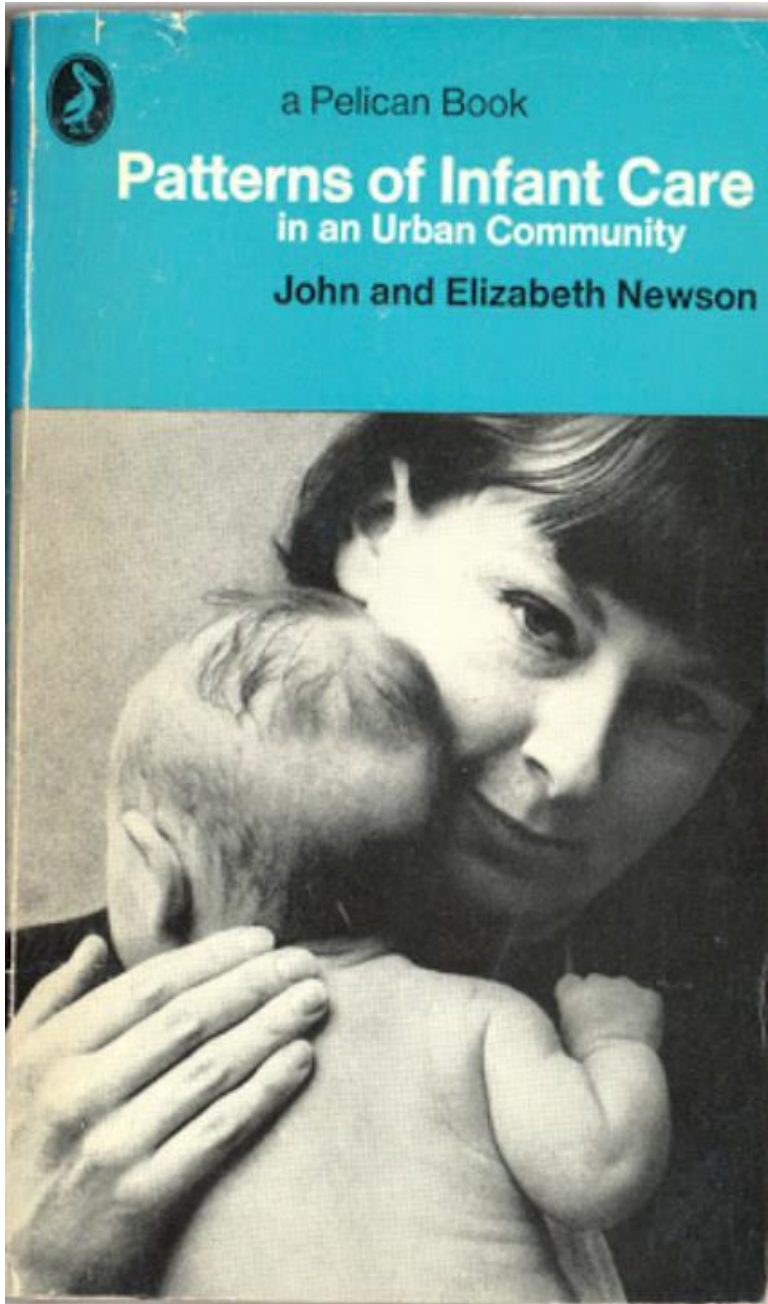
Dr Jeanette Lilley

Teaching and Learning Officer



www.eui.eu





Service

By the end of this session, you should be able to:

- Describe the postdoctoral career landscape in UK Universities
- Explain how UK Universities manage the quality of teaching & research and how you could contribute
- Outline the mechanisms in place, since Brexit, to support EU postdoctoral researchers, academic staff and “3rd Space” professionals wishing to work there

Higher Education culture in the UK

- Ownership of activities/ decision making by staff
- A “first among equals” style of management
- BUT: lots of external oversight to promote both accountability & teaching and research quality and research income and ‘research impact’
- Peer review and sharing of skills & support, to drive improvement across the sector

Career Stages/ Grades

- Postdoctoral Research Fellow (often short term & temporary)
- Senior Research Fellow
- Assistant Professor or Lecturer
- Associate Professor or Senior Lecturer
- Reader
- Professor / Chair
- Dean of Faculty – often a ‘rotating’ management role rather than a ‘job’
- Pro-Vice-Chancellor ➡ Vice-Chancellor

- Research Assistant/ Postdoctoral Research Fellow – Grade 5 or 6: £34,304- £39,000 pounds sterling
- Senior Research Fellow/ Teaching Fellow: 42,000- 49,000
- Assistant Professor or Lecturer: 42,000- 49,000
- Associate Professor or Senior Lecturer: 53,000 to 60,000
- Reader, Professor, Dean of Faculty
- Pro-Vice-Chancellor ➡ Vice-Chancellor

You can earn 12,570 pounds sterling before you start to pay income tax

There are....

- “Research-Intensive” universities and “Teaching-Intensive” universities
- Nearly all members of ‘academic staff’ will have teaching, research and administrative responsibilities – unless it is made clear in the job advertisement
- Temporary postdoctoral researcher roles will work on 1 or more research projects

Russell Group –v- Non- Russell Group

- The Russell Group – An elite group of 24 ‘Research Intensive’ universities (Premier League)
- [Russell Group | Our universities](#) (London, Nottingham, Leeds, Manchester, Oxford & Cambridge, Birmingham, Bristol, Edinburgh...)
- Rather like The Premier League in football (or Serie A)
- More research funding, better resources
- Highly competitive in terms of careers

The Research Excellence Framework (REF) [Home - REF 2021](#)

- The system for assessing the quality of research in UK higher education institutions
- 2014 and 2021
- Expert review of research ‘outputs’ (publications) across 34 broad areas (Units of Assessment) by panels of subject experts

Examples of “Units of Assessment” ...

- There were 34 Units of Assessment in the 2021 REF
- 16: Economics and Econometrics
- 19: Politics and International Studies
- 21: Sociology
- 28: History
- Peer review is by a panel of senior colleagues who also work in that field of research (or Unit of Assessment)

Research *Impact* is also important

- The contribution that research makes to the economy, society, environment or culture *beyond* the contribution to academic research
- ie. The impact that our research has beyond the peer reviewed published journal papers and books

Example of Research Impact (1)

- Professor Jonathan Nguyen Vam Tam adviser to Prime Minister Boris Johnson on Covid19.
- Journal article in “The Lancet” (Van Tam plus 43 authors) – July 2021
- This is a high ‘impact factor’ journal. This paper has a very high ‘immediacy index’
- **Characterisation of in-hospital complications associated with COVID-19 using the ISARIC WHO Clinical Characterisation Protocol UK: a prospective, multicentre cohort study**
- AND this had a direct impact on the management of Covid19 – by the Government and the UK health service in terms of public health policy

Example of Research Impact (2)

- An Institute for Forensic Linguistics conducted research which helped them to develop methods for analysing text in online chat rooms
- Through novel text analysis approaches, their findings helped to develop ways to ‘identify’ adults pretending to be children, seeking to contact children in online chat rooms
- The research findings were used in the training of police officers and help them to identify potential offenders and collect the evidence to prosecute them

The Teaching Excellence and Student Outcomes Framework (TEF)

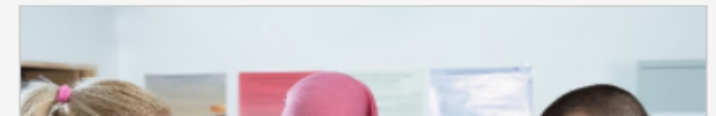
A national exercise, introduced by the Government in England. It assesses ‘excellence’ in teaching at universities & colleges, and *how* each higher education provider ensures **excellent outcomes for their students**, in terms of graduate-level employment or further study.



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We safeguard standards and improve the quality of UK higher education wherever it is delivered around the world. We check that students get the higher education they are entitled to expect.

LATEST NEWS





UK Quality Code for Higher Education

Advice and Guidance

Research Degrees

UK Quality Code Quality Assurance Agency

- Developed *by* the sector *for* the sector
- Student Representatives and Student Unions also use the Code in discussion with their Universities
- They collaborate in decisions about the support provided to help students to achieve their qualifications

Support for teaching staff

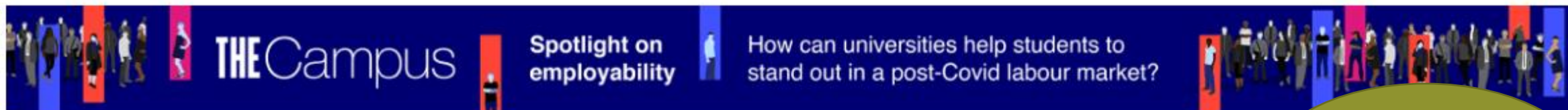
- There are opportunities to obtain teaching qualifications whilst working in a UK university...
- At 4 levels: PGCert, PGDip, Masters and Doctorate in Education

Understanding structural inequality: theory, evidence, data and storytelling

Understanding structural inequality: theory, evidence, data and storytelling is one of the four strands that are part of our initiative on [‘Tackling structural race inequality in HE’](#), which will run through our member benefits for 2020-21.

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Don't 'write people off' by restricting access, urges UUK chief

By John Morgan 13 October

Peter Ridd's lost appeal 'a win for intellectual freedom'

By John Ross 13 October

US and Canadian students protest over sexual assaults

By Paul Basken 13 October

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Will my popular science book bring any career benefits?

Universities must give credit for the broadened skill sets that the pandemic has prompted academics to acquire, says John Tregoning

By John Tregoning 13 October



Kathleen Stock: UCU statement 'ends my career' at Sussex



Calls to decolonise assessment do students a disservice

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18 October - 20 October 2021

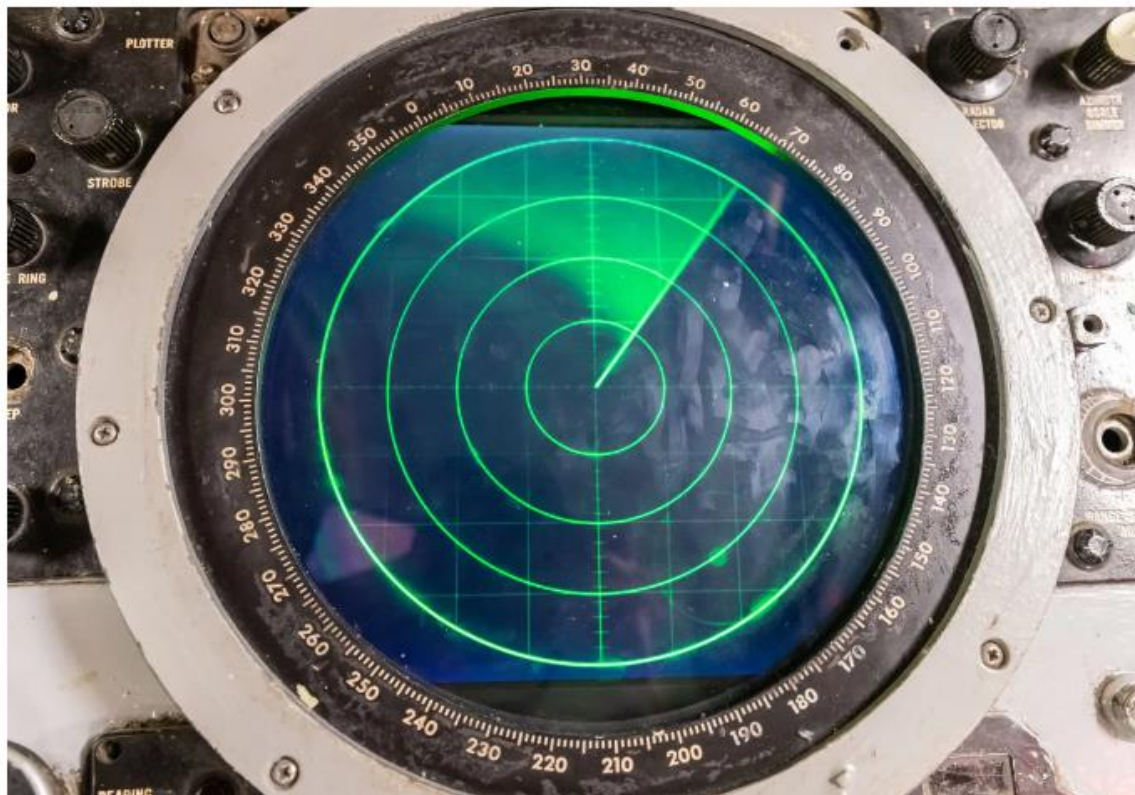
Dubai, United Arab Emirates

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Service children are going under the radar in access and participation work

Children from military families have worse progression rates into higher education. Presenting a new report from NEON, Graeme Atherton argues that they should be a target group for access work



WONK CORNER

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JIM DICKINSON | 19/10/23

Universities might want to get involved with LSIPs

DAVID KERNOHAN | 18/10/23

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HELEN GUYATT | COMMENT | 19/10/23

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Student areas, a decade on

DAVID KERNOHAN | 13/10/23

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JAMES COE | 12/10/23

Five traits for higher education leadership – whatever your job title

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HR Excellence in Research Award - November...
Nov 07, 2022

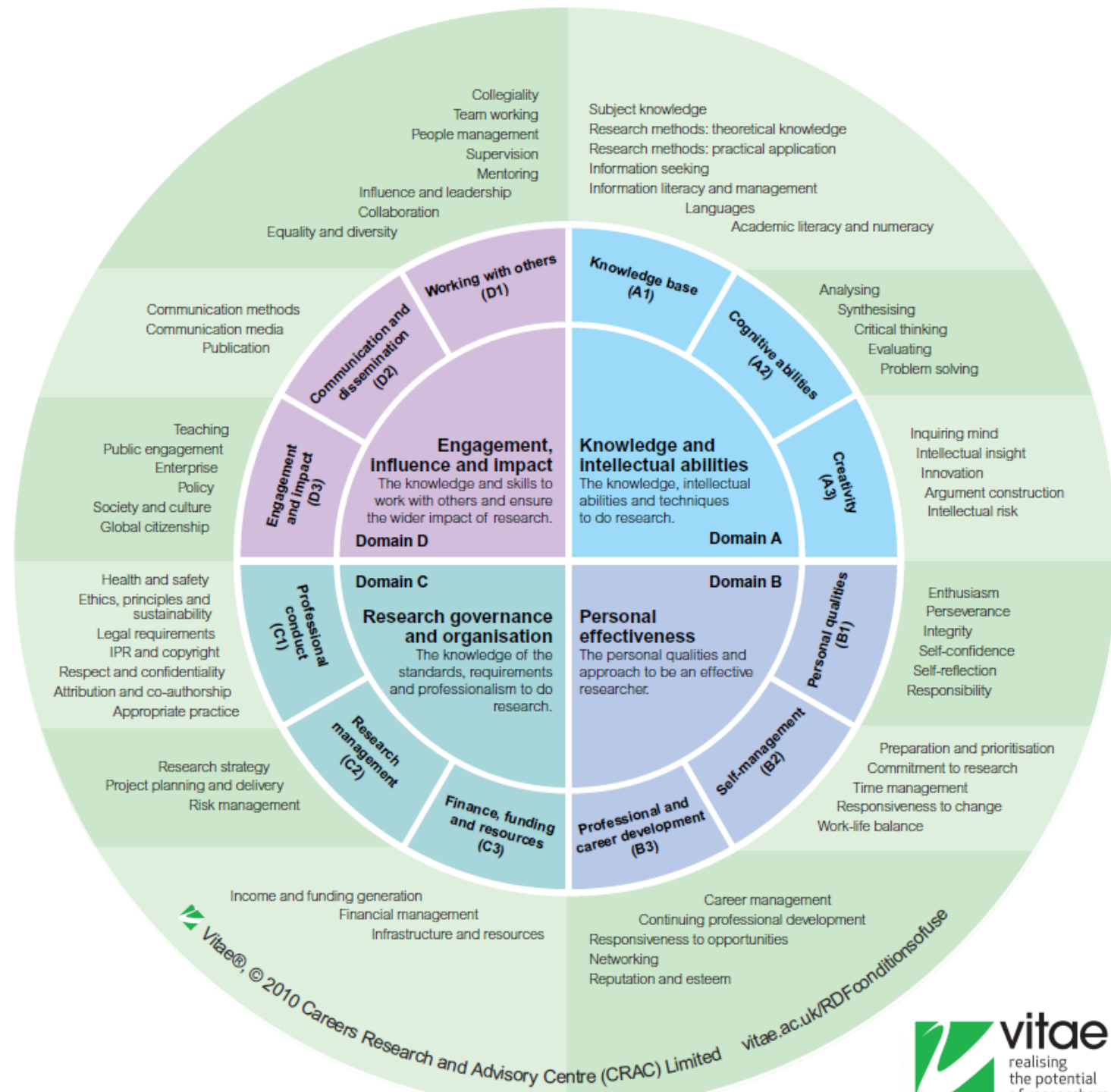
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UKRI convenes, catalyses and invests in close collaboration with others to build a thriving, inclusive research and innovation system.



UK Research and Innovation



[UKRI – UK Research and Innovation](#)

NOTE Council web content is being transitioned to this website – let us know if you have [feedback](#) or would like to [help us test new developments](#).

Highlights



How is staff performance evaluated?

- Promotion may follow an annual review of performance against a set of goals agreed with line manager (HoD)
- May be based on your contribution to the Research Excellence Framework for your 'Unit of Assessment'—ie. Peer reviewed publications in 'high impact' journals (quality *not* quantity counts) – e.g. 1 paper in 'Nature' with others
- Teaching performance – feedback from your students & *their* achievements
- Administrative roles you hold e.g. Committees (e.g. admissions)
- Research funding achieved – from high profile sources, including overheads, collaborations with colleagues, Research Impact beyond publications e.g. Public engagement

3rd Space Professionals in Higher Education Institutions

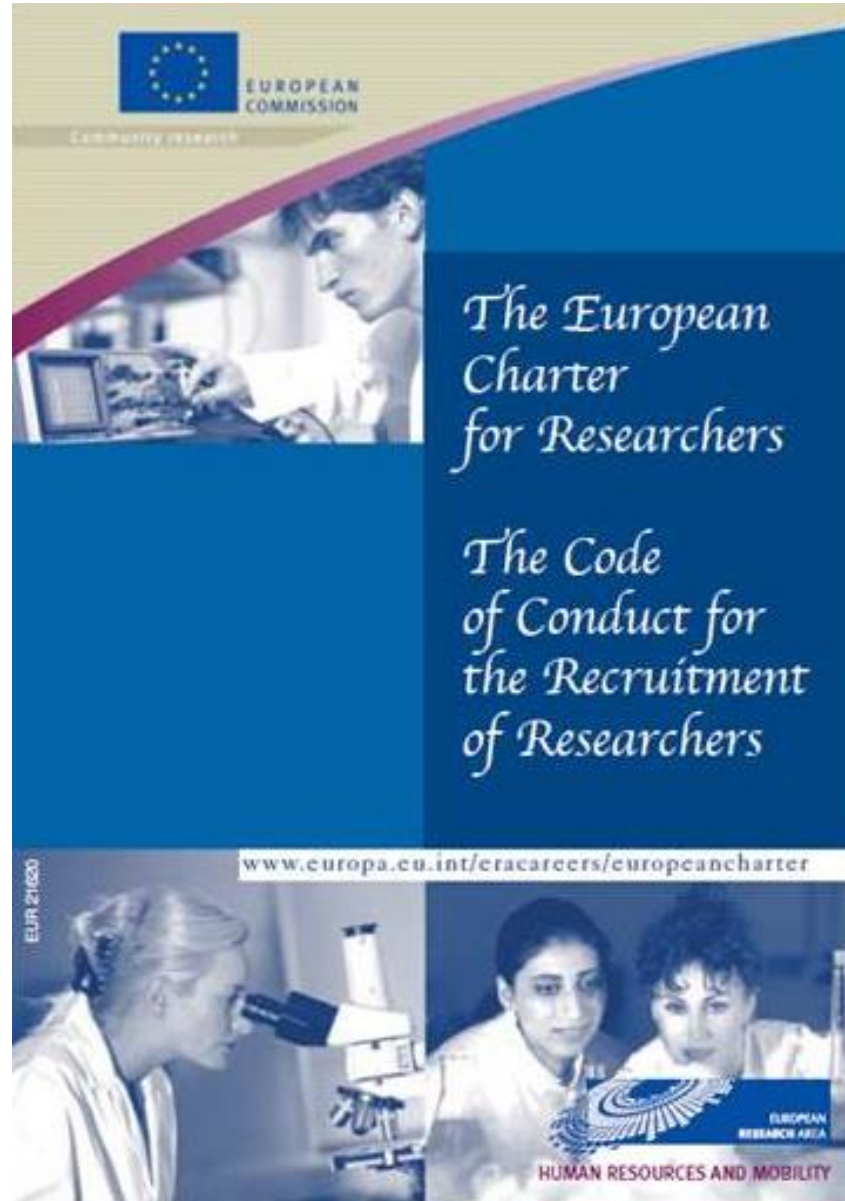
- Often have a teaching qualification or other qualification
- Some also have a PhD or are studying for one
- Examples: Library staff, Careers Guidance staff, Wellbeing/ Counselling services, academic skills support (individual academic writing, mathematics guidance), Registry staff
- Research Impact Managers, Research Support Unit staff (supporting grant application writing & research grant management), “Knowledge Exchange” professionals

The UK is good at making visible its commitment to Equality, Diversity & Inclusion

- Visible in the infrastructure/ buildings and policies, representation
- The Office for Students *requires* HEIs to have an ‘access and participation plan’
- Widening participation schemes & outreach activities
- European - HR Excellence in Research Award -
An ongoing commitment to the professional development of research staff



European
best practice
guidelines
which
employers of
researchers
should follow



The "HR Excellence in Research" award gives public recognition to research institutions to recognise best HR practice in the support given to research staff



HR EXCELLENCE IN RESEARCH

Open Transparent Merit-based Recruitment



Online
application
forms – scored
anonymously



An interview with
a panel



You may be asked
to teach or give a
short presentation of
your research ideas



Tests of
competence



*"Joe Meade and Missy walking on Trail-Deschutes"
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Equality and Diversity in UK Higher Education:

- 'Spending areas' for Guide Dogs, prayer rooms
- Gender neutral toilets labelled also in braille
- Accompanying tutors eg. For students with Asperger's syndrome or ADHD
- Washing facilities for muslim students & policies for students & staff during Ramadan, or Jewish festivals/ holidays, or Hindu holidays (e.g. Diwali)
- LGBTQ inclusive curricular





LGBTQ-INCLUSIVITY IN THE HIGHER EDUCATION
CURRICULUM: **A BEST PRACTICE GUIDE**

UK Advance HE: Athena SWAN Charter

‘Recognising advancement of gender equality:
representation, progression and success for all.’

<https://www.ecu.ac.uk/equality-charters/athena-swan/>

- This addresses: The ‘gender pay gap’ and obstacles faced by women in HE
- Short-term contracts and insecure employment
- Shared parental leave/ paternity leave

← → ↻ 🔒 https://euraxess.ec.europa.eu/jobs/search/country/united-kingdom-1082?page=2

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Hours

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Professor of Health Economics

Health Services Research & Policy

London School of Hygiene & Tropical Medicine

Locations: London

Salary: £69,254 to £109,794 per annum (inclusive of London Weighting).

Date Placed: 02 May

Closes

23 Jun

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Lecturer in Economics

York Business School

York St John University

Locations: York

Salary: £36,333 to £41,931

Date Placed: 12 May

Closes

26 May

Est. 1841

YORK ST JOHN UNIVERSITY

☆ Save

Senior Lecturer in Financial Economics

Department of Accounting and Financial Management

Royal Holloway, University of London

Locations: Egham

Salary: £56,555 per annum - including London Allowance. This is the expected starting salary for this post however appointment at a higher point may be made for candidates who demonstrate exceptional skills and experience relevant to the role

Date Placed: 18 May

Closes

09 Jun

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Research Fellow in Health and Care Economics

Cost Policy and Evaluation Centre (CPEC)

Closes

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Research Fellowships

Oxford Centre for Islamic Studies

| | | | |
|-----------------------|------------------------------|-------------------|--------------------|
| Location: | Oxford | Placed On: | 12th October 2023 |
| Salary: | £32,332 to £38,205 per annum | Closes: | 30th November 2023 |
| Hours: | Full Time | | |
| Contract Type: | Fixed-Term/Contract | | |

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The Oxford Centre for Islamic Studies invites applications for up to two Research Fellowships open to post-doctoral candidates in any area of the arts, humanities or social sciences which contribute to a more informed understanding of the Islamic world – its history, economy, politics, culture and contemporary life.

The Fellowships offer an excellent opportunity for working with world-class colleagues in an intellectually stimulating research environment, and draw on the Centre's extensive academic links, both within Oxford and internationally.





The successful candidates will be expected to play a full part in the academic and social life of the Centre and to undertake research and develop academic projects as part of a multi-disciplinary team. They will be full members of the Centre's Common Room.

Further particulars of the post may be obtained from the Centre's website at <https://www.oxcis.ac.uk/vacancies-opportunities>.

Applicants should submit a curriculum vitae, a brief statement of their research project and details of two referees who should write to the Centre directly.

Applications should be sent to: hr.advisor@oxcis.ac.uk (via the **'Apply'** button above) by **Thursday 30 November**.

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 Senior Research Associate
 Lecturer in Public Health (Teaching and Research)
 Research Associate
 Research Associate

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Junior Research Fellowships 2023

University of Cambridge - Clare College

| | | | |
|-----------------------|---------------------|-------------------|--------------------|
| Location: | Cambridge | Placed On: | 10th October 2022 |
| Salary: | £32,348 | Closes: | 21st November 2022 |
| Hours: | Full Time | | |
| Contract Type: | Fixed-Term/Contract | | |

Apply

Applications for one of two Junior Research Fellowships are open to candidates in the following humanities and social science disciplines: archaeology; economics; education; history; law; politics and international relations; sociology and social anthropology. If you are unsure if your research will be eligible, please email jrfadministrator@clare.cam.ac.uk.

The successful candidates will be selected by Clare College on their excellent records of research in their chosen subjects and the potential to pursue that research at the highest level.

Applications are invited from candidates who have completed less than five years' full-time research, or part-time equivalent, in the relevant disciplines by 1 October 2023. The fellowship is tenable for three years.

For more details about the fellowships and how to apply, please go to <https://www.clare.cam.ac.uk/JRF-Competition-2023/>

Statements of research are required. They should be no more than 1,000 words, outlining the work candidates would submit in support of their application and the research they propose to pursue if elected. The statement may be read by people outside the candidate's discipline and should therefore be intelligible to scholars in other fields of learning.

Candidates must provide details for two referees who have agreed to submit a reference through this system. At least one of the referees should be familiar with the writings to be submitted. One referee should normally be your supervisor.

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Receptionist/Administrator

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Programme Manager (Open Programmes)

Postgraduate Widening Participation Manager

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Programme Director MSc Clinical Education

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Lecturer (Teaching) - Engineering Education

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Salary: £50,300 - £67,541

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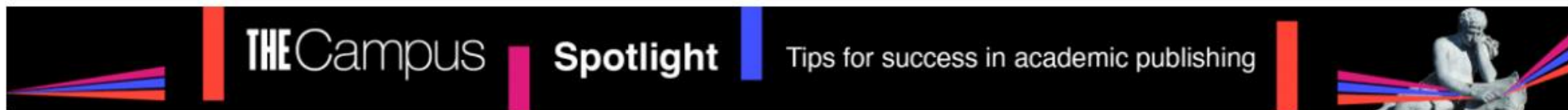
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By Simon Baker 8 June

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By Dmitry Dubrovsky 8 June



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6 June



Christopher Eisgruber: free speech and widening access

7 June

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WUR 3.0: changes to our international outlook measures

We will measure outbound student exchange and take into account the population size of a country to more...

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Liberal Arts Forum

23 June - 24 June 2022

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For students' sake, we shouldn't be too proud to seek collaboration

By Michael A. Baston

What about Brexit?



What about Brexit?

- UK universities have always employed staff from inside and outside the EU
- There is a new scheme in place to support Universities who wish to employ research and teaching staff from outside the UK

The Global Talent Visa

- The **Global Talent visa** is a **UK** immigration category for talented and promising people in specific sectors such as sciences, the humanities, engineering, the arts, and technology, wishing to work in the UK.
- [Apply for the Global Talent visa - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

- **Example statement on a job advertisement:**
- “Should you require a visa to undertake employment in the UK you will be required to fulfil the minimum points criteria to be granted a Certificate of Sponsorship under the requirements of the Skilled Worker visa. At the time an offer of appointment is made, you will be asked to demonstrate that you fulfil the criteria in respect of qualification and competency in English. For research and academic posts, we will consider eligibility under the Global Talent visa. Please do not hesitate to contact Natalie Reid, HR Adviser...”

(Example from the University of Aberdeen, on jobs.ac.uk)
[Research Fellow at University of Aberdeen \(jobs.ac.uk\)](https://jobs.ac.uk))

You can expect

- A contract
- A pension scheme with contributions from the HEI
- A trade union (UCU)
- A generous annual leave allowance
- Professional development opportunities
- A “1st among equals” style of management

For more information see:

- [United Kingdom, Academic Career Structure • European University Institute \(eui.eu\)](#)

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British Academy booklet –
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([thebritishacademy.ac.uk](https://www.thebritishacademy.ac.uk))



Don't overlook “3rd space” professionals careers

- They span the academic/ non-academic dichotomy
- Examples: E-learning technologists, Research Impact Managers, Library and study skills support staff, Careers support staff, Professional Development Advisors, Research Support Unit staff...
- Many have a PhD and/or specialist training

Questions?