



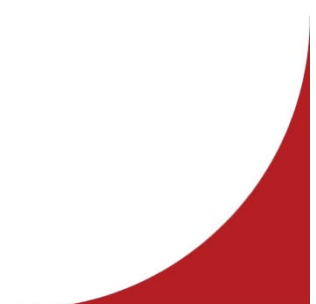
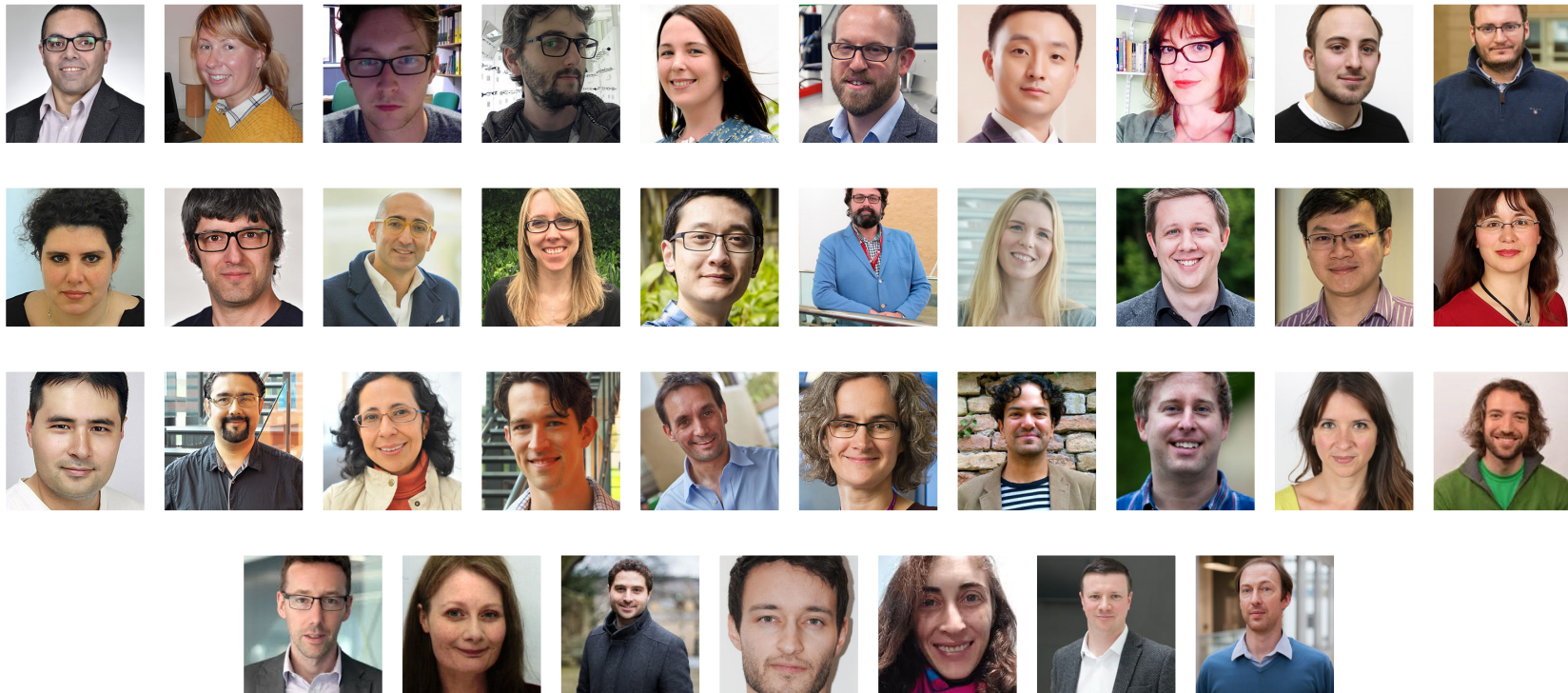
Lancaster  
University



Developing a research talent pipeline: Learning from Lancaster's success

Annette Robinson – October 2019

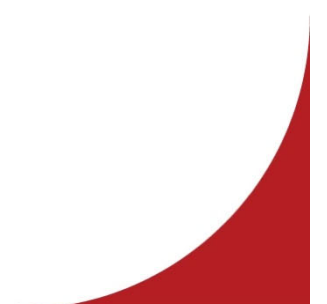
# 50<sup>th</sup> Anniversary Lectureship scheme



# Features

---

- Strategic recruitment and selection to develop key research areas
- 5 year scheme
- First 2 years – no teaching or administration load
- Performance related reward via bespoke PDR process
- Aim to fast-track promotion
- Most roles embedded around research institutes
- Bespoke development offer



# PDR Process and features

---

- Initial objectives and development ratified by PVC
- Performance related progression
- Annual gateway PDR



# Development Programme

---

- 1:1 development planning meeting
- Induction events (2 intakes)
- Annual Retreat
- Wider OD programmes
- Group and 1:1 coaching
- Mentoring
- Networking events
- An Audience with.....



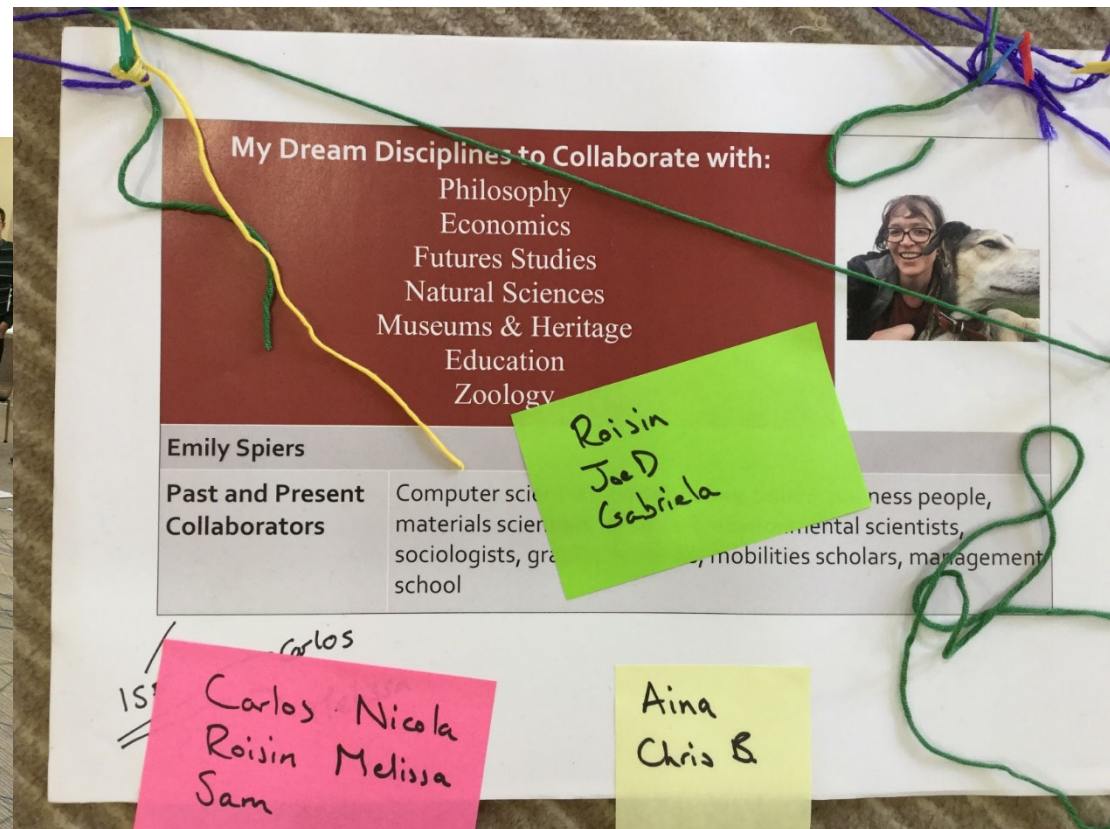
# GCRF







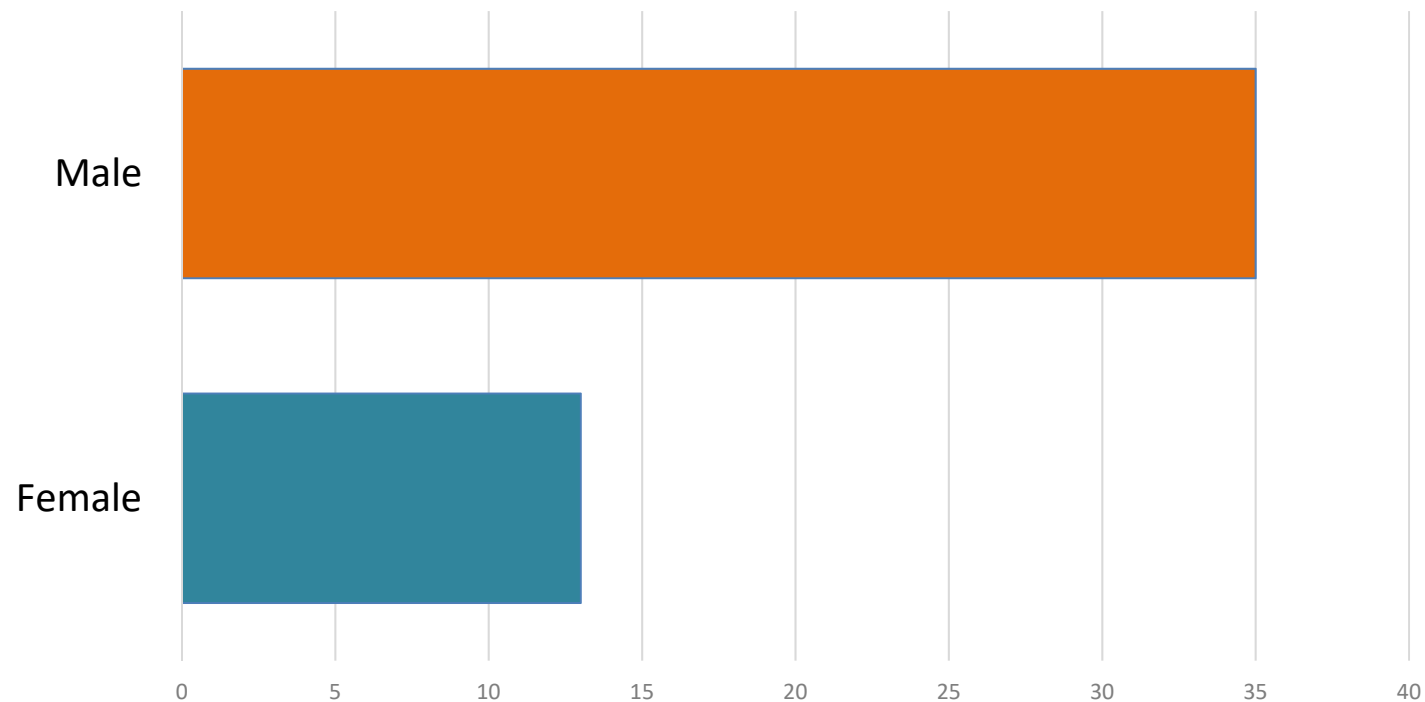
# Networking



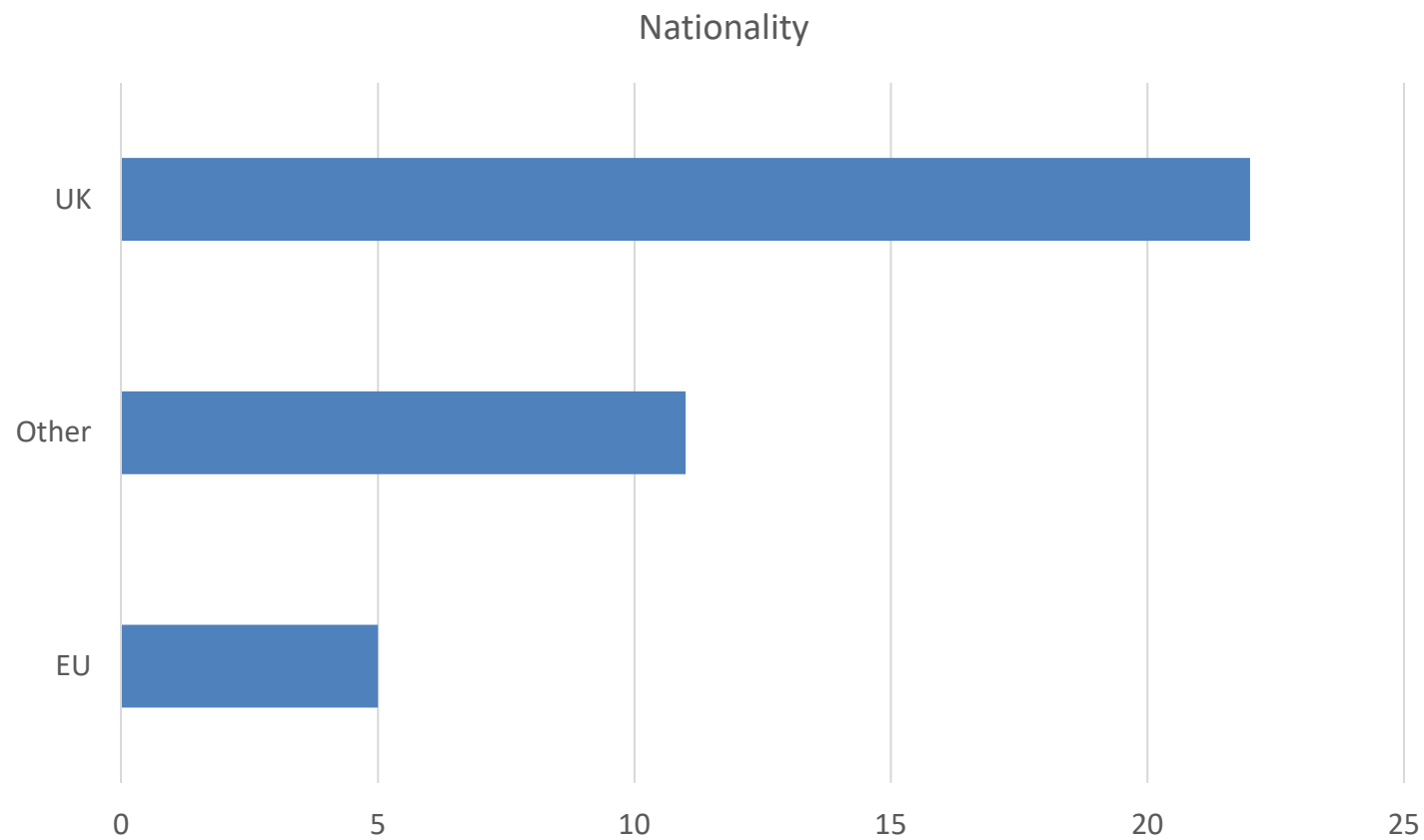


# Cohort - Gender

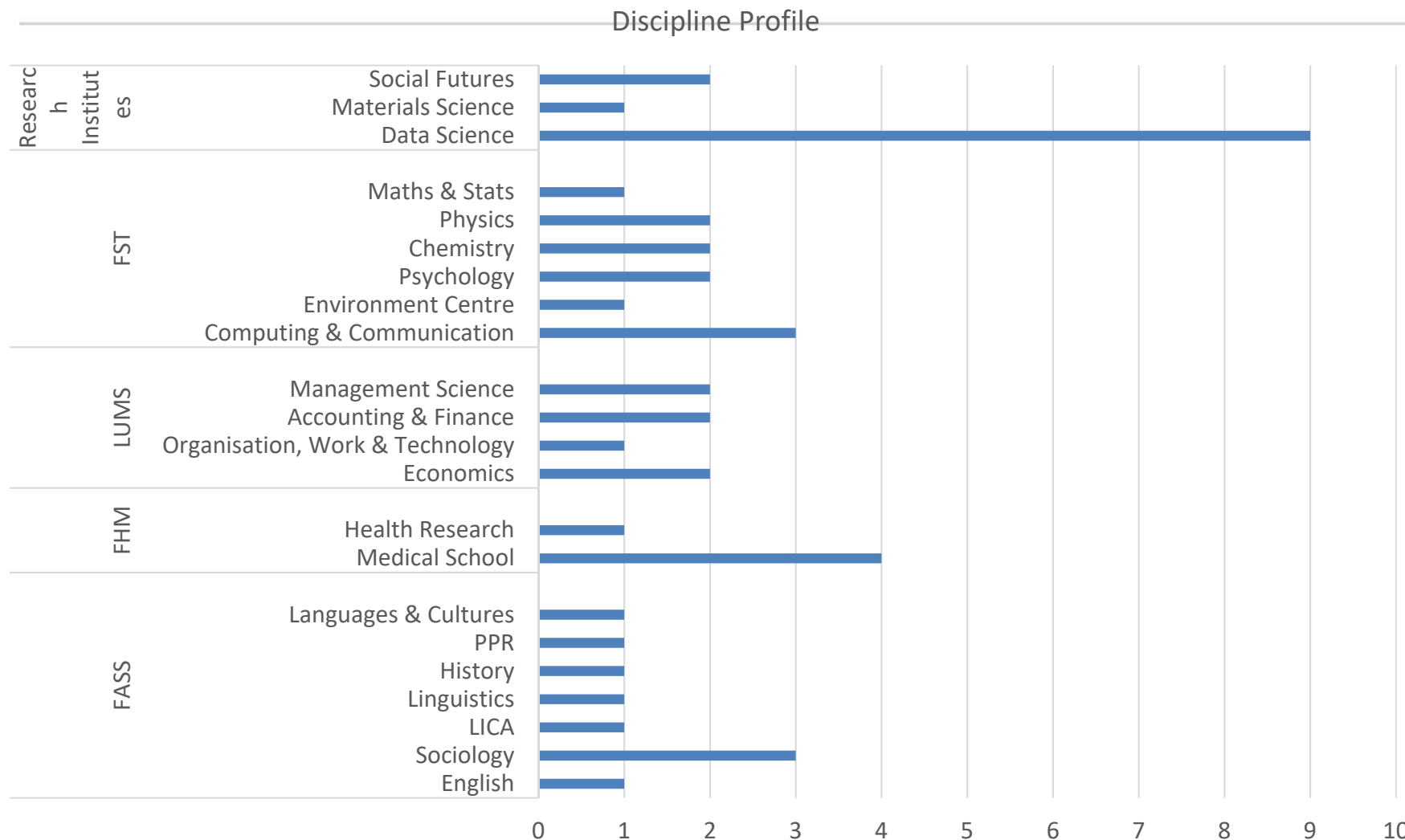
Combined Cohort Gender



# Cohort - Nationality



# Discipline Profile



# Promotion

---

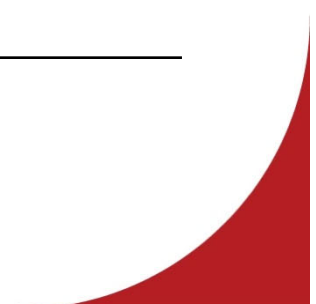
Grade 7 - 8	12
-------------	----

Grade 7 – 8 - 9 (i.e. 2 promotions)	3
-------------------------------------	---

Grade 8 - 9	1
-------------	---

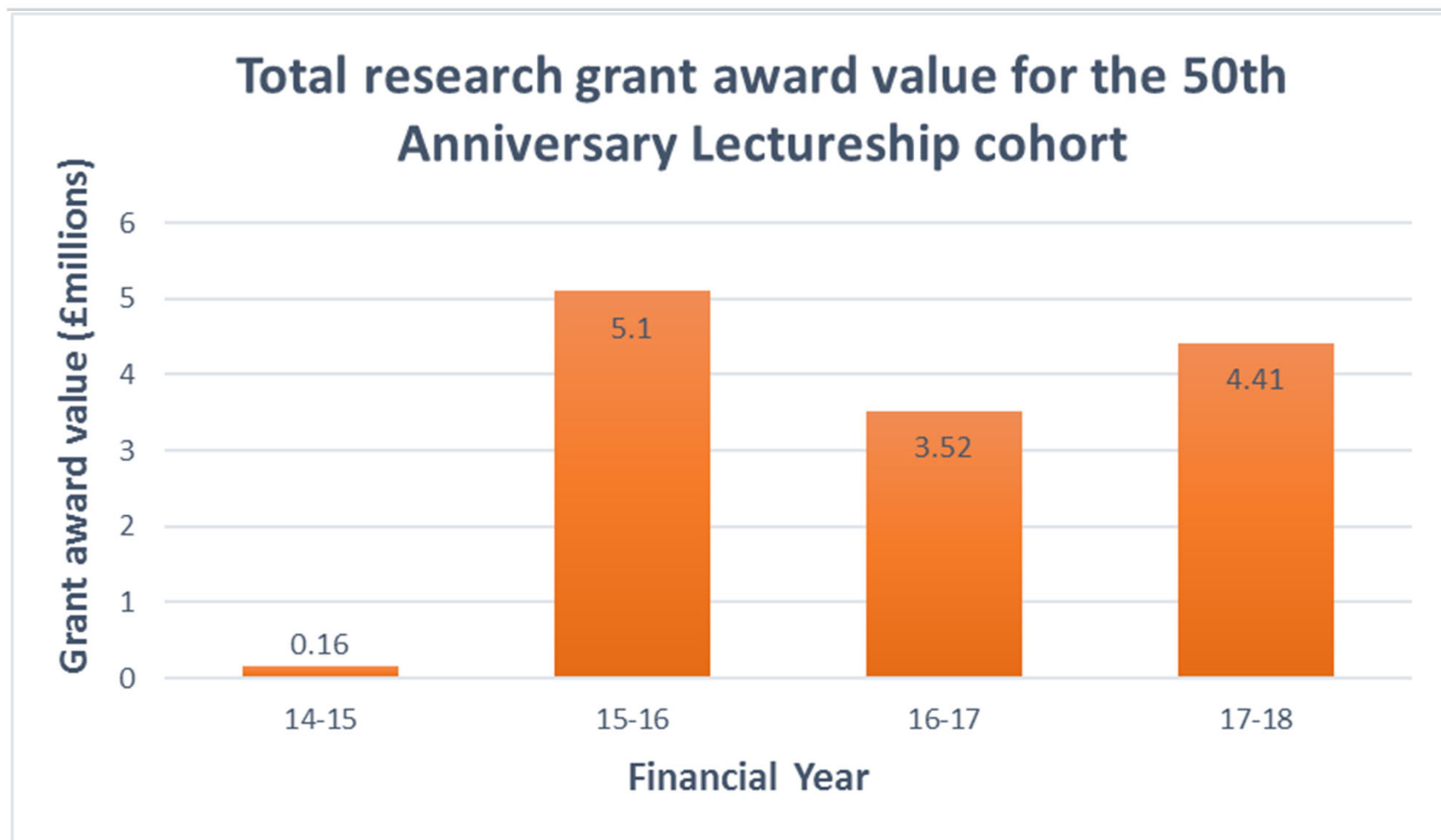
Grade 9 - Prof	1
----------------	---

---






# Research Grant Income



# Research Achievements

---

- The average Field Weighted Citation Impact (FWCI) of the AL cohort is 2.06, compared to a university average of 1.96
  - 48.9% of AL publications are in the top 10% journals in the world (based on CiteScore criteria) compared to a university average of 45.2%
  - 23.5% of AL publications are in the top 10% most cited publications worldwide, compared to an university average of 21.1%
- 



# Being a 50<sup>th</sup> Anniversary Lecturer

## Benefits:

- Cohort approach
- PDR process
- Tailored development plan
- Title and development prog has given an external signal of research strength & University commitment to individuals

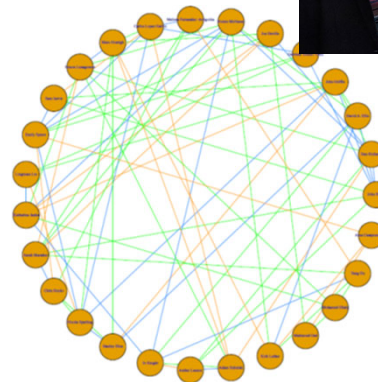
## Challenges:

- Embedding into department
- Anxiety around targets & processes (PDR)



Material  
Social  
Futures

Home About Us



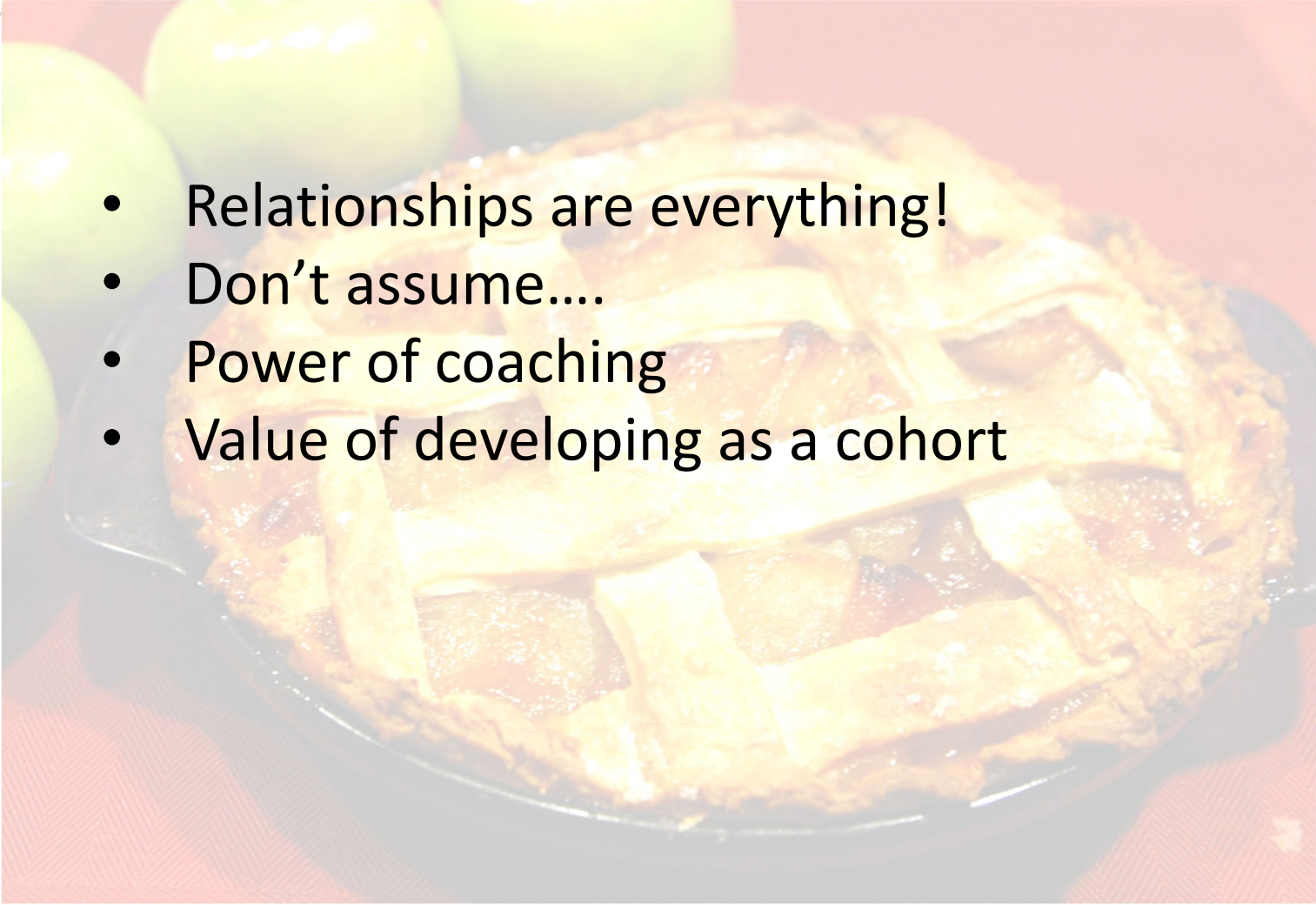


# My learning and reflections





# My learning and reflections

- 
- Relationships are everything!
  - Don't assume....
  - Power of coaching
  - Value of developing as a cohort