

Narrative track records and CVs: Towards a UKRI Résumé for Research & Innovation





Towards a UKRI Résumé for Research & Innovation

Reward and recognition in the R&I system: what incentives are we creating?



- 20 events
- 15 locations
- Over 1,000 people
- 2,000 hours of face-to-face conversations

Idea

A standardised short format academic CV: Most funders require a short version of an applicant's CV as part of grant applications. Some participants agreed that a sector-wide standardised short format CV that emphasises wider contributions to the research system could increase the value associated with these activities, but would need to be carefully introduced so as not to create additional burdens on researchers.

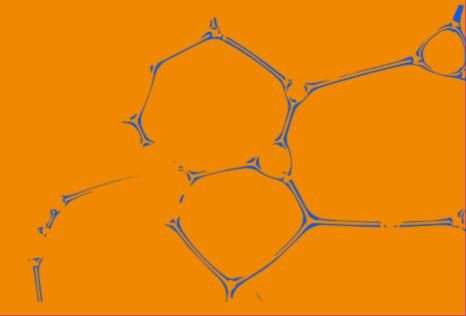




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Why are UKRI adopting it?





"The data are clear. There are pervasive problems with equality, diversity and inclusion in research and innovation, which impoverish the system, stifle creativity and deny opportunity to people who have so much to contribute.

"It is equally clear that there is huge appetite for change. We have reached a turning point in the debate, which was a strong motive for me in taking on the role of chief executive at UKRI."

Professor Dame Ottoline Leyser, UKRI CEO



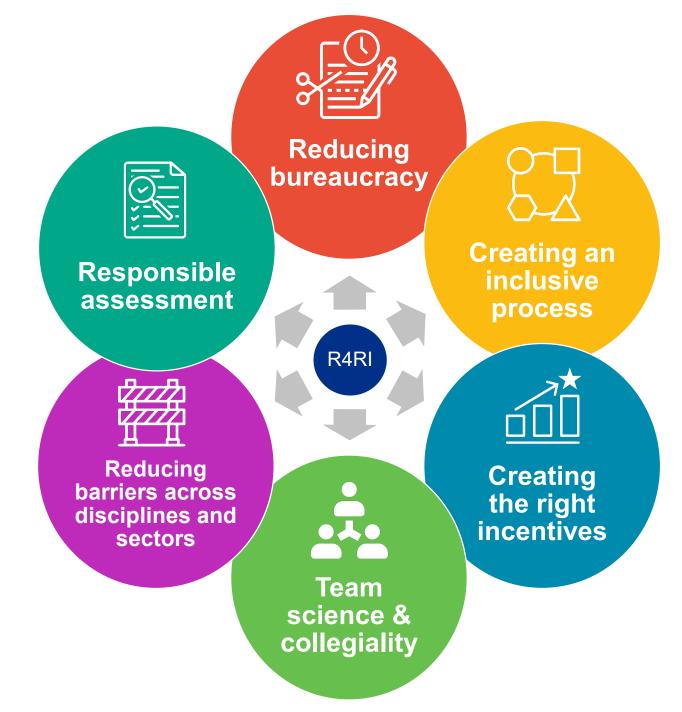


Why are we using R4RI?

It's not about all applicants doing all things to be considered excellent or successful

It's about making visible all the work that's currently invisible

R4RI speaks to who you are as a researcher, and how are you going to contribute to our vision





Publications
Impact (e.g. policy)
New products/services
Awards and prizes
Leadership

Invited talks/media
Successful grants/funding
Data sharing
Reduced costs
Increased sales/exports/
profits/IP protection

Visible skills and experience



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Emergent leadership

Management

Building collaborations/ stakeholder relationships

Panels/committees

Peer review

Mentorship and supervision

Public Engagement

Efficiencies in products/ services/speed to market

Visible vs invisible skills and

Data access/preparation/curation

Team working

Accessibility, inclusivity, integrity initiatives

Co-creation of priorities/plans

Finding, accessing and working with research users

Unsuccessful grants/papers/funding/impact (efforts)

Reduced carbon

Developing expertise





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What is the R4RI format?



Résumé for Research & Innovation

Prompts researchers to frame their contributions...



...to the generation and flow of new ideas, hypotheses, tools or knowledge

e.g. skills acquired from past research projects, key outputs such as data sets, software, and research and policy publications.

...to the development of others and maintenance of effective working relationships

e.g. management, supervision, or mentoring critical to the success of a team or its members, or strategic leadership in shaping the direction of a team, organisation, company or institution.

...to the research community

e.g. across disciplines, institutions, and / or countries, commitments such as editing, reviewing and committee work, positions of responsibility, aiding improvement of research integrity or culture, or strategic leadership in influencing a research agenda.

...to broader research/innovation-users and audiences towards wider societal benefit

e.g. engagement across the public and/ or private sectors or with the wider public, research which has contributed to policy development or public understanding, other impacts across research, policy, practice and business, and other research users.



UKRI adoption of R4RI

- Announced adoption September 2020
- Piloted and evolved into R4RI
- Worked to create internal guidance and evaluation on running a scheme with R4RI (using Joint Funders Group guidance)
- About to launch external high level guidance
- Lots of communications!





R4RI beyond UKRI

Supporting wider adoption of R4R

- Funders group
- Alternative uses group (hiring and promotion)
- International workshop
- Future event on evaluation











Dr Louise Wood CBE, Director of Science, Research and Evidence at the Department of Health and Social Care (DHSC) National Institue for Health Research

Royal Academy

Funders joint statement: Exploring a shared approach towards a narrative CV

We commit to exploring a shared approach towards a narrative CV based on Royal Society's the Résumé for Researchers' (R4R).

We believe sustained excellence in research and innovation requires a range of contributions and recognition of those activities. Enabling the diverse R&D workforce to demonstrate who they are as individuals, and how they contribute to teams and the wider research and innovation endeavour, beyond grant and publication record, will transform who and what activities are valued. The R4R approach will help us ensure we are attracting and retaining the full range of the most promising research and innovation talent.

In addition, it will also help us to achieve the ambitions of the R&D Roadmap, Innovation Strategy, and R&D People and Culture Strategy, and more broadly, bring us into greater alignment with national and international commitments in this space. Working together will help us to deliver on UK Government ambitions of reducing bureaucracy by taking a cohesive approach across multiple funders.

We believe in the transformative power of collective effort and invite organisations across all sectors and countries, to join us in this ambitious endeavour.





UK Research and Innovation



Cheryl Moore, Director of Research Programmes Alyson Fox, Director of Research Funding Wellcome Trust



Résumé Library

- Launched March 2022
- Available on the UKRI website
 - Joint Funders Group

https://www.ukri.org/what-weoffer/supporting-healthyresearch-and-innovationculture/research-andinnovation-culture/joint-fundersgroup/



Résumé Library resources

These resources have been developed collectively by members of the JFG for the benefit of the wider research and innovation community.

Overarching high-level principles when using R4R-like CVs

R4R-like narrative CVs, as part of wider interventions, play a key role in shifting what is visible and valued in research and innovation, contributing to improvements in research culture. These high-level principles should guide all funders' use of these tools.

Read the overarching and high-level principles.

Shared evaluation framework

With the support of evaluation experts, this framework was designed by funders for use by all funders using R4R-like CVs. The findings will help inform revision and future development of the JFG resources, as well as build the evidence base on the use of R4R-like narrative CVs.

Read the shared evaluation framework.

Synthesis of use

The synthesis of use details current usage of R4R-like CVs by members of the JFG. These include:

- CV template synthesis and annotated R4R template
- applicant guidance synthesis



Thank you

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