What’s the story behind the £1.5bn research fund that’s changing the funding landscape?
What is it?

The Global Challenges Research Fund (GCRF) is a £1.5 billion fund to support cutting-edge research that addresses the challenges faced by DAC list—or developing—countries. It launched in 2015 when the Chancellor George Osborne promised that the research budget would rise from £4.7bn to £5.2bn by the end of the parliament (2020).

The extra £1.5bn came by shifting money from International Development. It therefore had to be to promote the long-term sustainable growth of countries on its Development Assistance Committee (DAC) list.

The Fund aims to:

- promote challenge-led disciplinary and interdisciplinary research, including the participation of researchers who may not previously have considered the applicability of their work to development issues;
- strengthen capacity for research, innovation and knowledge exchange in the UK and developing countries through partnership with excellent UK research and researchers;
- provide an agile response to emergencies where there is an urgent research need.

The Fund is not a single scheme, nor even a single funding body. Rather, it is given out through a wide variety of schemes through a range of funders, including the research councils, the British Academy and the Royal Society.

What do I need to do to get funding from it?

GCRF is not straightforward: there are important caveats and qualifications that all applicants should be aware of before they tentatively dip their toe in the GCRF waters.

ODA compliance

This is the key to the whole fund. Without being compliant with official development assistance (ODA) rules, your project will not even be considered.

"ODA needs to run through your project like the words run through a stick of Brighton rock. Wherever a reviewer chooses to bite, it should be clear immediately how your project is compliant.”

ODA compliance means that the funding has to be used to support the growth and welfare of some of the least developed countries in the world. The research doesn’t necessarily have to take place in these countries, but it has to be for their long-term and sustainable benefit. Therefore any GCRF application must make clear how the proposed project will ensure this. You must be specific, and think about the following:

- Which countries are involved and are they on the DAC list?
- What is the challenge for the local populations?
- How will your research address this challenge, and what impact will it have on the economic development and welfare of the local populations?
- What is your route to impact, and how will solutions be realised?

Just saying that you’re ODA compliant is not enough, either: you must have supporting evidence that demonstrates that you are. In addition, all work funded by the GCRF is expected to address the UN Sustainable Development Goals (SDGs). You should be aware of the SDGs that are relevant to your project, but don’t make tenuous claims to involve more than are relevant. Also, be specific about how you will meet the time-limited target of each of the relevant SDGs.

GCRF assessment criteria

While ODA compliance is the linchpin for a GCRF proposal, there are four further GCRF criteria for assessing an application.

1. Research excellence: excellence is essential, but does not have to be constrained by traditional methodologies. You should demonstrate that you are bringing together the necessary mix of skills, knowledge and expertise to solve the problem. Where possible, you should also include partners from low and middle-income countries, and ideally partners who may not traditionally work with each other.

2. Problem and solution focused: contextualise the problem, specifically for the countries you are working with, and demon-
need to do to get funding from it? 

What is the University doing to support it?

strat how you have worked with partners on the ground to understand the detail and the scale of it. For the solution, you must make clear that it’s co-created and not imposed by you. Once again, local engagement is paramount. If there is preliminary data to show viability, use it. If you’re targeting a relatively wealthy country on the DAC list, you should make clear how your work will benefit a vulnerable section of the population.

3. **Partnership and capacity building.** There should be a collaborative feel throughout your proposal, and you should avoid any top-down language or, worse, imperialistic overtones. Be specific about the role and contribution of partners and explain how the partnership was formed and how it will continue. In building capacity, show how both research and administration will be shared and highlight plans to develop technical and skills (including soft skills), encompassing possible training of colleagues from other countries in UK facilities.

4. **Likelihood of impact:** Think about who needs to know about your findings, and how you will make them accessible. Once again, partnerships are important in facilitating this. Going forward, how will the project be sustainable beyond the lifetime of the grant, and how will you continue to monitor and evaluate the work towards its effective impact? Finally be aware that impact can take many forms, including developmental, policy, capacity-building, and practice level.

**Due diligence**

You should broadly be aware that you need to be assured on three areas of oversight.

1. **Governance and control.** What systems are in place to control and deal with risks such as bribery, corruption and fraud? Are there appropriate ethical oversight and assurance procedures?

2. **Ability to deliver.** Have projects of a similar size and nature been successfully completed before? Is there a robust framework of management, training, monitoring, openness and data management?

3. **Financial stability.** Is there a team to manage the finances and are the systems in place to monitor and audit the award? Does it offer value for money? Operationally, is there the necessary banking infrastructure to handle the budget?

**Costing proposals**

Although the UK research-costing process and parameters are familiar to UK researchers, those of their partners may not be. It’s important, then, to understand how your partners’ costs have been calculated and how they can be evidenced. When it comes to reimbursing them, it can vary. UK partners’ costs are usually paid at 80 per cent of full economic costs. Overseas partners costs are typically 100 per cent, and sometimes an additional overhead of 20-30 per cent can be included. Always check what costs can be included, as some schemes allow students and equipment whereas others don’t. You should always include administration costs and allow for a lot of travel. The projects funded by the GCRF are usually complex and always global.

**Starting procedures**

Of course, submitting an application is only the beginning. Be prepared for when you receive notification of the award. There is sometimes less flexibility than you may be used to, and start dates tend to be fixed. Therefore there may be a short turnaround for the recruitment of staff and to complete due diligence processes. In addition a collaboration agreement is usually required right from the start.

**Project management**

As with the rest of the GCRF programme, project management tends to be more complex than for standard grants. Be prepared for stage gate reviews and additional project requirements. You should have in place a risk register, a financial management plan, a work plan for each work stream, a plan for governance and project management, and a monitoring and evaluation plan. GCRF was never going to be simple. With unusual structures and very specific expectations, there’s the potential for a huge administrative headache. It needn’t be so. If you go into it with your eyes open and prepared for the demands of a development project, it shouldn’t be too onerous. The fund only began to operate in 2015, so it’s still relatively young. Give it another five years and we’ll all wonder what the problem was.

Next: what is the University doing to support it?
what is the University doing to support GCRF?

The University has been working with Research England to put in place a number of initiative to support GCRF, including:

- **A programme of conferences, workshops and other brokerage events.** The first of these took place in July 2018 and we are currently talking to colleagues about what shape future events should take.
- **A GCRF Partnership Fund,** to enable and facilitate the creation and development of links between Kent and colleagues in ODA-compliant countries.
- **An Impact Development Fund,** to ensure that those who will benefit from our partnerships and research are integrated into any projects, and that the value of our research is maximised for end users.
- **A Global Challenges Doctoral Centre,** to support the next generation of researchers in linking with ODA-compliant countries.
- **Dedicated support in Research Services,** to make sure that we are fully compliant and that grant holders are supported in managing projects.
- **Support for administrators and managers** for exchanges and the sharing of knowledge with their counterparts in ODA-compliant countries.

Want to know more?


The article on the previous page was originally published in *Funding Insight*. To see the original longer version, go to: [http://bit.ly/RP-GCRF](http://bit.ly/RP-GCRF)

For help and advice on GCRF, email [globalchallenges@kent.ac.uk](mailto:globalchallenges@kent.ac.uk)
We didn’t publish an edition of Research Active in the Spring, so the details of awards on the next four pages are taken from 1 January 2018. The graph at the bottom shows our award value for the past five years, up until the end of 2017/18. It’s a disappointing fall after a highpoint last year, although the Sciences show a slight increase. However, we’re aware of some larger awards this year that will feed through into the statistics for 2018/19.

Since January almost two thirds of the funding has been won by the Sciences Faculty. The majority of the rest (32%) went to the Social Sciences, with Humanities having a relatively fallow period after a record year in 2016/17.

The largest funder was the EPSRC, which awarded Kent £1.9m through 11 grants, the largest of which was to John Batchelor (EDA), below. The BBSRC awarded £600k through two awards, and there was a strong showing from the learned societies: the Royal Society gave five awards and the British Academy eight. Of the charities, Leverhulme was most generous with 11 awards totalling £1m. If you’re interested in applying to Leverhulme, come along to our Grants Factory session on it (see page 14).

Overview of research funding

The charities, Leverhulme was most generous with 11 awards totalling £1m. If you’re interested in applying to Leverhulme, come along to our Grants Factory session on it (see page 14).

**Largest Individual Awards**

**Humanities**
*The Logic and Perception of Persuasion in Stoicism*
Dr Aldo Dinucci (visiting academic from Sergipe, Brazil) £74,000—British Academy

**Sciences**
*Formulating and Manufacturing Low Profile Integrated Batteries for Wireless Sensing Labels*
Prof John Batchelor £548,590—EPSRC

**Social Sciences**
The Biorhythm of Childhood Growth
Dr Patrick Mahoney £294,394—Leverhulme Trust

**Research award value 2013/14 to 2017/18**

![Graph showing research award value 2013/14 to 2017/18 for University, Sciences, Social Sciences, and Humanities]
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<td>Cardellicchio</td>
<td>Our Future Heritage. Mapping and evaluating conservation issues of contemporary architecture</td>
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<td>Dinucci</td>
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<td>Robinson</td>
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<td>Mulligan</td>
<td>Elucidating the conformational dynamics of the divalent anion sodium symporter family of transport proteins associated with age-related diseases and lifespan determination</td>
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<td>Rapid Serial Visual Presentation (RSVP) and Machine Learning for Face Composites</td>
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<td>Privacy-aware Personal Data Management and Value Enhancement of Leisure Travelers</td>
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<td>Batchelor</td>
<td>Formulating and Manufacturing Low Profile Integrated Batteries for Wireless Sensing Labels</td>
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<td><strong>Faculty of Social Sciences</strong></td>
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<td>Luckhurst</td>
<td>Assessing the delivery of BBC Radio Five Live’s Public service commitments</td>
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<td>Global Security Assemblages and International Law: a Socio-Legal Study of Emergency in Motion</td>
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Weick
Privacy-aware Personal Data Management and Value Enhancement (Psychology input)
Engineering and Physical Sciences Research Council (EPSRC)
£14,718

Wilkinson
Scion Neurostim donation
Scion NeuroStim
£18,025

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*The list given is for all awards of £1,000 or more. They do not include extensions or supplements*

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eastern arc

It’s a time of change for Eastern ARC, the institutional initiative that brings together the universities of Kent, Essex and East Anglia. The original cohort of students are now completing, and many of the leads and fellows at the three universities have taken on different roles and challenges. All three universities are keen to continue and develop the collaboration, and wish to appoint a Director to take this forward. The role was advertised in the late summer, but an appointment was not made in the first round. It will now be readvertised.

At the same time the Eastern ARC Officer at Kent has changed: Dr Sarah Tetley has become the Research Development Officer for the Social Sciences, and Dr Victoria Schoen has taken over the role (see p17).

Finally the plans for the annual conference are being finalised. It will take place at Essex on 16 November. The programme will be available shortly.

Want to know more?
To find out more about what’s going on, drop a line to Victoria Schoen: v.schoen@kent.ac.uk
With just five months to go until the UK is due to leave the European Union, there is still a lot of uncertainty about what it will mean to UK researchers. What do we know so far?

**There is a broad agreement in place.**

An agreement in principle was published the UK Government and the European Union on 8 December 2017. It confirmed that the UK will be able to participate in EU programmes (including those outside of H2020) between March 2019 (when the UK leaves) and Dec 2020 (when the current funding finishes).

**The EU and UK are working on the legal document to confirm this.**

This Joint Report will become the Withdrawal Agreement, and this isn’t finalised yet.

**There is an underwrite guarantee.**

This is a commitment by the government that it will cover the cost of any project funded before the end of 2020. This will only be needed if the legal document is not confirmed before we leave the EU.

**The Government has published a series of notes in preparation for a no deal exit.**

Whilst it still believes this will not happen, the Government is preparing people for the possibility with a series of ‘technical notices’. These are available via the link below.

Want to know more?

- Mailbox to contact BEIS with queries about Brexit: research@beis.gov.uk

URKCO will be visiting the University to take part in the Grants Factory programme: see p14.
On a mission

Horizon Europe takes shape

Proposal

The European Commission published its proposal for Horizon Europe, the successor to Horizon 2020, on 7 June 2018. Here are the main points from it.

It's bigger than ever

The EC proposed a €100bn budget for the period 2021-2027. This is made up of €97.6bn for Horizon Europe, and €2.4bn for Euratom, the nuclear research programme. That's a 30% increase on the €77bn for H2020.

It's an evolution, not a revolution

Unlike the move between the last few framework programmes, there won't be a major overhaul. There will still be three pillars:

- **Pillar I: Open Science.** This was known as 'Excellent Science' under H2020. It is the responsive mode part of the European funding, and includes the ERC, MSCA, and research infrastructures.
- **Pillar II: Global Challenges.** This is the former 'Societal Challenges' pillar. The current proposal is that there will be five:
  - Health
  - Digital and Industry
  - Food and Natural Resources
  - Climate, Energy & Mobility
  - Resilience and Security
- **Pillar III: Open Innovation.** Formerly known as ‘Industrial Leadership’, this is all about commercialisation and collaborations with industry. This is where the European Innovation Council (EIC), which was piloted under H2020, is due to take flight.

What now?

The proposal has gone to the European Parliament for consultation. MEPs have offered up 3,500 and these are being consolidated and merged. They'll go to the Industry and Research Committee (ITRE) by 6 November. At the same time there is a lot of lobbying and informal dialogue going on behind the scenes. If all goes well there will be a series of trialogues (between Commission, Parliament and Council) starting in the late autumn.

It will adopt a missionary position

The draft proposals suggest that the EC is keen on 'missions'. What don’t know what they are yet, but probably large, interdisciplinary ‘transformative’ collaborations. They will involve stakeholders from beyond the R&I community. They won’t be prescriptive (although they will still come under Pillar II rather than I).

It loves citizen science

There’s a strong populist narrative. For instance the missions ‘must be readily understandable to the public, captivating in nature, and therefore liable to incite the active engagement of concerned citizen groups.’ It’s not yet clear what form all this engagement will take.

It will innovate to accumulate

Innovation was moved centre stage for H2020 as part of the ‘Innovation Union’, and there was a pilot European Innovation Council (EIC). In Horizon Europe, the EIC becomes central, and the third pillar is built around it.

It's open wide

There’s been a push for open access since FP7, and the EU recently announced an agreement from a range of national funders (including UKRI) to strengthen requirements through 'Plan S.' Open access will be a key part of Horizon Europe, and the EU is due to build a €6.4m platform to help with this.

Want to know more?

To keep up with developments, sign up to the UKRO daily alerts: www.ukro.ac.uk

URKO will be visiting the University to take part in the Grants Factory programme: see p14.
36 academics have joined Kent between January and October. Join with us in welcoming them to the University, and take a moment to find out about their research interests.

Dr Godfred Afrifa (KBS): Small and Medium Enterprises (SMEs), access to finance, trade credit, working capital management, corporate governance, microfinance institutions.

Dr Gloria Appiah (KBS): Creativity, Creative Processes, Constraints, Small Businesses, Deviance.

Prof Samer Bagaen (Architecture): Urban & climate resilience, city diplomacy and wider engagement, urban gating, brownfield regeneration, community & neighbourhood planning.

Dr Aurélie Basha i Novosejt (History): 20th Century U.S. diplomatic history, civil-military relations, Cold War history, the Vietnam Wars.

Dr Zerrin Ozem Biner (SAC): state, violence, displacement, memory, Turkey and the Middle East.

Dr Peter Bus (Architecture): emergence and high-density urban environments.

Prof Andrew Clark (KBS): Happiness, subjective well-being, labour markets.

Dr Rose Cook (SPS): education & work, gender, quantitative methods.

Dr Alexandra Covaci (EDA): virtual and augmented reality, acquiring skills in virtual environments, multi-sensory media.

Dr Marta Farre Belmonte (Biosciences): genome evolution and the genetic changes associated with individual and species differences.

Dr Jamie Gruffydd-Jones (PolIR): authoritarian politics, nationalism, and international relations, focussing on China.


Prof Sheree Hussein (PSSRU): ageing demographics, long term care demands, care and health workforce and migration.

Dr Christiana Jordanou (Psychology): the use of drawing and dramatization to enhance young children and adults' eyewitness testimony.

Dr Delaram Jarchi (Computing): body sensor network, biomedical signal processing and machine learning.

Dr Kendall Jarrett (CSHE): teacher education, academic practice, and higher education leadership.

Dr Remzi Kafali (Computing): Dr Stephen Kell (Computing): programming languages and the systems that support them, including language runtimes and operating systems.

Dr Timothy King (KBS): Banks, Corporate Governance, Corporate Finance, Corporate Social Responsibility (CSR), Fintech, Risk-taking.

Dr Geoffery Kohe (Sports): the Olympic movement, national identity and public memory, politicizations of the body, and the production and governance of sport museums/heritage spaces.

Dr Ioannis Krasinikolakis (KBS): Electronic/Web Commerce, Consumer Behaviour, retailing and store design.

Prof Miltiadis Makris (Economics): optimal income taxation, dynamic tax competition, understanding the drivers of R&D investment, the study of strategic complementarities in macroeconomics, experimentation, auction theory, contract theory, and dynamic mechanism and information design.

Prof Nigel Mason (SPS): Astrochemistry, Environmental and atmospheric science, Plasma physics and Radiation chemistry.

Dr Erik Mathisen (History): the history of slavery and emancipation, the Civil War and the Reconstruction eras.

Dr Simon Moore (Biosciences): cell-free protein synthesis, DNA assembly and automation workflows in synthetic biology.

Dr Alexander Murray (SPS): designing organic molecules for electrochemical energy storage.

Dr Pushyarag Neelikkka Puthusserry (KBS): Internationalization of SMEs, International entrepreneurship, Innovation, Business models, Network relationships, Microfoundations.

Dr Jason Nurse (Computing): Human aspects of security, privacy and trust, Internet-of-things and Social media, Organisational cybersecurity, Insider Threats, Cybercrime.

Dr Vasileios Pappas (KBS): Banking, Islamic Banking, Efficiency, Financial Contagion, Realised Measures, Realised Volatility, Forecasting.

Dr Ji Won Park (KBS)

Dr Tomas Petricek (Computing): data science tools, functional programming and F# teaching.

Dr Edward Roberts (History): political, social and cultural change in Western Europe between c.850 and c.1050.

Dr David Rundle (History): palaeography and cultural history, medieval and early modern.

Dr Matthijs Wibier (SECL): the intellectual culture and literature of the Roman Empire, including Late Antiquity.

Evelyn Wyld (English): creative writing. Has previously written two novels, After the Fire, A Still Small Voice, and All the Birds, Singing.

Dr Qionglei Yu (KBS): International marketing and internal market orientation, brand management, consumer behaviour in tourism and cross-cultural research.
The creation of UKRI marks a significant shift for research and innovation in the UK, but it won’t result in a sudden and dramatic upheaval, according to Helen Cross, assistant director, and Rob Parsons, project manager, at the Department for Business, Energy and Industrial Strategy, who worked on strategic and practical issues ahead of the launch of the super-funder.

Councils remain autonomous

The seven research councils, Innovate UK and Research England, will each continue to operate autonomously within the organisation. “They will still be responsible for identifying priorities within their own areas and issuing and managing their own calls,” explains Cross. “The current allocation of the science budget between them will be maintained. Academics on the ground will see little change within their disciplinary areas.

Global challenges better coordinated

Being part of the same organisation should ensure more coordination, clarity and consistency between the autonomous councils. This will be particularly so for the Global Challenges Research Fund when UKRI takes on those programmes currently run by the research councils and Innovate UK.

Smaller councils won’t lose out

 Academics have voiced their concern that the smaller councils, such as the Arts and Humanities Research Council and the Economic and Social Research Council, may lose out to their bigger siblings. “That’s not the case,” stresses Cross. “If anything, working closely with the other councils gives them a stronger voice. The interdisciplinary calls we’ve had so far have emphasised the need to include social and cultural issues.” In addition the executive committee of UKRI—all the executive chairmen and chairwomen of the councils and other senior officers—will meet frequently to share intelligence, and members will be nominated to take responsibility for specific cross-cutting issues outside their disciplinary remit.

Basic research, dual support and Haldane

Challenge-led or mission-driven calls are the “approach du jour,” notes Cross, wryly. “But UKRI will continue to recognise and fund responsive-mode, blue-sky research. It’s essential that we maintain it as part of a balanced portfolio.”

There was some concern, when UKRI was announced, that a single body would compromise the principles of the dual-support system and the Haldane principle. However, Cross and Parsons reiterate that UKRI has no intention to change these. Indeed, both are safeguarded by the primary legislation that established UKRI.

Change not ruled out

While Cross and Parsons are clear that UKRI is an evolution rather than a revolution, there is no guarantee that things won’t change in the future. There is a Comprehensive Spending Review in 2020, and the size and allocation of the science budget will inevitably be reviewed as part of it.

Similarly, while there are no plans to further unify research council functions, UKRI is conscious of its requirement, as a public body, to prevent waste and ensure value for money. It will, therefore, continue to monitor its operations.

However, the importance of disciplinary knowledge is recognised. “The most appropriate people to inform and steer research and innovation in the UK are those who are practising it,” says Parsons. “UKRI can only succeed if they are engaged with it. We want to take the best of the current system, but give it a framework that will allow it to work in a more coordinated, interdisciplinary and agile way.”

Helen Cross and Rob Parsons are part of the shared UKRI/BEIS team responsible for the setting up of UKRI.

Want to know more?
This is an edited version of a longer article. The original is available here:
UKRI: https://www.ukri.org/
The Grants Factory is a series of workshops that develops the skills and inside knowledge necessary for writing successful applications. Led by academics and experts with experience in applying for, reviewing and assessing applications, the sessions are free and open to all at the University.


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<tr>
<th>Session</th>
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<td>Grant writing week</td>
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<tr>
<td>Cracking the ESRC’s Secondary Data Analysis Initiative Scheme</td>
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<td>01/11/2018</td>
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<td>Specific requirements and preparations for a GCRF bid</td>
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<td>Getting Wellcome funding for the social sciences and humanities</td>
<td>8</td>
<td>14/11/2018</td>
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<td>European funding after 2019: Brexit and Horizon Europe</td>
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<td>19/11/2018</td>
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<td>Succeeding with Leverhulme</td>
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<td>Essential elements of a successful application</td>
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<td>Costing a research proposal</td>
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<td>Writing a data management plan</td>
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<td>Using online platforms to disseminate and track your research</td>
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<td>Finding and working with partners outside of academia</td>
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<td>06/03/2019</td>
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<td>The GDPR and my research: what do I need to know?</td>
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<td>12/03/2019</td>
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<td>Who owns what and why: navigating copyright</td>
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<td>27/03/2019</td>
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<td>What is ‘open research’, and why should I care?</td>
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<td>Thinking creatively about alternative funding for your research</td>
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<td>Known unknowns: how to manage a funded research project</td>
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<td>Engaging the public with your research</td>
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<td>EPSRC Mock Panel</td>
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<td>AHRC Mock Panel</td>
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<td>What’s new at Wellcome for biomedicine?</td>
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The University’s Early Career Researcher Network was established to offer mutual support to academics at the beginning of their careers. As well as regular talks and workshops there are opportunities to meet other ECRs from across the University to share the highs and lows of getting started in academia.

There is no set definition of an ‘early career researcher’. For the Network, we used ‘five years from PhD’ as a starting point, and includes postdoctoral researchers. You may have had a more varied or circuitous route into academia, and might wish to join even if you fall outside this definition. You would be very welcome.


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<tr>
<td>Leadership: rising to the challenge</td>
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<td>Balancing the conflicting demands of academia</td>
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<td>28/11/2019</td>
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<td>Strategy, not scattergun: being more structured in applying for funding</td>
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<td>Career Planning for PDRAs</td>
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<td>18/01/2019</td>
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<tr>
<td>Coping with rejection</td>
<td>16</td>
<td>06/02/2019</td>
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<td>Using the media to publicise your research</td>
<td>18</td>
<td>20/02/2019</td>
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<td>Overcoming imposter syndrome</td>
<td>22</td>
<td>20/03/2019</td>
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<td>Developing resilience</td>
<td>22</td>
<td>21/03/2019</td>
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<tr>
<td>Transition to independence: seeking fellowships for PDRAs</td>
<td>27</td>
<td>22/05/2019</td>
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The University’s revised Strategy (‘Strategy Refresh’) was agreed by Senate in September. It is still to be agreed by Council, and some amendments are being made in preparation for this.

The new Strategy, known as Kent 2025, develops the existing Plan, but with some significant changes:

- **Our peer group**, with whom we benchmark our performance, has been tweaked, and now comprises Aston, Coventry, UEA, Essex, Exeter, Lancaster, Reading, Surrey, Sussex and York.
- **The number of institutional key performance indicators (KPIs)** has been reduced. There are now three for research and innovation:
  - To increase the number of highly cited (top 1% field weighted) publications;
  - To increase research grant and contract income/reduce the funding of internally supported research;
  - To increase the level of innovation income.
- **Targets** these are to be agreed by Executive Group.

**Signature areas**

A major part of the first of these priorities is to create and support signature themes. The associate deans for research have drafted a proposal as to how these can be identified and supported. It involves extensive consultation across the University, a call for themes, surgeries to discuss ideas, and brainstorming workshops, and a light touch submission and selection system. The Research and Innovation Board was supportive of this, and the final detail will be agreed once Council approves the Strategy.

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**researcher development support**

The Graduate School commissioned Dr Natalie James (Sussex) to undertake a review of the support for researchers at the University. The findings of the review recognised some good practice and a range of development opportunities, but highlighted some clear problems. These included a significant variance in the experience of researchers in different schools, a sense that some ‘fell through the cracks’ of support, a low level of engagement with existing provision, and a lack of core infrastructure. It recommended investing in research staff development, raising awareness and uptake of existing opportunities, supporting community building, providing tailored information and opportunities.

The Graduate School, in collaboration with Research Services and HR, would continue to try and provide a consistent level of training and help for researchers, but would make the case for additional resource for a dedicated support.

In the meantime, if any postdoctoral researchers want to engage with their colleagues and with University policy and support, there are three ways of doing so:

- Join the Early Career Researcher Network
- Volunteer to be a member of the Researcher Development Working Group
- Talk to the researcher rep on the Research and Innovation Board, Dr Becky O’Connor.

**Want to know more?**

- Details of the ECRN are on p15.
- To take part in the RDWG, contact Dr Helen Leech (h.leech@kent.ac.uk)
- Dr Becky O’Connor (r.o’connor@kent.ac.uk)
- To read the GS report, contact the Dean, Prof Paul Allain (graddean@kent.ac.uk)
It’s been a time of change in Research Services this year: A number of people have left, others have arrived and still others have changed their roles within the office. Here we track who’s moved on, who’s moved in, and who’s moved around.

### moving on

- **Dr Carolyn Barker** (Sciences Research Development Officer) has taken up a lectureship in the Centre for Higher and Degree Apprenticeships.
- **Lynne Bennett** (Humanities Research Development Officer) has retired.
- **Rob Goldsmith** (Deputy Accounts Manager) is moving to German with his partner.
- **Aurelija Povilaike** (Social Sciences Research Development Officer) has moved to Queen Mary’s University of London to become a Research Faculty Manager.
- **Zoe Wood** (Research Accounts Officer) has become the Research and Finance Officer in the School of Physical Sciences.

### moving in

- **Simon Clemmey** joins us as a Research Accounts Officer. He looks after SECL, SPS, SSPSSR, PSSRU and Tizard.
- **Dominic Keshavarz** is the Research Projects Finance Assistant, but is also a fabulous artist: See the drawing, right, and Google him!
- **Felicity Pryor** was previously a physiotherapist, and has joined us as a Research Grants Coordinator.
- **Victoria Schoen** is the new Eastern ARC Officer. She also works in SSPSSR as the Q-Step Project Officer.
- **Michelle Secker** is the Humanities Research Development Officer. She previously worked at Canterbury Christ Church.
- **Monika Struebig** comes to us from Queen Mary’s, where she was a Lab Manager. She is the Sciences Research Development Officer.

### moving round

- **Lynnette Maling** is going to take over from Rob Goldsmith as the Deputy Accounts Manager.
- **Dr Sarah Tetley** was the Eastern ARC Officer, but has taken over from Aurelija as the Social Sciences Research Development Officer.

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### recognising outputs from practice research

‘Practice research’ describes a process of investigation and publication that does not normally only result in writing, but also in exhibition, live performance or a multitude of other creative, embodied or digital formats. very different from traditional research. It takes place in multiple formats.

As a result it doesn’t necessarily sit well within traditional publishing formats. The Kent Academic Repository (KAR) is great for articles, books and conference papers, but not so good for outputs resulting from practice research.

We’ve been talking to investigators in this area. As a result the new Kent Data Repository gives us greater freedom to represent all types of research data, to validate research findings or outputs, and to provide context around it.

Support is also available to help manage all research data, from collection and use to sharing and publishing. At the same time we’re updating our policies and metadata to try and make our practices as inclusive as possible.

### What can you do to help us?

We want to hear from you about these changes. Can we improve how your research is being catered for? We want to do all that we can to ensure that it is, so that we make the most of your outputs.

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### Want to know more?

For more on the KAR and KDR, talk to the Office for Scholarly Communication [https://www.kent.ac.uk/osc/](https://www.kent.ac.uk/osc/)
How does GDPR affect my research?

The EU’s new data protection rules came into force on 25 May and will affect anyone processing personalised data. Sarah Dickson from the Medical Research Council explains what they mean for you.

The current legislation regulating data was drafted in the 1990s, before the widespread use of the internet and mobile devices. The European Union believes that it now needs to be strengthened, and its citizens given more protection and rights. The General Data Protection Regulation aims to do this, and to harmonise data privacy laws across Europe.

Who is affected?

All of us. We will have more rights over our personal data, and organisations using them will have more responsibilities when handling them.

What data are we talking about?

The GDPR applies to any personal data processed by organisations in the EU, and personal data of people in the EU that is processed anywhere.

Personal data means related to living people and from which they can be identified. This is very broadly defined and even includes data that have been pseudonymised, but not anonymised data.

Particularly sensitive data—such as data about health, political opinions, religious beliefs, or genetic or biometric data that are uniquely identifying—are classed as special categories of personal data, and require additional protection.

How does GDPR affect me as a researcher?

It shouldn’t impede research. Many existing processes that underpin good research practice are reflected in the new requirements.

The regulation requires you to be lawful, fair and transparent. To be lawful, anyone who processes personal data needs to comply with one of six ‘legal bases’ for doing so.

The appropriate one for university research is likely to be the ‘public task’ basis, where processing is necessary to perform a ‘task in the public interest’. Where special categories of data are processed, such as health data, an additional condition is needed. This is likely to be ‘necessary for scientific research in accordance with safeguards’.

Safeguards apply widely to the processing of personal data for research, not just for special categories. But don’t worry: the safeguards are probably already in place as part of current good practice. They include obtaining Research Ethics Committee approval, only processing personal data that is necessary, and anonymising or pseudonymising where possible. Data should be held securely, and those handling the data should be aware of the importance of confidentiality.

What about consent?

It can be understood in two ways: as one of the six lawful bases under GDPR, and as consent to take part in a research project because of ethical or other legal requirements. If you are using ‘public task’ as the lawful basis plus the research condition for special categories of personal data, you do not need to meet the ‘consent’ requirements of GDPR, such as getting reconsent from participants every two years.

You will still need to seek initial consent from participants to take part in your research project. This is for ethical or other legal reasons, such as disclosing confidential information in line with the common law of confidentiality.

So participants have dual assurance: the GDPR ‘public task’ reassures them that the organisation processes personal data for the public good, and the existing systems by which they consent to participate give them control over how their data are used.

Fair and transparent

Your research using personal data will also need to be fair and transparent. Fairness includes respecting participants’ rights and ensuring that personal data are used in line with their expectations.

Transparency is very important for fairness. You need to ensure transparency at both corporate and project level. Participants should clearly understand the research process and how their privacy will be protected. If you and your data protection officer do this in all materials, participants will understand the value of their data to the research endeavour, and have reassurance that their personal interests are being safeguarded.

Want to know more?

This article was originally published in Funding Insight. To see the original, and subsequent GDPR articles, go to: http://bit.ly/GDPRandResearch

For help and advice on GCRF,
Research evaluation has become routine and often relies on metrics. However, it is increasingly driven by data and not by expert judgement. The Leiden Manifesto sets out 10 principles for the measurement of research performance. It was adopted by Kent in April. What does it mean for you?

1: Quantitative evaluation should support qualitative, expert assessment.
Quantitative indicators are important, but will not supplant expert assessment of both research outputs and their environment.

2: Measure performance against the research missions of the institution, group or researcher.
While research is one key strand of the University Plan, many research outputs are aimed at a specific, and often non-academic, audience. Findings to research users. We commit to considering research outputs within the context of the centre, school, faculty, and University research environment and the original goals of the researcher.

3: Protect excellence in locally relevant research.
Many citation counting tools and other quantitative indicators are inherently skewed to English language publications. We celebrate the diversity of our researchers at Kent, and the international nature of much of our research and encourage publication in the appropriate language for the research users, whether academic, practitioner or the general public.

4: Keep data collection and analytical processes open, transparent and simple.
Where quantitative research quality indicators are used, we will aim for a balance between simplicity and accuracy. We will aim to use tools with published calculation methods and rules. A list of relevant measures, with their advantages, disadvantages and potential uses, is available through the Metrics Toolkit (box below).

5: Allow those evaluated to verify data and analysis.
We encourage researchers to question the indicators used in relation to their research outputs and to be empowered. Researchers should register for an ORCID iD to ensure consistent, reliable attribution of their work. Talk to the RS and the OSC (see box below) to ensure your details are accurate in KAR and external databases.

6: Account for variation by field in publication and citation practices.
We recognise that scholarly communication methods and timeframes vary widely between disciplines and quantitative metrics work better for some forms of research output than others. We will not promote the use of one measure over another and the availability of bibliometric or other data will not drive our decision making about research activities and priorities.

7: Base assessment of individual researchers on a qualitative judgement of their portfolio.
Research quality indicators are affected by career stage, gender, and discipline. We will take these into account when interpreting metrics. We recognise that academic staff undertake a wide range of research communication activities, not all of which can be easily measured or benchmarked. When assessing the performance of individuals, we will take this range into account.

8: Avoid misplaced concreteness and false precision.
Quantitative research metrics will be used as guides at Kent, not as decisive measures of the quality of a research output. Multiple sources will be used to provide a more robust and broader picture, taking into account variations in data. We will establish the context for the metrics used, and we will avoid using over precise numbers that give an illusion of accuracy.

9: Recognise the systemic effects of assessment and indicators.
In order to account for the inevitable incentives established by measuring particular aspects of research, a range of indicators will be used, and we will aim to be transparent in relation to the biases associated with particular sources.

10: Scrutinize indicators regularly and update them.
As the range and appropriateness of quantitative research indicators evolve, the ones we use will be revisited and revised.

Want to know more?
More on the Manifesto is available through the Office for Scholarly Communication.
- Leiden Manifesto: https://blogs.kent.ac.uk/osc/
- Metrics Toolkit: https://metrics-toolkit.org/
- ORCID: https://orcid.org/
Dude, who’s got my Twitter? 15 Jan 2018

It’s a fast moving world in the Twittersphere, and you have to be quick to bag the Twitter handle that is, well, your birthright. Which funders have missed out on their rightful Twitter name?

**Arts & Humanities Research Council:** @AHRC is, of course, Advanced Hyperbaric. But you knew that already, right? ‘A full-service recovery facility specializing in state-of-the-art hyperbaric oxygen therapy and effective alternative medical treatments and techniques’. Of course.

**British Academy:** @BA is owned by the somewhat forgotten Brian Adams. ‘Ppl tweet @ba and don’t even know why,’ he whimpers. He’s not tweeted since 2015. Oh Brian. We all love you. Come back.

**European Research Council:** @ERC is owned by Erika Crawford. Yes, *that* Erika Crawford. You know: 81 followers? Grew up in the Boston area? But now in New York? Yes, *that* Erika Crawford. She *loves* her sports teams, apparently. Go Pats/Sox/Celtics/Cardinal!

**Joseph Rowntree Foundation:** @IRF is the inimitable Josefina R of Montevideo, Uruguay. She’s working tirelessly for jPOS Consulting, which is, as I scarcely need remind you, ‘Developing Your Solutions to Mission-Critical Payment Card Transaction-Processing Software.’

**Medical Research Council:** @MRC is Mark Zacher. He comes across as someone who’s accusing you of spilling his pint. ‘Mind the details’, is all he says in his bio. Time to back away very, very slowly...

**Natural Environment Research Council:** @NERC is the international man of mystery in the world of misallocated Twitter handles. Nerc has been on Twitter since 2008, s/he’s never tweeted. No picture. Pretend you’ve never seen him/her. You already know too much.

**Royal Society:** @RS is, of course, RuneScape News. It’s got all the latest RuneScape News, apparently. And an impressive 11.8k followers. @UKRI, take note.

**Science & Technology Facilities Council:** No, not Swindon Town Football Club (who might share some personnel with STFC), but actually the mighty Jonathan Ebsworth, a longterm fan and therefore rightful owner of @STFC.

**UK Research & Innovation:** well, they do have some excuse, being the new kids on the block. @UKRI is Ukri Jubuhhu who hasn’t tweeted yet, but we’re expecting great things to come.

**UK Research Office:** Oh UKRO. The ultimate laggards of the UK research community on Twitter, they’ve only recently signed up. Unlike @UKRI, that’s Ukro, who signed up a decade ago, but has only accrued one follower since. And written four tweets. That’s quite some productivity. And finally, well @fundermentals is already taken too.

**University of Montevideo:** Yes, Skhumbuzoh Tytas beat me to it. ‘She nd He are my reason I live in this cruel world!!!’ he says. And you can’t argue with that.

**At home with the Gymiahs 9 Sept 2018**

Universities minister Sam Gyimah told the UUK Conference that universities had ‘not risen to the challenge’ of replacing research opportunities after Brexit. Now read on.

**Breakfast at the Gymiahs**

Sam is eating a bowl of delicious and flavour-some millet gruel. His son appears and gets a croissant from the bread bin.

**Son:** I hope you’re not going to eat that.

**Sam:** No. We’re Global Britain now. We don’t need Europe anymore. Our Glorious Leader has brought back some millet-based fermented porridge from West Africa. It’s delicious. As long as you hold your nose and swallow it quickly without it touching your tongue.

**Son:** I’m suddenly not very hungry.

**Sam:** [shaking his head]: I’m disappointed in you. You’re not rising to the challenge. I think you need to be encouraged to reach out to the others. I’ve invited some kids from Gibraltar and the Falkland Islands to come over and play. They will replace your friendships. It will encourage you to rise to the challenge. That’s important.

**Son:** But I liked my friends. And croissants.

**Sam:** Oh, son. I don’t think you realise. It’s the will of the people. Read more from the strong and stable breakfast here: [bit.ly/GymiahMillet](http://bit.ly/GymiahMillet)