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Amsterdam University of Applied Sciences

Towards a practice-oriented and scholarly-active culture:

The Research Career Wheel

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Introduction

The Research Career Wheel is a developmental concept that shows different routes along which research careers can develop within institutional and societal frameworks. Starting with the intrinsically motivated individual at the heart of the wheel, one's career grows outwards via different lines: from being a lecturer to assistant professor level through to associate and full professor levels. The wheel also points out some internal and external enablers that support career growth from a 'restricted' to an 'extended' research professional. These numerous and individual-oriented enablers offer a starting point of discussion on career growth: where do you stand and where does your organisation stand?
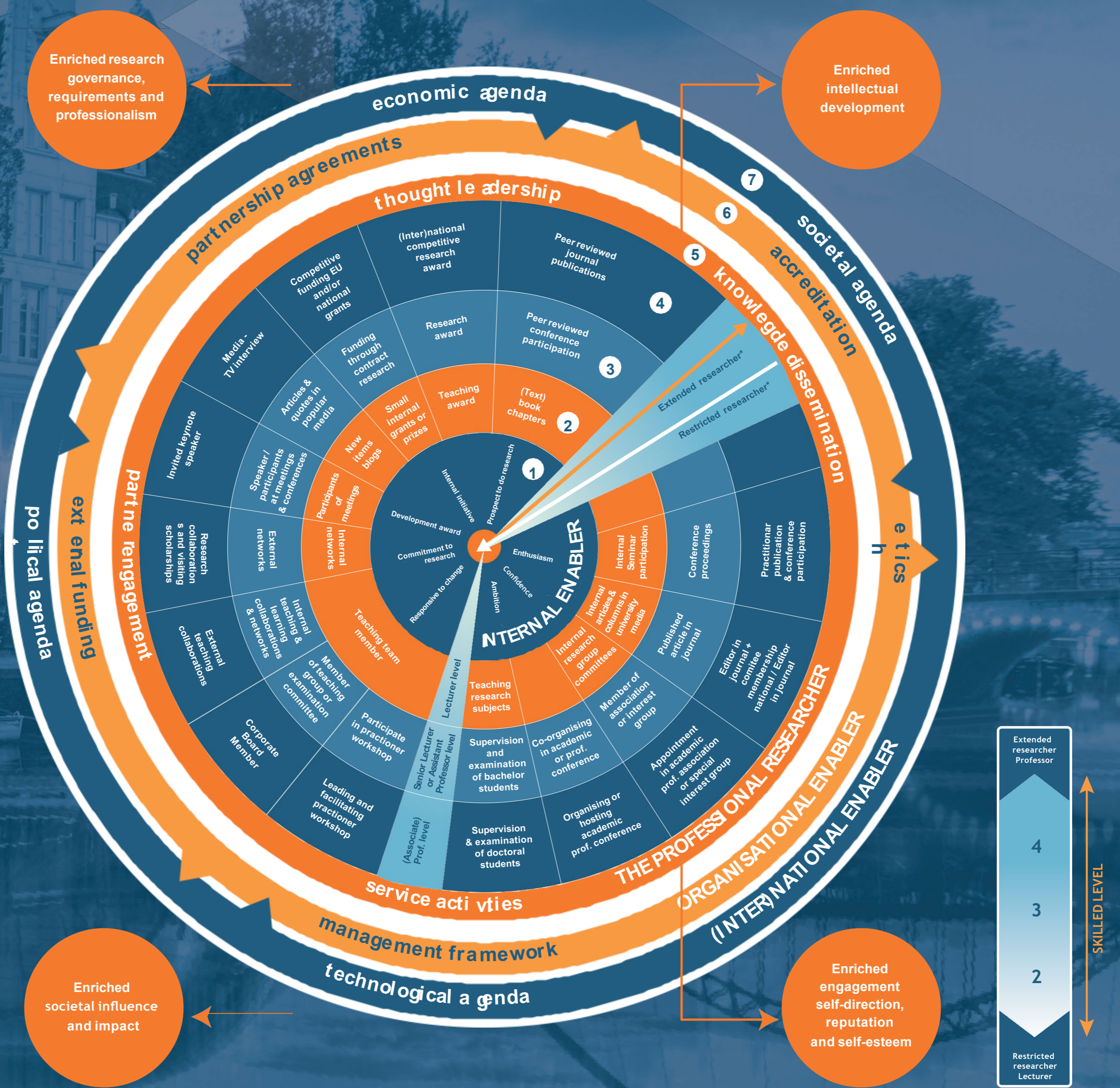
How to read the wheel

The Research Career Wheel illustrates how increased research quality can be achieved by developing the internal enablers first, helping researchers increase confidence and develop expertise with mentoring and encouragement from experienced teacher-researchers. The development of internal support is subsequently mapped to external enablers (conferences, presentations, funded fellowships, etc). Formal external bodies thus provide recognition of this professional development and this helps teaching-oriented universities such as universities of applied sciences to actively promote a culture of academic development. The wheel helps identify different activities and the next steps that enable growth and development.

References:

Evans, L. (2015) Enhancing the quality of research in Europe: theoretical perspectives on and guiding principles for researcher development. In A. Curaj, L. Matei, R. Pricopie, J. Salmi & P. Scott (Eds.) The European Higher Education Area: Between critical reflections and future policies: Part II, pp. 583-602, Dordrecht, Springer. (Also in Springer Open Access: http://link.springer.com/book/10.1007/978-3-319-20877-0)

For more general information:
https://www.amsterdamuas.com/amsib - https://www.amsterdamuas.com/carem - https://www.northumbria.ac.uk/

The Research Career Wheel diagram. Surrounding agendas and enablers: economic agenda, partnership agreements, thought leadership, societal agenda, accreditation, knowledge dissemination, ethics, political agenda, external funding, partner engagement, service activities, management framework, technological agenda. External enabler circles: Enriched research governance, requirements and professionalism; Enriched intellectual development; Enriched societal influence and impact; Enriched engagement self-direction, reputation and self-esteem. Core: INTERNAL ENABLER (Enthusiasm, Confidence, Ambition, Commitment to research, Responsive to change, Development award, Internal initiative, Prospect to do research). THE PROFESSIONAL RESEARCHER, ORGANISATIONAL ENABLER, (INTER)NATIONAL ENABLER.

Skill level bar: Extended researcher Professor 4 / 3 / 2 Restricted researcher Lecturer — SKILLED LEVEL

Creating Tomorrow

Linda Evans:

'Restricted' and 'Extended' Professionals
(adapted from Hoyle, 1975)

'restricted' professionals:

- adopt an intuitive approach to practice
- use skills derived from practical experience
- do not reflect on or analyse their practice
- are unintellectual in outlook and attitudes
- avoid change and are set in their ways

'extended' professionals:

- adopt a rational approach to practice
- use skills developed from both theory and practice
- are reflective and analytical practitioners
- adopt intellectual approaches to the job
- experiment with and welcome new ideas

Develop internal enablers first: build confidence and develop expertise

How to be scholarly active – adapt for professionals?

Participate
- Workshops for industry, practitioners
- Consultancy / Research projects
- Events (beyond AUAS/AMSIB)
- Conferences (academic & industry)

Exchange
- Visiting scholar (Erasmus+)
- Visiting teacher (Erasmus+)
- Collaborative learning / teaching projects

Create
- Courses for industry practitioners
- Workshops for industry practitioners
- Teaching material (for use beyond AUAS)
- Collaborative learning / teaching projects

Publish
- Articles in popular press, blogs
- Teaching cases
- Videos (on knowledge)
- Books / textbooks
- Academic papers

Lead
- Consultancy and/or research projects
- Be recognized as a knowledge leader (keynotes)
- Board member / appointments
- Receive awards, grant funding