*Table 3. Organisational accountabilities associated with research metrics*

|  |
| --- |
| Relational accountability: Setting departmental (rather than individual) research income targets; developing research groups/clusters to enhance collaboration; research mentoring processes to support research capacity; encouragement of pedagogic research.Performative accountability: *Traffic-lighting* academics according to research performance, action plan format, designating academics as ‘research probable/possible’, redundancy criteria foregrounded on REF under-performance; probationary criteria foregrounding REF outputs; Research outputs linked to the award of performance-related pay; specifying target journals for publication. |