UNIVERSITY OF
LIVERPOOL

**THE
ACADEMY**
Developing Liverpool

RESEARCHING

Report on
Making an Impact 2022

Table of Contents

List of Tables and Figures

List of Tables

List of Figures

Executive Summary

Planning and design

The planning and design of Making an Impact 2022 began in mid-October 2021, when a steering committee met to discuss potential sessions and facilitators, to ensure the overall aims and inclusivity requirements of the Series were successfully met. The committee had representation from a wide range of departments, career stages, networks, expertise and backgrounds, which included:

- Research Impact Officers from each Faculty
- Head of IP Commercialisation
- Head of Consultancy & Industrial Strategy
- Head of Research Policy
- Head of International Partnership Development
- Research and Partnership Development
- Research and Impact: Strategy and Policy
- Organisational developer
- Media Relations Manager
- Diversity & Equality Officer
- Race Equality Officer
- BAME network representative
- Disability and wellbeing adviser
- Postdocs /Research Staff Association
- Tenure Track fellow
- Development and Alumni Relations

Along with the ideas generated through engagement with the steering committee, feedback from participants and the Making an Impact Framework (discussed in more detail below) provided the foundation and direction from which the programme was designed ensuring that the Series continued to deliver high quality innovative events for all researchers and research related staff irrespective of career stage or discipline. The programme needed to build on resources already created in previous series as well as including new concepts and topics focused around research impact and knowledge exchange.

Taking place over 5 weeks from 9th May -10th June 2022, the majority of sessions were delivered online and enriched with asynchronous material and complimentary online resources. This year two of the five Keynote sessions were planned to be delivered in a Hyflex format, where participants and /or presenters could simultaneously attend in person or online. One panel discussion was also delivered in a Hyflex format and one workshop was delivered as an in person only event.

The Making an Impact Framework was revised for 2022 to continue to include a knowledge and skill axis based on the Knowledge Exchange Framework (Research England 2019 & Research England 2022) as well as the five innovation themes drawn from Innovate UK's action plan for business innovation (Research England 2021).

In accordance with the University's HR Excellence in Research Award (Section 3.1.4 of the University's 2020-2024 Concordat Implementation Plan), Making an Impact 2022 sessions were again also mapped against the Vitae Researcher Development Framework, which describes the knowledge, behaviour and attributes of successful researchers.

Regular participants and returning facilitators are increasingly familiar with the multi-disciplinary research-impact related knowledge, skills, attributes and competencies covered across the programme. However, to enhance this understanding further and to support those participants engaging with the Series for the first time, a brief guide on how to use the Making an Impact Framework to navigate the programme and FAQ's were developed.

New features for Making an Impact 2022

The 2022 programme was flexible and innovative (see Figure 0-1) and built on the resources and materials generated during previous Making an Impact Series, providing a variety of rich and topical sessions for returning participants and those engaging for the first time.

Making an Impact 2022 sessions were delivered by Vice Chancellors, the Metro Mayor of Liverpool, Chief Executives, leading academics, professional bodies, equity and diversity specialists, University of Liverpool alumni, research impact leaders, external and internal facilitators and consisted of a mixture of workshops, webinars, keynotes, masterclasses, panel discussions, and 1:1 career consultations. Over **100** external and internal speakers provided **66** development sessions, **60** of which were delivered live, with over **1320** registrations from **700** individuals (further details see Section 4).

Sessions were mostly delivered online, however new to this year, two of the five Keynote sessions and one panel discussion were planned to be delivered in a Hyflex format, where participants and /or presenters could attend in person or online. One of the Keynote sessions due to the speaker becoming COVID-19 positive a few days before the session became an online only event, however one Keynote session and panel discussion were delivered successfully in a Hyflex format. A Hyflex commitment developed before the programme started outlined our continued aspiration to innovate hybrid forms of practice.

Practice sessions prior to the start of the Series with the University of Liverpool IT services ensured that the engagement and participant experience was not compromised when sessions were delivered in a Hyflex format which is highlighted in the quote from one of the participants below.

> *"The hyflex set-up worked well in that as an off-campus viewer I could hear the questions asked in the room, see and hear the chair, and follow the slides and speaker with ease".*

The Making an Impact Framework is embedded into the design of the Series. As mentioned earlier in this document, the Framework was revised for 2022 (more details can be found in section 3).

Understanding the framework can help participants navigate the Making an Impact programme more effectively and enable researchers to engage with sessions that fit their research impact needs best. A simple guide was therefore included on both the webpages and the downloadable programme to ensure participants clearly understood how to use the Framework when deciding which sessions to register for.

A web based searchable programme was also developed to enable participants to search for sessions that were aimed at particular roles, and cover specific knowledge exchange areas and innovation themes. Related sessions and resources were also highlighted.

New to the 2022 programme were two "live podcast" sessions, which involved live discussions on the benefits of developing networks to support underrepresented communities and how to enthuse and connect with collaborators and partners. This engaging format was well received and both podcasts can be accessed as videos and audio only formats.

Accessibility and inclusivity, a central theme in the planning and delivery of the Making an Impact Series was built on this year by enabling closed captions in all online and Hyflex sessions and providing two BSL interpreters at all five Keynote sessions.

Making an Impact FAQ's were also created for Making an Impact 2022 and expanded to include information about the Series as a whole to provide a useful and comprehensive resource throughout the year.

15 of the live sessions were opened out to external audiences, which is more than any previous Series. Those that attended were from **35+** different institutions including Sumy State University in the Ukraine. **39** of the live sessions were recorded and made available on the Researcher hub, in less than a week after they were delivered for those that couldn't attend the live session or wanted to revisit the session. In just over 3 weeks, the recordings have been accessed in total **349** times which is greatly increased compared to 2021 where recordings were accessed in total 166 times over an 11-week period.

To gain insight into the best way to promote and advertise the Making an Impact Series "*How did you find out about Making an Impact 2022"* was added to the evaluation survey.

Making an Impact 2022 aims

The Series aimed to:
- Develop the practice of Liverpool researchers across all faculties, at all stages of their careers, by proving rich, varied, high-quality development opportunities.
- Develop Liverpool researchers for future roles in careers both within and outside academia.
- Stimulate conversations and encourage engagement with employers and leading industry professionals across different sectors.
- Develop an enhanced awareness of research impact and knowledge exchange and the relevant services and departments that can be accessed through the University to support engagement with different sectors.
- Deliver an inclusive and accessible programme as well as build on the resources and materials generated during previous Making an Impact Series, which will remain available beyond the Series.
- Understand and promote the importance of an inclusive, positive research culture and improved wellbeing.
- Utilise short term investment from HEIF Industrial Strategy funds for maximum return.

Communication and community

Twitter continues to be a useful format to enhance engagement and connect with participants and facilitators. Tips and action points can be shared during sessions and further broaden the reach of the Series, as exampled in the tweets from the Joy of Networking session (https://twitter.com/BakareBarleyLtd/status/1526515078601793536, https://twitter.com/BakareBarleyLtd/status/1526516794806116355 and https://twitter.com/BakareBarleyLtd/status/1526519758023184384)

The weekly Twitter competition and 'Gif' awards were once more part of the 2022 programme, participants were encouraged to tweet about each session they attended. One winner was selected each week and received The University Partnership Playbook: How to Build Strategic Research Relationships. The Gif awards also continue to be a useful format to acknowledge and thank the support and engagement of staff members and encourages the sharing of tips and insights gained during the event.

A special edition episode of The Academy's *Developing Practice Podcast* was recorded on "Digital Research and Innovation" a key topic of this year's programme. Each day of week four's pre-recorded sessions also included podcasts recorded last year to encourage continued access of resources generated in previous years.

Participants were also provided with access to a Teams channel which could be used as a social space to network and chat informally as well as a Kumospace virtual space to help facilitate engagement in an informal setting.

Evaluation

As described in previous reports, (2018, 2019, 2020, and 2021), the impact of the Making an Impact Series is evaluated using the Kirkpatrick model of evaluation (Kirkpatrick, 2009). The evaluation outlined in this document consists of a post-6-month point evaluation of Making an Impact 2021, which fed into the planning of the 2022 programme and primary data from an evaluation survey administered after each session during Making an Impact 2022 and to all participants at the end of the programme.

Participants' qualitative evaluations (n=127) of the extent to which Making an Impact 2022 achieved its stated objectives are extremely positive and indicated that the Series continues to influence the development of participants practice, year on year. Key themes are summarised in the Table 0-1.

Table 0-1: Making an Impact 2022 objectives and key themes taken from participants evaluation feedback

Making an Impact 2022 Objective	Key themes arising from participants' evaluation feedback
Develop the practice of Liverpool researchers across all faculties at all stages of their careers by proving rich, varied, high-quality development opportunities.	• Informative and inspirational. • Opportunities that promoted reflection on where individuals, are up to and where future possibilities lie and how to turn possibilities into realities. Provoked further thinking. • Enabled learning of new skills and engagement with staff across the University.
Develop Liverpool researchers for future roles in careers both within and outside academia	• Demonstration of successful career paths outside of academia. • Provided opportunity to reflect on the transferability of the skills and abilities of researchers that can be used beyond academia. • Highlighted how to showcase strengths and skill sets.
Stimulate conversations and encourage engagement with employers and leading industry professionals across different sectors	• Encouraged creative thinking and provided opportunities to engage with professionals from different sectors. • Insights and practical tips to create meaningful collaborations and how to build and sustain networks • Provide industry perspective on working with Universities
Develop an enhanced awareness of research impact and knowledge exchange and the relevant services and departments that can be accessed through the University to support engagement with different sectors.	• Increased confidence in preforming role due to enhanced awareness of services available and general understanding of terms and previously unknown concepts. • Understanding of different roles in the University and the people to contact to support research impact.
Deliver an Inclusive and accessible programme as well and build on the resources and materials generated during previous Making an Impact Series which will continue to remain available beyond the Series.	• Combination of timetabled interactive online live sessions, with pre-recorded sessions that can be engaged with at any time. • Flexible, short sessions were more accessible in terms of managing work-life balance.
Understand and promote the importance of an inclusive, positive research culture and improved wellbeing.	• Proactive discussions on topics that are relevant to the working environment of researchers. • Panel discussions and keynote sessions facilitated by people from different backgrounds and cultures. • Clear overview on issues relating to inclusivity
Utilise short term investment from HEIF Industrial Strategy funds for maximum return	• Building on the understanding of Knowledge Exchange and the role researchers play. • Sharing best practice, practical tips and advice from those already engaged and successful in knowledge exchange activities. • Encouraging participants to engage in policy and consultancy.

Figure 0-1: Making an Impact 2022 programme of activity (Front page, Week 1, Week 4 & the back page)

This figure shows the front page (A) Week 1 (B) Week 4 (C) and the back page (D) of the programme. The front page provides an image of the revised Making an Impact Framework and a brief guide on how to use the framework to navigate the programme. Each live session is linked to its specific Eventbrite page for registrations and stated not only the time and length of the session but also any breaks that would take place. As well as a description of the format of the session (webinar, workshop etc), each session had coloured square(s) and letters which represented the different innovation themes and knowledge skills and axis covered in this session. Week 4 (C) was made up of 6 pre-recorded sessions, they were timetabled into the programme but could also be accessed at any time by clicking the link. This page was a different colour to the other four weeks of the programme to visually emphasize that the format of this week was different to the others. Sessions that were delivered in a Hyflex /in person only format were also a different colour. Any online resources or podcasts could also be linked to from each individual session as well as linking through to any timetabled pre-recorded sessions that were complimentary to a particular live session. Each page covered a full week of the programme, the final page (D) provided a brief description and links to the playlist, further resources, podcasts, framework, a searchable

programme and the Teams social space. Where possible, mid-session breaks were also indicated on the programme for relevant sessions.

Figure 0-1 (A)

Figure 0-1 cont. (B)

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Making an Impact 2022

#UniLivImpact22 | 9 May – 10 June

MONDAY 23 MAY

The UNESCO open science recommendations – how they help you achieve impact or 193 countries can't be wrong
(Workshop)
9:30-10:00
A C G

Mastering complex research projects? How to enthuse your key stakeholders for impact
(Live Podcast)
10:30-11:15
A B C D G

Keynote: The Road from COP26. How innovation is leading the way
(Keynote)
14:00-15:30
A B C E

TUESDAY 24 MAY

Your KE to the door! Knowledge Exchange and the Partnering Toolkit
(Face to Face Workshop)
10:00-11:30
A B C D E F G H W4

Keynote: Knowledge exchange - a funders perspective
(Keynote) (Hyflex – face to face and online)
14:00-15:00
A B C D E F G H W4

WEEK 3
23 – 27 MAY

WEDNESDAY 25 MAY

The art of listening
(Workshop)
9:30-10:15
A B C D G H

From Liverpool to Impact: Panel discussion on business development and collaboration
(Panel Discussion)
12:00-13:00
A B C D G H W4

Leveraging Your Transferable Skills for the Future
(Workshop)
13:30-15:00
5 mins break after 45mins
A B C D G H

1:1 Career consultations
(2 individual sessions for 2 people)
15:30-17:00
D

THURSDAY 26 MAY

How to develop an entrepreneurial mindset
(Workshop)
10:00-12:00
10 min break half way through
B D E F H

Evaluating Impact: Going above and beyond the evaluation form
(Workshop)
13:00-15:00
10 min break half way through
C D G

1:1 Career Consultations
(2 individual sessions for 2 people)
15:30-17:00
A B C D

FRIDAY 27 MAY

Designing publication quality figures & graphics
(Masterclass)
9:30-12:30
20 min break half way through
B D H

From Liverpool to Impact: Career from academia to industry
(Webinar)
14:00-15:00
A B C D E F G

KEY

KNOWLEDGE AND SKILLS ELEMENTS
- A Research partnerships
- B Working with business
- C Working with the public and third sector
- D Skills, enterprise and entrepreneurship
- E Local growth and regeneration
- F IP and commercialisation
- G Public and community engagement
- H Personal and professional research impact skills

Resources
Podcast
Link to event
W4 Link to week 4

INNOVATION THEMES

| FUTURE ECONOMY | GROWTH AT SCALE | GLOBAL OPPORTUNITIES | INNOVATION ECOSYSTEM | GOVERNMENT LEVELS |

Figure 0-1 cont. (C)

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Making an Impact 2022
#UniLivImpact22 | 9 May – 10 June

WEEK 4
30 MAY – 1 JUNE

The sessions in this week are pre-recorded. They are timetabled into the programme but can also be accessed at anytime by clicking on the link.

MONDAY 30 MAY

Keynote: Knowledge Exchange Framework and future KE strategy presented by Dr Hamish McAlpine and Sarah Jackson
(Keynote)
10:00-11:00

A B C D E F G

The ins and outs of research blogging Podcast
(Podcast)
14:30-15:00

A B C D G

TUESDAY 31 MAY

Keynote: Global Research Collaboration & Innovation: Future Opportunities/Challenges presented by Professor Graeme Reid
(Keynote)
10:00-11:00

A B C D E F G

How to develop and strengthen international partnerships in a world with less travel? Podcast
(Podcast)
14:30-15:00

A B C G

WEDNESDAY 1 JUNE

Keynote: Collective Knowledge Economy: Leading, Building & Co-constructing a Revitalised R&D system presented by Dr Karen Salt
(Keynote)
10:00-11:00

A B C D E F G

Engaging with policy makers Podcast
(Podcast)
14:30-15:15

A B C D E F G

KEY

KNOWLEDGE AND SKILLS ELEMENTS
A Research partnerships
B Working with business
C Working with the public and third sector
D Skills, enterprise and entrepreneurship
E Local growth and regeneration
F IP and commercialisation
G Public and community engagement
H Personal and professional research impact skills

Resources
Podcast
Link to event
W4 Link to week 4

INNOVATION THEMES

FUTURE ECONOMY	GROWTH AT SCALE	GLOBAL OPPORTUNITIES	INNOVATION ECOSYSTEM	GOVERNMENT LEVELS

9

Figure 0-1 cont (D)

Making an Impact 2022

#UniLivImpact22 | 9 May – 10 June

UNIVERSITY OF LIVERPOOL

FAQ's

The FAQ's page provides answers to common questions and further information about the Making an Impact Series, including what is new for this year, how to join sessions and networking and social media.

➡

Playlist

A special Making an Impact 2022 playlist of motivational songs has been created which can be accessed here.

➡

Development resources

Additional Making an Impact 2022 development resources that can be explored at any time outside of normal session times as well as many varied resources from previous Series, can be found here.

➡

Podcasts

Making an Impact 2022 Podcasts will be available here.

➡

Programme and networking

Further details regarding the Making an Impact programme and networking opportunities is available here.

➡

A Team channel has been set up as a social space for you to network and chat informally throughout the whole of Making an Impact 2022 and will be available here.

➡

As well as a Kumospace virtual space to help facilitate engagement in an informal setting and that emulates sharing the same physical space as others.

➡

Competitions, Recognition and Value opportunities

Information about Making an Impact 2022 Competitions, Recognition and Value opportunities are available here.

➡

Researcher Development RoadMap

The Researcher Development Roadmap has been designed to help researchers navigate the wealth of online content now available to support career development and progression and is intended to simplify access to topics, materials and resources linked to key development themes and available in a range of accessible formats.

➡

The Academy

The Academy promotes and enables every researcher to access high-quality development opportunities in leadership and management, research, education and professional practice. We work with partners across the University of Liverpool and beyond to achieve the highest standards of excellence. Find out more here.

➡

THE ACADEMY
Developing Liverpool

Register for sessions on The Academy's website:
www.liverpool.ac.uk/researcher/making-impact/2022

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1. Context

As outlined in previous Making an Impact reports in 2018, 2019, 2020, and 2021 the annual Making an Impact programme of events led by The Academy was developed to provide researchers and research related staff across all career stages and disciplines access to development activities focused around research impact and knowledge exchange.

The Series was initially designed around the Industrial Strategy priorities focusing particularly on four of the five foundations (DEBIS 2017) which included; Ideas, Skills, Business environment and Communities. In 2021 the Industrial strategy transitioned into the Plan for Growth (Policy paper published March 2021) which involved three pillars: Infrastructure, Skills and Innovation (Build back better, March 2021 p.10).

The design and delivery of Making an Impact 2022 and topics included in the programme encompass the key foundations and pillars outlined above, in particular; skills, innovation and communities. The Series facilitates the development of high-quality skills, creative ideas and technologies and encourages lifelong learning. It also enhances the capabilities and impact of multi-disciplinary researchers to drive national and international collaboration and advance the communities within which they are based.

The University remains unremitting in its focus on supporting research staff to foster and articulate the strengths and skills that focus on multiple pathways for success and is also fully committed to the implementation of the principles of the Concordat to support the career development of researchers, these principles set out clear standards that research staff can expect from the University, as well as their responsibilities as researchers, working in a supportive and stimulating environment.

The personal and career development of researchers is a key element of the Concordat, and includes specific individual, institutional and funder obligations to "provide opportunities, structured support, encouragement and time for researchers to engage in a minimum of 10 days professional development pro rata per year, recognising that researchers will pursue careers across a wide range of employment sectors" (Vitae, 2019, p.6).

Now in its fifth year, the Series has involved over 400 external and internal colleagues providing over 180 sessions that over 2000 individuals have engaged with from 35+ institutions. Engagement with the resources generated from the Series has also grown each year, broadening the reach and accessibility of the Series as a continuous programme that can be accessed at any time. Sessions enable staff to think about their research impact, how it can be conceptualised, enriched, supported and sustained.

2. Aims and Objectives of Making an Impact 2022

Published annually the Knowledge Exchange Framework (KEF) led by Research England enables universities to better understand and improve their own performance in knowledge exchange. It also provides businesses and other stakeholders with further information on the expertise of universities.

The first iteration of the KEF was published in March 2021 and subsequently reviewed by Research England including input from the sector and other users. In February 2022 the outcomes of the review were published and proposed technical changes to be made for the second iteration (KEF2). The review indicated that KEF demonstrates the very significant contribution made by English Higher Education Providers to the economy and society and that the seven perspectives used in the first iteration of the KEF will continue to be used in KEF2 which ensures that a broad range of KE activities are represented (Research England, 2022).

The seven KEF perspectives include Research partnerships, Working with business, Working with the public and third sector, Skills, enterprise and entrepreneurship, Local growth and regeneration, IP and commercialisation and Public and community engagement and are incorporated into the Making an Impact Framework (for further details, see section 3) which is embedded in the design of the Making an Impact programme.

The University of Liverpool attained a top 20% position in Working with Business, Research Partnerships, and Public and community engagement in the results published from the first iteration of KEF. As in 2021, a key consideration in the planning of Making an Impact 2022 was to build on the KEF results and support the development of areas that the University didn't score as highly on.

An objective of the Making an Impact Series is to support researchers in demonstrating the academic, economic, environmental and societal impact of research at the University which have become integral factors in securing funding through Government and Research Councils. As well as encouraging engagement and collaboration with sectors outside of academia, nurturing innovative thought and the development of entrepreneurial skills and importantly providing increased awareness of the services and expertise participants have access to within the University to enhance their research impact.

As in previous years, the objectives of Making an Impact 2022 were defined as follows:

- Develop Liverpool researchers for future roles in careers both within and outside academia.
- Stimulate conversations and encourage engagement with employers and leading industry professionals across different sectors.
- Develop an enhanced awareness of research impact and knowledge exchange and the relevant services and departments that can be accessed through the University to support engagement with different sectors.
- Deliver an Inclusive and accessible programme as well and build on the resources and materials generated during previous Making an Impact Series which will continue to remain available beyond the Series.
- Understand and promote the importance of an inclusive, positive research culture and improved wellbeing
- Utilise short term investment from HEIF Industrial Strategy funds for maximum return.

3. Making an Impact 2022 revised Framework

The Making an Impact Framework is embedded into the design of the Series, ensuring that multi-disciplinary research-impact related knowledge, skills, attributes and competencies are covered across the programme. For Making an Impact 2022, this framework was revised (see Figure 3-1).

The revised framework continues to bring together key aspects of Research England's 'Knowledge Exchange Framework' (KEF) as well as now incorporating Innovate UK's 'Action Plan for Business Innovation'. In so doing, the Making an Impact Framework supports researchers in developing a broad range of knowledge-based interactions (not only within the University of Liverpool but also the wider community) which result in economic and social benefits.

KEF is a key element of Research England's benchmarking of Universities and seeks to quantify and celebrate the many different ways universities in England interact with the wider world.

The knowledge and skills axis part of the Making an Impact Framework drawn from the seven KEF perspectives provides insight into the broad range of Knowledge Exchange activities researchers can engage with and are listed below.

- A. Research partnerships
- B. Working with business
- C. Working with the public and third sector

D. Skills, enterprise and entrepreneurship
E. Local growth and regeneration
F. IP and commercialisation
G. Public and community engagement

Personal and professional research impact skills (H) was also added as part of the knowledge and skills axis to comprehensively describe the activities researchers could engage with.

The activities outlined above can be covered by five innovations themes drawn from Innovate UK's action plan for business innovation (Research England 2021). Understanding and aligning activities that are also recognised to support business innovation helps researchers to fully understand the impact their research can make to society.

The five themes are listed in the table below.

Table 3-1: The five innovation themes from Innovate UK's action plan for business innovation and topics covered by the themes.

Theme	Topics covered by the theme
Future economy	- Tackling wider adverse environmental impacts - Health and wellbeing - Creating and benefitting from advance in technology - Horizon scanning
Growth at scale	- Leadership skills - Commercial capabilities - Business-led collaborations
Global opportunities	- International opportunities - Global challenges
Innovation ecosystem	- Commercialisation - Collaboration - Project management and design
Government levers	- Intellectual property - Policy

By mapping all sessions to the Making an Impact Framework, researchers can clearly see how each session can provide insight into a particular knowledge exchange area(s) (such as IP and commercialisation) as well as how it will provide information and understanding that can be applied to the principles and values that have a positive impact on business success (Growth at scale – commercial capabilities).

As well as the Making an Impact Framework outlined above, all sessions are also mapped against the Vitae Researcher Development Framework (Appendix 1) to enable research staff, in particular, the talent pipeline of ECRs to explore all aspects of being a researcher, identify their strengths, prioritise areas for professional development and have productive career development discussions with their managers and/or mentors.

A guide on how to use the Framework to navigate the Making an Impact programme is provided on the downloadable programme and as part of the FAQ's

Figure 3-1. The Making an Impact 2022 Framework

Illustrated on Figure 3-1 above are the innovation themes (outer coloured circles and lines) and the seven knowledge and skill perspectives of the KEF (A-G) as well as personal and professional research impact skills (H) to help participants understand and frame their engagement in the Making an Impact 2022 programme. Elements of the Making an Impact 2022 Framework that are relevant to each activity were indicated within the programme to enable participants to build a tailored experience based on research impact needs, ambitions and interests.

4. Key Numbers

Making an Impact is open to all researchers and research related staff at all stages in their career and across all faculties. A breakdown of both the faculties and roles of those that attended sessions across the 25 days of development highlighted engagement was achieved in all faculties. Compared to Making an Impact 2021, there was an increase in the % Mid-career researchers participants (2% from 1% in 2021), Postgraduate researchers (24% from 15% in 2021) and participants from HLS (31% from 28% in 2021; See Figure 4.1).

Figure 4-1 Key numbers from Making an Impact 2022

The figure above highlights key numbers from Making an Impact 2022. It includes the number of registrations (total 1307), sessions (60 live & 6 pre-recorded), facilitators (100), resources (39 recorded sessions and 3 podcasts) breakdown of faculties (27% Humanities and Social Sciences (HSS), 19% Professional services, 23% Science & Engineering (S&E) and 31% Health and Life Sciences (HLS)) and role (18% Academic Teaching and Research, 5% Early Career Researcher, 2% Mid-Career Researcher, 24% Post Graduate Researcher, 3% Principal Investigator/managers of researchers, 22% Professional service, 22% Postdoctoral researchers, 1% Clinical Research Staff and 3% Other). The breakdown of participation by Faculty and role for each session is indicated in Table 4-2. Further information about Schools and Institutes can be found in Appendix 2

The audio Making an Impact podcasts are specials recorded as part of the Developing practice podcast series. This year two of the podcasts (The Joy of Networking and Mastering complex research projects? How to enthuse your key stakeholders for impact) were delivered live as part of the programme. The recordings of both of these podcasts are available both as video and audio only formats.

The title, topic and number of plays per podcast is stated in the table below.

Table 4-1 *Making an Impact podcasts*

Title of Podcast	Topic	Number of plays
The Joy of Networking	In this podcast, hosted by Karishma Asher, listeners will follow the journey of Ayo Barley, as she set up and developed a network for Black, Asian and Minority Ethnic researchers, professional services and academic teaching staff during the Covid-19 pandemic, done against the backdrop of the Black Lives Matter movement.	105
Mastering complex research projects? How to enthuse your key stakeholders for impact	In this podcast, hosted by Dr Carly Deering. Natacha Wilson founder and director of Cambridge Insights, discusses and provides tips on how to enthuse and connect with collaborators, partners and more.	26
Digital Research and Innovation	In this podcast, hosted by Anthony Mtitimila, we chat with Andrew Borland and Prof Daniel Arribas-Bel about how University led research and innovation is transforming cities.	46

Recording of live sessions and Making an Impact related resources

39 of the live sessions were recorded and made available on the Researcher hub, within week of them being delivered for those that couldn't attend the live session or wanted to revisit the session. In just over 3 weeks, the recordings have been accessed in total 349 times. The number of times each individual session has been accessed can be found in Appendix 3

The majority of sessions are enriched with asynchronous material and complimentary online resources which can be found on the Researcher hub and are themed by key research-impact objectives which include;

- Boost your academic research impact and knowledge exchange potential.
- Capture and share information and evidence relating to research impact.
- Develop the reach of your research activity, interdisciplinary exchange and collaboration.
- Contribute to a positive and inclusive research culture.

In the five weeks of the Series as well as the week leading up to the start of Making an Impact 2022, these pages received 799 hits and will remain as a permanent resource throughout the year. A breakdown of hits per theme can be found in Appendix 3.

Table 4-2: Making an Impact participation by Faculty and Role

List of Abbreviations:
UoL – University of Liverpool
HLS – Health and Life Sciences
SE – Science and Engineering
HSS – Humanities and Social Sciences.
PGR – Postgraduate Researcher
ECR- Early career researcher
ATR – Academic, Teaching and Research Staff
MCR- Mid-Career Researcher
PI – Principal Investigator/Managers of researchers
PS- Professional Services Staff
CRS – Clinical Research Staff

Session (all are hyperlinked to the respective eventbrite pages)	Ticket type		Faculty/Service					ROLE								
	UoL Participant	non UoL participant	HLS	SE	HSS	Central Services	Other	PGR	Post-Doc	ECR	ATR	MCR	PI	PS	Other	CRS
Leading change and innovation in research and beyond	15	0	4	3	3	2	0	4	5	0	1	0	2	4	0	0
Informational interviews – discover what they are and their value	27	20	11	2	9	2	1	9	24	5	5	2	0	4	0	1
1:1 Career Consultations - Paul Gaunt	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1:1 Career Consultations - Paul Gaunt	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Showcasing the impact of research and scholarship across disciplines	11	0	0	1	8	1	1	3	3	0	1	1	0	2	1	0
1:1 Career Consultations - Paul Gaunt	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1:1 Career Consultations - Paul Gaunt	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Research Commercialisation: Success Stories & Best Practice	20	0	3	11	3	1	1	6	5	0	4	3	1	2	1	0

Session (all are hyperlinked to the respective eventbrite pages)	Ticket type		Faculty/Service					ROLE								
	UoL Participant	non UoL participant	HLS	SE	HSS	Central Services	Other	PGR	Post-Doc	ECR	ATR	MCR	PI	PS	Other	CRS
Inclusive Leadership	14	0	4	2	2	2	4	1	2	0	2	0	1	5	3	0
Employer panel session – hear directly what skills employers want	23	19	7	3	6	1	0	7	27	5	1	0	0	2	1	0
1:1 Career Consultations - Denise Chilton	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
1:1 Career Consultations - Denise Chilton	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
1:1 Career Consultations- Gary Reed	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
1:1 Career Consultations- Gary Reed	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex changes everything: exploration of sex and gender in research design	10	0	5	1	4	0	0	3	1	2	2	0	0	2	0	0
Consultancy: how applying your expertise can help generate impact and raise your profile	17	0	5	3	7	0	1	3	7	3	4	0	0	2	1	0
1:1 Career Consultations - Denise Chilton	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
1:1 Career Consultations - Denise Chilton	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
From Liverpool to Impact - Notes from a patent attorney: IP and innovation careers for researchers	12	15	3	6	1	2	0	10	4	1	4	0	1	7	0	1
From ego-systems to eco-systems through successful collaborations	10	1	3	1	5	1	0	3	2	2	1	0	0	3	0	1
Research Funding Opportunities for all through Research Professional	24	0	6	6	8	0	1	5	7	1	4	0	1	4	2	1

Session (all are hyperlinked to the respective eventbrite pages)	Ticket type		Faculty/Service					ROLE								
	UoL Participant	non UoL participant	HLS	SE	HSS	Central Services	Other	PGR	Post-Doc	ECR	ATR	MCR	PI	PS	Other	CRS
1-to-1 surgeries: IP Commercialisation (HLS & S&E)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Making data part of the story - follow FAIR data principles to increase your impact	16	0	7	3	5	0	1	9	4	4	0	0	0	0	0	1
The art of creating connections and networks for effective collaboration and impact.	26	0	9	5	5	2	2	6	7	2	2	1	0	8	0	0
From Liverpool to Impact - Professional Insights from a career in Private Industry in Asia	16	2	5	3	4	0	0	9	5	1	1	0	1	1	0	0
The joy of networking	12	1	5	2	2	1	2	4	3	0	1	0	0	3	2	0
Policy briefings: Writing, publishing and promoting policy-focused research notes	24	6	12	2	8	0	0	10	9	2	6	0	2	1	2	0
1:1 Career Consultations	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0
1:1 Career Consultations	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Keynote : Building a culture of innovation	22	21	9	4	4	1	1	8	6	1	10	2	3	11	3	2
Involving patients and the public in improving research - COMET Programme	27	0	17	2	0	1	4	3	3	3	3	3	2	7	2	4
Developing partnerships with external organisations	30	1	2	16	8	1	1	3	8	4	11	0	0	5	2	0
Intellectual Property: Fundamentals, Processes and Protection Explained	17	0	6	3	3	2	1	7	4	0	2	0	0	4	0	0
1:1 Career Consultations - Alys Kay	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0
1:1 Career Consultations - Alys Kay	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Engaging with the media, the how, why and who	20	1	5	2	9	1	2	8	5	0	5	1	3	2	1	0

Session (all are hyperlinked to the respective eventbrite pages)	Ticket type		Faculty/Service					ROLE								
	UoL Participant	non UoL participant	HLS	SE	HSS	Central Services	Other	PGR	Post-Doc	ECR	ATR	MCR	PI	PS	Other	CRS
The coaching leader: facilitating high-performance by getting the best out of people	17	0	5	5	3	0	2	5	3	2	0	0	1	5	1	0
Keynote: Impact Matters: Responding to COVID-19'	33	12	20	1	5	1	3	7	7	0	14	2	2	12	3	2
Faculty of Science and Engineering Civic Engagement Tutorial	13	0	0	10	1	0	1	0	2	3	6	0	0	4	0	0
The UNESCO open science recommendations – how they help you achieve impact or 193 countries can't be wrong.	10	0	3	3	2	0	0	6	1	1	2	1	1	1	0	0
Mastering complex research projects? How to enthuse your key stakeholders for impact.	14	3	6	2	2	0	1	7	3	4	1	0	0	2	1	1
Keynote: The Road from COP26. How innovation is leading the way	34	22	7	9	8	5	5	14	8	4	9	0	2	19	6	0
Your KE to the door! Knowledge Exchange and the Partnering Toolkit.	30	0	2	7	7	12	0	2	0	2	10	1	2	17	0	0
Keynote: Knowledge exchange - a funders perspective	45	53	6	6	14	16	1	17	12	0	18	6	5	50	4	0
The art of listening	39	0	11	6	8	9	2	11	5	4	6	2	0	13	1	0
From Liverpool to Impact: Panel discussion on business development and Collaboration	15	15	2	2	6	2	1	5	5	1	6	1	0	14	2	0
Leveraging Your Transferable Skills for the Future	33	1	10	6	8	0	4	12	9	4	3	1	0	5	2	0
1:1 Career consultations- Denise Chilton	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1:1 Career consultations- Denise Chilton	1	0	0	0	0	0	1	12	0	0	0	0	0	0	0	0

Session (all are hyperlinked to the respective eventbrite pages)	Ticket type		Faculty/Service					ROLE								
	UoL Participant	non UoL participant	HLS	SE	HSS	Central Services	Other	PGR	Post-Doc	ECR	ATR	MCR	PI	PS	Other	CRS
How to develop an entrepreneurial mindset	20	1	4	6	4	2	0	7	3	1	5	0	0	4	1	0
Evaluating Impact : Going above and beyond the evaluation form	14	7	2	3	6	1	2	4	2	3	8	0	1	4	1	0
1:1 Career Consultations - Alys Kay	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
1:1 Career Consultations - Alys Kay	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Designing publication quality figures & graphics	30	2	12	7	2	1	0	13	6	4	7	0	4	1	2	0
From Liverpool to Impact: Career from academia to industry; partnerships encourage collaboration.	22	21	3	3	8	1	1	21	13	1	6	0	1	5	1	1
Keynote: Climate Change and how Universities can make a difference.	44	22	7	13	13	5	4	16	11	3	28	0	2	14	2	0
Building a future proof and a resilient city	15	9	3	0	3	3	0	7	4	2	6	1	1	7	0	0
1:1 Career Consultations - Paul Gaunt	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1:1 Career Consultations - Paul Gaunt	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
But I thought I owned that? A beginners guide to IP for collaboration	15	0	6	2	4	2	1	5	3	0	3	0	0	3	1	0
Let's work together: Collaboration and Intellectual Property	8	0	3	1	1	2	1	2	1	0	2	0	0	3	0	0
1:1 Career Consultations - Alys Kay	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1:1 Career Consultations - Alys Kay	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

Session (all are hyperlinked to the respective eventbrite pages)	Ticket type		Faculty/Service					ROLE								
	UoL Participant	non UoL participant	HLS	SE	HSS	Central Services	Other	PGR	Post-Doc	ECR	ATR	MCR	PI	PS	Other	CRS
Bringing Innovation to Marketplace: Enabling & Supporting Commercialisation	11	2	1	2	1	5	0	1	3	1	3	0	1	6	0	0
Digital Inclusivity: Has COVID-19 changed the landscape of digital inclusion	31	15	1	0	2	6	5	8	8	3	16	4	2	11	1	0
1:1 Career Consultations - Gary Reed	1	15	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1:1 Career Consultations - Gary Reed	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1:1 Career Consultations- Alys Kay	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
1:1 Career Consultations - Alys Kay	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
From Liverpool to Impact: A Career in Circular Economy	8	14	3	2	2	1	0	8	3	0	7	0	0	3	1	0
The benefits and potential hazards of making a cultural impact online and on how this might support our face-to-face activities?	12	26	2	0	4	3	3	10	2	0	12	1	1	14	0	0
Mastering Research Collaboration: Working Together to Get the Best out Everyone	24	12	10	4	4	4	0	9	6	1	15	0	1	7	0	0
Leveraging Linkedin for Career Building, Networking & Job Search	25	2	6	5	7	2	1	11	6	2	4	0	0	6	0	0
Total	979	341	271	193	235	104	63	342	269	82	267	33	44	309	52	15

5. Planning, Design and Delivery

The table below outlines the timeline of key actions during the planning and delivery of Making an Impact 2022. Feedback and lessons learnt during the delivery of previous Making an Impact Series fed into the design of the Making an Impact 2022 programme.

This year a small number of sessions were also planned to be delivered in a Hyflex format where participants and presenters could attend simultaneously either in person or online.

A carefully considered steering committee was assembled in October 2021 to ensure representation from a wide range of departments, career stages, networks, expertise and backgrounds, that could feed into the initial programme design to enable the overall aims of the Series to be successfully met as well as providing input and insight of different minority groups so that any considerations could be made early on in the planning process. The steering committee included:

- Research Impact Officers from each Faculty
- Head of IP Commercialisation
- Head of Consultancy & Industrial Strategy
- Head of Research Policy
- Head of International Partnership Development
- Research and Partnership Development
- Research and Impact: Strategy and Policy
- Organisational developer
- Media Relations Manager
- Diversity & Equality Officer
- Race Equality Officer
- BAME network representative
- Disability and wellbeing adviser
- Postdocs /Research Staff Association
- Tenure Track fellow
- Development and Alumni Relations

As is standard practice for sessions organised by the Researcher development team in the Academy, facilitators were made aware that accessibility adjustment requests had been offered during registration and that these would be provided 1 week before the session was to take place to ensure the facilitator could respond positively to any requests. It was also made clear at every session that questions and comments could be made both in the chat and/or by requesting to verbally ask a question, whichever was more comfortable for the participant.

	Key Actions	Timeline
Planning Stage	Steering committee meeting	October 2021
	Keynote speakers and the ethos of the Series confirmed, including the Making an Impact 2022 framework.	December 2021
	Prospective speakers and facilitators contacted (sample email included in Appendix 4) and dates confirmed in diaries of senior staff.	December 2021
	Sessions finalised (using an updated booking form for an online event, See Appendix 5) and mapped according to the revised Making an Impact Framework and Researcher Development Framework. Concurrent liaising with the web team and discussions with the designers of the branding and programme.	February 2022
Comms and	Rollout of the Making an Impact 2022 comms strategy (Appendix 6), targeted mail shots, and series of tweets that were developed specifically for the purpose of promoting	Middle of March 2022

Key Actions	Timeline
individual and general sessions – including those opened up to the wider public (Appendix 7)	
Signing off Making an Impact 2022 PDF programme (Figure 0-1 of this report) and marketing imagery (Appendix 8)	Late March 2022
Development of the Making an Impact 2022 webpages, and programme broken down by week, including specific keys for which participant groups would benefit the most from individual sessions. As well as a new searchable programme which included links to related sessions.	Late March 2022
A series of staff news articles were published and included in the weekly all-staff newsletters. Some examples are below: • Open for registration • Details on the programme • Facilitating innovation and research impact • Promoting knowledge exchange • Rich bank of resources	April 2022-July 2022
Podcast was recorded	April 2022
All hosts and facilitators sent personalised pre-information emails (Appendices 9 &10)	Late April and May 2022
Staff news articles published highlighting the event itself and any sessions that were low in registrations.	May-June 2022
Sessions recorded throughout the Series were uploaded and made available within a week of the live session on the Researcher hub.	May-June 2022
Evaluation survey (Appendix 11) was emailed at the end of each session to those that had attended any sessions	May-June 2022
Personalised emails (Appendix 12) via Eventbrite to all participants registered for Making an Impact 2022 sessions 2 days and 2 hours before each session.	May-June 2022

The left side of the table has two vertical grouped labels: the lower group is labelled "Before and During the Series".

Table 5-1: A chronology of key actions led by the Academy

The final Making an Impact 2022 programme consisted of a mixture of workshops, webinars, five keynotes, five From Liverpool to Impact sessions, panel discussions and 1:1 career consultations.

5.1 New Elements of the 2022 Series

The Making an Impact Framework is fundamental in the design of the Series and therefore as the Series continues to evolve and respond to changes in the research landscape it is important to also review the elements that make up the Framework. For 2022 the Framework was revised to ensure that as well as continuing to provide insight into the broad range of Knowledge Exchange activities researchers can engage with it also included the five innovation themes drawn from Innovate UK's action plan for business innovation (Research England 2021).

Understanding the Framework can help participants navigate the Making an Impact programme more effectively and enable researchers to engage with sessions that fit their research impact needs best. A simple guide was included on both the webpages, the front page of the downloadable programme and as part of the FAQ's to ensure participants clearly understood how to use the Framework when deciding which sessions to register for.
Making an Impact FAQ's were also created for Making an Impact 2022 and expanded to include information about the Series as a whole to provide a useful and comprehensive resource throughout the year.

A web based searchable programme was also developed to enable participants to search for sessions that were aimed at particular roles, and cover specific knowledge exchange areas and innovation themes. The searchable programme linked to not only the Eventbrite page where participants could register for the session but also to a webpage that provided comprehensive information about the session itself including related sessions and resources that participants may also be interested in.

Sessions were mostly delivered online, with a number of sessions being delivered via a Hyflex format, where participants and/or presenters could attend simultaneously in person or online. One of the five Keynote sessions and one panel discussion were delivered successfully in this format. A positive and uncompromised participant experience was delivered by liaising with the University of Liverpool IT services prior to the programme starting and running practice sessions to ensure that the IT equipment in the room hosting the session was set up so that the audio and visuals worked for both those attending online and in person.

New to the 2022 programme were two "live podcast" sessions, which involved live discussions on the benefits of developing networks to support underrepresented communities and how to enthuse and connect with your collaborators and partners. This engaging format was well received and both podcasts can be accessed as videos and audio only formats.

Accessibility and inclusivity, a central theme in the planning and delivery of the Making an Impact Series was built on this year by enabling closed captions in all online and Hyflex sessions and providing two BSL interpreters at all five Keynote sessions. Sessions of note that focused further on equity, diversity and inclusion were; Inclusive leadership, Sex change everything: exploration of sex and gender in research design, The joy of networking and Has COVID-19 changed the landscape of digital inclusion?

15 of the live sessions were opened out to external audiences, which is more than any previous Series. Those that attended were from **35+** different institutions including Sumy State University in the Ukraine. **39** of the live sessions were recorded and made available on the Researcher hub, in less than a week after they were delivered for those that couldn't attend the live session or wanted to revisit the session. In just over 3 weeks, the recordings have been accessed in total **349** times which is greatly increased compared to 2021 where recordings were accessed in total 166 times over an 11-week period.

6.   Participants and Facilitators Feedback

During Making an Impact 2022, a mix of 100 external and internal speakers and facilitators engaged colleagues from the University in thinking about research impact across 60 individual live sessions. The feedback reported in this document consists of primary data based on one post-Making an Impact 2021 survey, and a survey that was administered after each session and to all participants of Making an Impact 2022 and at the end of the Series.

6.1 Making an Impact 2021 post-6-month point feedback

Feedback from Making an Impact 2021 at the 6-month point (n=21 responses) contributed to informing the design of Making an Impact 2022. A breakdown of responses is indicated in Appendix 14 of this report.

Positive outcomes of Making an Impact 2021
- Connections made with external organisations
- Supported career development
- Deeper understanding on the wider potential for knowledge transfer.

Notable actions arising from Making an Impact 2021
- Increased confidence to ask the questions needed to boost research impact
- Increased awareness of services at the University of Liverpool that can be accessed to enhance Knowledge exchange.

- Improvement of leadership and management skills.

With regards to future Making an Impact activities, notable participants' responses are outlined below, with key themes including collaboration, the policy briefing process, evaluation and identifying and developing transferrable skills.

- Collaboration both nationally and internationally that promotes knowledge exchange and commercialisation.
- Innovative and responsible metrics for measuring impact.
- Media advice
- Identifying and developing transferable skills that can be utilised outside of academia and collaboration with industry
- Evaluation of impact both summative and formative.
- How to influence policy and promote research to those that make decisions.

The feedback above contributed to the planning and design of Making an Impact 2022, which shall be further explained in the sections to follow.

6.2 Making an Impact Series long-term outcomes

Long term outcomes for Making an Impact 2018, 2019, 2020 and 2021 were also evaluated in the current 2022 survey asking "*How engaging with previous Making an Impact Series have changed your practice?*" The responses to this question provided insight into how engaging with development activities as part of Making an Impact have been implemented to enhance practice and drive the participants research impacts needs and ambitions.

Participants that responded to this question had either attended the Series in 2018 (n=15), 2019 (n=26) 2020 (n=44) or 2021 (n=50).

Feedback about the longer-term outcomes on their practice from those who participated in previous Making an Impact Week events:

"It has expanded my network, and put me into contact with the research staff association"

"So many things, I've been to Making an Impacts events over the last 5 years covering all sorts of different topics and the things I've learned have found their way into a number of different elements of my work."

"It has made me more aware of communicating my research at all stages"

"I have been getting more involved with people outside of my research area"

"More awareness on how I can use my research."

"I have become more active outside of my specialist area of research"

6.3 Methodology for Evaluating Making an Impact 2022

For Making an Impact 2022, there were 127 respondents to the participant survey (Appendix 11) and 13 respondents to the facilitator's survey (Appendix 13).

The Kirkpatrick model of evaluation (Kirkpatrick, 2009) is applied to evaluate the development impact of Making an Impact 2022 and to evidence value for money. The model constitutes "four levels" of evaluation for measuring the effectiveness of development activity. These four levels of evaluation – Reaction (Level 1), Learning (Level 2), Behaviour (Level 3), and Results: Organisational Performance (Level 4) – consist of building 'a chain of evidence'.

All Making an Impact 2022 participants will be contacted again in November 2022 for the 6-month post-evaluation survey which will feed into Making an Impact 2023 planning. The post session evaluation will also continue to assess long term outcomes by again asking how engagement with previous Series have changed research practice.

6.4 Participants' Feedback: Reaction and Learning

This section shall document participant feedback focusing on their expectations, needs and learning and is indicated in Figure 6-1. The themes are supported with a representative selection of participants' testimonies.

The evaluation survey was emailed out to all participants at the end of each session and again to all participants at the end of the Series. Although the number of participants that responded to the evaluation survey overall has again reduced this year, feedback was received from each faculty (Health and Life Sciences, n=31, Science and Engineering n=24, Humanities and Social Sciences, n=17 and professional services n=24) and across all career stages and therefore reflects the views of those that attended.
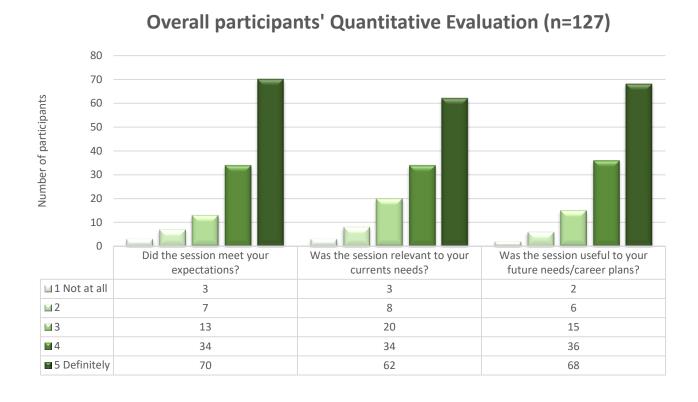

Overall participants' Quantitative Evaluation (n=127)

	Did the session meet your expectations?	Was the session relevant to your currents needs?	Was the session useful to your future needs/career plans?
1 Not at all	3	3	2
2	7	8	6
3	13	20	15
4	34	34	36
5 Definitely	70	62	68

Figure 6-1 Participants' Quantitative Evaluation of Making an Impact 2022.

The figure above illustrates the answers to the three quantitative questions in the evaluation survey which asked, Did the session meet your expectations? Was the session relevant to your current needs? Was the session useful to your future needs/career plans? For each question over 75% participants answered extremely positive, scoring either 4 or 5 on a scale of 1-5 where 1 was not at all and 5 was definitely.

A selection of participant testimonies.

"I was very happy to join today's (Making an Impact) session, I really appreciate (you) supporting Ukrainian scientists!"

"A good clear overview of issues relating to inclusivity"

"I found (the session) insightful and came away with practical tips on how to create meaningful collaborations".

"Great insight to the development of innovation."

"Interesting and highly informative"

It's has given me more of an insight to innovation and how it works within other organisations and the NHS. An amazing session!

"I would like to congratulate you and the team for the work you do every year…. I always look forward to it and it just gets better every year

In response to the question ***What action will you take as a result of attending this session?"***

The testimonies below not only demonstrate that the aims and objectives of the Series have been met but also the personal growth achieved through attending Making an Impact sessions and how participants have also been inspired to share good practice with their colleagues.

"I will use some of the information & research on different methods in dealing with change and innovation going forward"

"Will create case studies based on commercialisation stories to further promote research commercialisation activities within the University and to be used as a training resource for researchers."

"I have found it very useful to explore the leader I want to be in the future."

"Promote my research more actively on e.g. LinkedIn; keep my university web page up to date. I would definitely contact the consultancy team if I get the opportunity to engage in this kind of project, especially at contract/negotiation stage".

"This session has made me reflect on previous collaborations and will help me in the future collaborations I will embark."

"I am feeding insights gained into our professional development programme for research and enterprise staff."

"Aim to share with colleagues. Mostly bear the ideas in mind when planning or inputting to future events".

"Improve collaboration on the current research; will approach the choice of future collaborators differently"

"Bring questions of impact and KE into my research planning stage - front load it"

"Develop connections with people i met at the sessions"

6.5 Facilitators' Feedback and Evaluation

This section will focus on the feedback from the facilitators both internal and external. Extremely positive feedback was received at the end of each session and the Series as a whole via email from the majority of facilitators.

The quantitative evaluation based on Questions 1-3 of Appendix 13, are indicated in Figure 6-2 on the next page:
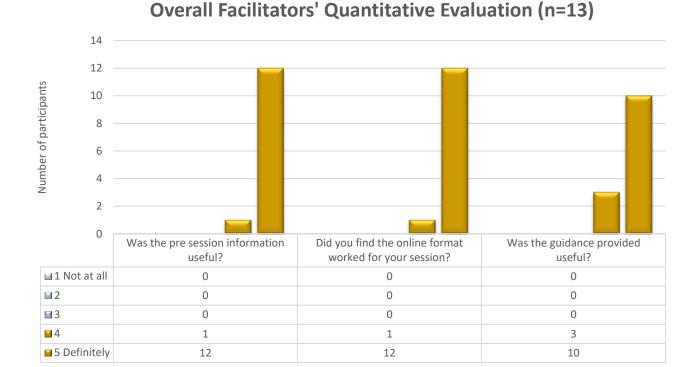
Overall Facilitators' Quantitative Evaluation (n=13)

	Was the pre session information useful?	Did you find the online format worked for your session?	Was the guidance provided useful?
1 Not at all	0	0	0
2	0	0	0
3	0	0	0
4	1	1	3
5 Definitely	12	12	10

Figure 6-2: Facilitators' Quantitative Evaluation of Making an Impact 2022

The figure above illustrations the answers to the three quantitative questions in the evaluation survey which asked, Was the pre-session information useful? Did you find the online format worked for you session? Was the guidance provided useful? For each question 100% of the responses were positive, scoring either 4 or 5 on a scale of 1-5 where 1 was not at all and 5 was definitely.

A selection of facilitator testimonies

"Well done to you and the team for running it and for doing such a fantastic job".

"I thought the information was fantastic and thorough. I had no questions, knew exactly where I had to be when and it all seemed to run seamlessly".

"I thought the information provided was really comprehensive. I was not short of any information……..I admired the high-standard of everything I received. Surely a mammoth undertaking to get all that programme content arranged and then administer it. I also found the times I did send a couple of queries I got a prompt reply which I much appreciated, particularly knowing the person replying was engaged across many sessions".

"Everything was well organised"

"I thought it was great that you gave facilitators a link to best practices for running online trainings / webinars".

"Another Making an Impact that was expertly organised and executed - a pleasure to be part of - thank you"

"The programme was so well organised, advertised and co-ordinated"

"……..the level of details in the forms, the mapping onto the RDF and the level of resource provision is absolutely fantastic and quite inspirational!"

7. Overall Reflections

Making an Impact 2022 involved 100 internal champions and external experts across 60 live session over 5 weeks and supported over 700 individuals across all career stages and disciplines from 35 institutions including Sumy State University in the Ukraine. Opening out sessions externally broadens the reach of the Series and demonstrated both nationally and internationally that the University of Liverpool is innovative and proactive in providing development opportunities to researchers.

The revised Making an Impact Framework enabled participants to create a personalised development experience engaging with sessions that were relevant to their research impact needs and interests.

All the activities supported the development of skills, knowledge and connections to enable the University to successfully demonstrate the academic, economic, environmental or societal impact of research that takes place within the University of Liverpool.

Building connections and collaborations were encouraged and panel discussions, case studies where best practice was shared as well as the experiences of University Alumni provided inspiration and practical tips on how to achieve commercial impact from research as well as support career and professional development.

Accessibility and inclusivity were important considerations throughout every stage of the planning, design and delivery with representation on the steering committee including the University's Diversity & Equality Officer, Race Equality Officer, BAME network rep and Disability and wellbeing adviser. As well as BSL interpreters attending all Keynote sessions and closed captions being enabled in all online sessions. Topics covered by the programme also included the benefits of developing networks to support underrepresented communities, inclusive leadership, how to create a more inclusive culture and how to reduce digital inclusion.

The Series was transformational for those who engaged, evidenced by the overwhelmingly positive feedback and is considered an important event in the calendar of many researchers again highlighted in the testimonials as well as the increasing number of participants that engaged in previous series returning to engage again with over third of those that responded to the survey attending sessions in 2020, 2021 and now again in 2022.

As in previous years, the importance, demand and financial viability of the Series is consistently demonstrated through the following measures: participant testimony about quality of sessions, participant overall evaluations, and the development of a rich and diverse bank of resources that facilitate knowledge and skill development in relation to research impact.

7.1 Moving forward plans for Making an Impact 2023

Making an Impact 2023 will continue to embed the revised Framework (which will be unchanged and include the same knowledge and skills axis and innovation themes as in 2022) into the design and delivery of the Series to further build on the increased understanding and engagement with the Knowledge Exchange Framework generated already by the Making an Impact Series.

The focus on managing and monitoring success to demonstrate evidence, additionality and value for money for Spending Review purposes will continue through the use of the Kirkpatrick model of evaluation which seeks to capture participants outcomes both immediately after and at 6 month and 1-year intervals post-event. The feedback and testimonies will enable the continuous improvement of mechanisms to support the University of Liverpool's knowledge exchange development activities via the Making an Impact Series.

Accessibility and inclusivity will remain at the heart of discussions, plans and any strategic changes made to the content, format and delivery of the programme. The programme will continue to evolve in response to the need of researchers and the current research landscape and environment.

In part through the generation of a rich bank of resources either as linked online materials or the recordings of sessions delivered live during the programme, Making an Impact is not considered a one-off event but a continuous programme ("Series") that can be accessed throughout the year.

In 2023 the delivery and format of the programme of live sessions unlike previous years will not be in one intensive block but spread over a period of time in small chunks that can be accessed as stand-alone sessions or in combination depending on the needs and ambitions of the participants. Participants will also have access to supporting pre-recorded sessions and material throughout the 2023 programme.

8. References

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