0:0:0.0 --> 0:0:26.80  
Shahenda Shehata  
OK, so the recording started now and all personal information, university, position, role would not be collected and would not be revealed in any thesis, paper, publication related to the topic. So the topic is about the performance measurement in the universities. So I'd like to know how the university measure your performance regarding the research or the teaching.

0:0:28.360 --> 0:0:32.440  
7  
I think in the regarding to teaching it will be true. MCQ, so they pay the they send students at a certain time like module evaluation survey. So this module evaluation survey, will, you know, get an idea from the students and also they get an idea about the performance. Sometimes we do. We do peer review like someone will watch you teaching and this is another aspect of it. But I think after a few years within any university, they will understand the quality and the method you use so it will be assessed. Yeah, I think you will be assessed once or twice and that's it depends on your. Once it suffers some people once they pass their probation period it's over. But most of the time they will assist you on students’ performance. Sometimes that's another way of measure.

0:1:33.50 --> 0:1:33.430  
Shahenda Shehata  
Yeah.

0:1:27.180 --> 0:1:57.330  
7  
So if you if there is no complaints or you going well, then you know that's the way of doing it. Doing it. But sometimes they disagree with that in terms of to use the students feedback on your performance that might be not the case because sometimes you get very difficult groups then it didn't happen to me but I just assumed like someone might get like very difficult groups then there might give very negative feedback about the tutor the and it's not his fault, you know, like you in your case you mentioned teaching something which is not related to your area. You know. So that might be the case. Etcetera.

0:2:7.140 --> 0:2:12.70  
Shahenda Shehata  
Yeah. And regarding this, are you on a teaching only contract?

0:2:12.290 --> 0:2:14.860  
7  
Yes. But I do research on the side, you know.

0:2:15.270 --> 0:2:21.160  
Shahenda Shehata  
Yeah. So do you like, do the universities apply REF or TEF in their evaluation?

0:2:22.410 --> 0:2:25.290  
7  
The to me they will apply TEF.

0:2:25.820 --> 0:2:26.230  
Shahenda Shehata  
OK.

0:2:27.130 --> 0:2:30.540  
Shahenda Shehata  
So does that have affects the way of teaching?

0:2:33.120 --> 0:2:50.260  
7  
Not really, no. But I think most universities they try to play the game with TEF, where they try to, for instance, back in days when they released the US The National Student Survey. They used the word feedback, and then they started to use instead, for instance office hours. They start to use feedback hours just to tell students that this is a feedback you're getting, because students, surprisingly. And answered: “ohh we didn't get any feedback” because even if you ask like a lecturer question and the lecturer answers that question, that's a feedback itself. So student didn't think define feedback, so they tried to use feedback all over the place I would say. In this case, what they've done, they've tried to look at what a TEF required and tried to implement it within the institution.

0:3:38.930 --> 0:3:52.180  
Shahenda Shehata  
Yeah. So I have heard from different colleagues that the NSS could be gamed by the institutional levels by, the directors, by the academics. Could you explain more about this?

0:3:53.930 --> 0:4:23.220  
7  
Yeah, they can play the game where they spoil students at certain time. Maybe they do social events, they try to attract them. They do, they do, they in in doing that is not. I wanna say some institution one day do the certain events. The purpose is just to help with the NSS. But at the same time students get an advantage. For instance one day invite potential employer to speak to students in a social event that's will add value to students because students manage to get a job through that. So I don't wanna say it. You know, university played the game, but the university try to adhere with the regulations they try to, you know, make everything fit with the full picture in.

0:4:44.530 --> 0:4:52.640  
Shahenda Shehata  
Yeah. But for the feedback hours and the office hours. Like, what's the difference? I didn't get it. The point.

0:4:52.0 --> 0:5:23.250  
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It's the same, but just the one to get the students. Ohh, this is a feedback. So you are giving feedback when you go to your lecture. During this time you are giving the feedback so there answer have you if you let me put it this way so if you like come to me and say oh Anis so I need to ask you about that I'll tell you come during my office hours then you just come back during my office hours. But if I tell you come during my feedback hours then I can give you feedback. So I'm just trying to put it in your mind that it's a feedback. So when you when you will be asked later on or have you been given any feedback you say yes I was giving feedback during the feedback hours I was and that's how clicks you know.

0:5:35.930 --> 0:5:36.840  
Shahenda Shehata  
Yeah.

0:5:36.620 --> 0:5:39.570  
7  
It's just strange, but this is though they've done it this way, you know.

0:5:39.700 --> 0:5:46.810  
Shahenda Shehata  
Yeah. And what do you observe your colleagues doing to meet the requirements of the TEF or the REF?

0:5:47.840 --> 0:5:48.450  
7  
What do you mean?

0:5:49.160 --> 0:5:56.550  
Shahenda Shehata  
Your colleagues, like other academics, how do how they respond to the REF or the TEF? What what did they do to?

0:5:56.380 --> 0:6:16.300  
7  
For, for people who are doing research, they try to publish in three star, but some do publish in two star and one star and they still manage to, you know to submit to REF and for the TEF they will just do the same. The same you know because it's we have constant method within the school. I'm not just talking about Aston, I'm talking about Aston, Portsmouth, Southampton. Just all of these places where I worked, it's the same. But remember Paul Smith got gold for TEF when the first time introduced, which is an advantage for that university because they started doing that early than other universities. So for instance, Portsmouth wasn't doing, Southampton wasn't doing that well and convert to Aston is all on the top of the game now.

0:6:52.310 --> 0:6:52.650  
Shahenda Shehata  
Yeah. So how this university is like achieve the top?

0:7:4.280 --> 0:7:27.530  
7  
For instance, when they take students, they tried to take the top students so they will. They will put on like on the tariff, they put like some restrictions like 3 AC's or something like that. So they try to get very good students because if he get good students then you will end up with good results. Think about it this way. You know. So if you go and have a good coffee then you will end up with a nice cup of coffee later on, yeah. So this is how it works.

0:7:30.190 --> 0:7:31.570  
Shahenda Shehata  
Yeah. Do you have any experience whether positive or negative, with the TEF personally?

0:7:40.300 --> 0:7:45.820  
7  
No, I think it's good. Personally it's good because TEF helped many universities to think about students, to even I know the NSS is, is doing that part because you wanna have that logo or we are gold. The everyone wants to be in that like if you call it like a circle or square they wanna be with that group, they don't wanna be with other group. So that definitely helped a lot. I do have some problems with REF because REF. I think the REF is like it's a game for REF. I think it's a game you know. It's for TEF. I understand it, but for REF it's the track to make life a little bit complicated because to publish in three star is very difficult and it's not that easy. It's not because you research is not interesting or is not adding any value. But it's just if you I've got like 2 RRR on one of my papers for no reason and I've got another RRR for another paper where I go 2 reviewers. And the from these two reviewers, they will give me one is telling me go right. One is telling me go left. So I don't know where to go so it is it is quite difficult to publish it is quite difficult even if you have a very interesting topic and I think REF is put in restrictions and making people think about 3 star and sometimes good papers being published in two star and one star nowadays because people wants to publish doesn't care. Doesn't wanna go through that difficult process to be in a three star and later on they devalued those papers when they do the REF before the every university will collect their submissions and then I don't know if you are aware of that. Are you aware of that?

0:9:37.590 --> 0:9:38.730  
Shahenda Shehata  
The submission of the REF.

0:9:38.940 --> 0:9:39.300  
7  
Yeah.

0:9:39.570 --> 0:9:39.960  
Shahenda Shehata  
Yeah.

0:10:0.40 --> 0:10:5.520  
7  
So what they do, they collect, let’s say they have a100 publication and they hire to review all of these and this person say this is 3.5 this is 2, this is whatever so some of the reviewers , if something is published in 3 star, they will look at it and say this is 2 and sometimes they have a paper submitted to a 2 Star Journal and it's three or three and a half. Do you see what I mean?

0:10:5.840 --> 0:10:12.640  
Shahenda Shehata  
Yeah. So you mean academics like published in any journal now. And because the submission will re-evaluate it?

0:10:12.740 --> 0:10:41.970  
7  
No, it's certain people who don't care about listen. I know a lot of people would care about or three star and others who don't care. They want just to be seen. They will publish, they will get international, they will go and work anywhere, anywhere in the world because of variety of publication they have because they didn't stick to these rules. And I'm not saying they are not doing 3 star. They do three star, but they just keep publishing, you know, like every two or three months they will have a paper.

0:10:43.370 --> 0:10:53.720  
Shahenda Shehata  
OK. Yeah, yeah, yeah. But how? How other people, like, do different means of gaming the REF or the TEF?

0:10:54.20 --> 0:11:13.550  
7  
Some people would have a gang. I would call them gangs, you know, in a way, they will just gather together. OK, five of them. One of them will do the whole work and have all of them as free riders. And the other person will do the same. And there will. And then instead of having one paper everyone will have can claim on five papers. That's how it works.

0:11:20.860 --> 0:11:23.10  
7  
Yeah. And it is interesting.

0:11:23.820 --> 0:11:25.350  
Shahenda Shehata  
Yeah, it's.

0:11:24.840 --> 0:11:33.610  
7  
I personally, I wouldn't. I wouldn't put my name or anyone's name on a paper if there is no contribution from the like at the co-author.

0:11:34.50 --> 0:11:34.400  
Shahenda Shehata  
Yeah.

0:11:34.820 --> 0:11:35.90  
7  
Yeah.

0:11:36.310 --> 0:11:42.340  
Shahenda Shehata  
But if there is no performance measurement at all, no measurement in the academia, would you work differently?

0:11:44.590 --> 0:11:52.870  
7  
No, but I think you need to understand this guidance to help you. What are the expectations you might not because you need to have the guidance? To think about legitimacy theory, OK, think about legitimacy theory. So to be legitimate, then you need to. Do like everyone does, and if there is absence of regulations, everyone will do it differently. If there is absence of measurement, everyone will do it differently. So it is it is very important that we have this in place, but just this is if it if they can simplify it a bit that will be better because they did simplify their REF this time you know.

0:12:28.20 --> 0:12:32.10  
Shahenda Shehata  
Yeah. So you see, it has like a very positive impact.

0:12:33.470 --> 0:12:35.120  
7  
I 100%.

0:12:35.610 --> 0:12:43.70  
Shahenda Shehata  
Yeah. And how do you think this performance measurement like influence the advancement of the scholarship or the academia?

0:12:43.610 --> 0:12:49.310  
7  
So I think that this is a very good question. I think back in days, let me put it this way.

0:12:50.220 --> 0:12:59.590  
7  
There is. There are two parties, some people joining the university and they get bursary scholarship. They do their master, they do their PhD they get chance to publish they would be on a research fellow for a number of years. Until they are they give them lectureship, whatever. And some people will do it the difficult way. They will just do it on their own. They'll be teaching fellow. They do the PhD in their own. They do. The master and their own. And I mean self-funded. And then it's they will go through different journey. For instance I know student.

0:13:40.130 --> 0:13:40.500  
Shahenda Shehata  
Yeah.

0:13:25.300 --> 0:13:44.990  
7  
Started after me, but did she got a chance to publish and she was on a research fellow for almost four years when I was just teaching, and now she has very good publication because she was given the time for that. So it depends. **So if you are asking me in academia, is there fairness? I would say no. It's just the politics.**

0:13:49.110 --> 0:14:3.380  
Shahenda Shehata  
Yeah. And for the knowledge accumulation, the idea of the knowledge itself, because the university should aim at knowledge creation, does this kind of measures affect the knowledge of creation, whether positively or negatively?

0:14:7.770 --> 0:14:9.440  
7  
Umm to be honest.

0:14:10.530 --> 0:14:11.240  
7  
I don't know.

0:14:11.920 --> 0:14:13.210  
7  
Can't answer that question.

0:14:17.690 --> 0:14:22.790  
Shahenda Shehata  
OK. Do you wanna add anything regarding the measures they impact?

0:14:22.980 --> 0:14:24.50  
7  
No.

0:14:24.680 --> 0:14:28.150  
Shahenda Shehata  
OK. Thank you so much. May I stop the recording now?

0:14:28.710 --> 0:14:29.150  
7  
Please.

0:14:31.750 --> 0:14:33.220  
7  
No one is gonna see that. Don't.