Development of the Intellectual Property Lens

The intellectual property (IP) lens on the Vitae Researcher Development Framework was developed by Vitae and the Intellectual Property Office (IPO) drawing on a range of expertise and experience through consultation with representatives from institutions with experience of developing researchers. The lens links to the competencies developed by the IP for Research education programme.

About the Intellectual Property Office

The Intellectual Property Office (IPO) is the official UK government body responsible for intellectual property (IP) rights including patents, designs, trade marks and copyright. It is an Executive Agency of the Department of Business, Energy and Industrial Strategy (BEIS). It aims to stimulate innovation and enhance the international competitiveness of British industry and commerce. It offers customers an accessible, high quality, value for money system both nationally and internationally, for granting intellectual property rights.

"Knowledge exchange, commercialisation and collaboration present different pathways to realise impact. The IPO is committed to supporting institutions to make informed decisions about using their intellectual property (IP) by developing understanding of IP and its potential among researchers.

We are therefore delighted to have worked with Vitae to develop the IP Lens to help researchers develop the knowledge, behaviours and attitudes needed to navigate the IP environment and be confident using IP to maximise the impact of their research".

Guy Robinson, Deputy Director, Innovation Directorate

How to use the Intellectual Property Lens

Researchers may wish to use this lens to:

– Identify how understanding intellectual property can contribute to their professional development as a researcher

– Identify how the skills and attributes they have developed through research can contribute to, or underpin their development in managing their intellectual property (IP)

– Select areas that they need to develop to be more effective in understanding and maximising their intellectual property and use this to inform development reviews

– Provide evidence of the transferability of their IP skills in their CV, in job applications and at interviews both inside and outside of academia

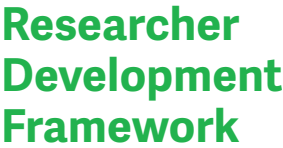**Researcher developers and staff working in Technology Transfer Offices may wish to use this lens to:**

– Demonstrate to researchers and other stakeholders the importance of understanding the implications of intellectual property and how it can contribute towards the overall professional development of researchers

– Enable researchers to recognise the learning they have acquired about intellectual property and highlight the transferability of these abilities commercially

– Assist researchers to plan their career development taking into account commercialisation and intellectual property

– Work with researchers to maximise opportunity when commercialising research by providing complementary support eg. income and funding generation

Intellectual Property lens on the Vitae Researcher Development Framework

Overview

The Vitae Researcher Development Framework (RDF) underpins a major new approach to developing world-class researchers. The framework has been developed by and for researchers working in higher education as an aid to planning, promoting and enhancing professional and career development. It articulates the knowledge, behaviours and attributes of successful researchers and encourages all researchers to realise their potential.

This is one of a series of lenses on the Vitae Researcher Development Framework.

This lens links to the IP for Research education programme, which enables researchers to explore intellectual property rights (IPRs) and how they relate to knowledge exchange and commercialisation. The programme consists of six short guides available online and an interactive workshop.

Visit **www.ipo.gov.uk/ip-support** for further information.

Supporting materials related to this lens are available at **www.vitae.ac.uk/rdflenses**

Purpose of a lens

This lens highlights the importance of understanding intellectual property (IP) in the professional development of researchers. The lens provides an overview of the key knowledge, behaviours and attributes that researchers need to develop to ensure they understand IP and how they can use it to maximise the social and economic impact of their research.

Context

The Intellectual Property Office (IPO) is committed to delivering an an IP system that supports innovators, creators and entrepreneurs. This includes educating the next generation about how to develop, use and respect IP. Their IP for Research education programme aims to develop an understanding of IP and its potential amongst doctoral and early career researchers, including opportunities for commercialisation.

Describing intellectual property and intellectual property rights

In this lens we use the following definitions:

Intellectual Property (IP) *is a term which refers to creations of the mind, which are intangible but still valuable. This includes things like inventions, brand names, creative works and product designs.*

Intellectual Property Rights (IPR) *are the legal instruments that protect the various different kinds of IP trade marks, designs, copyright and patents are the types of IPR. These provide the owner with the legal right to stop someone else from using, commercialising or copying the IP without the owner's permission.*

Vitae Researcher Development Framework
Intellectual Property for Research Lens

vitae realising the potential of researchers | **Researcher Development Framework**

Behaviour:
Builds relationships in academic and commercial contexts

Builds and sustains collaborative relationships and works pro-actively to create and develop knowledge with a range of stakeholders

Attitude:
Respects the inclusive and collegial nature of researcher relationships; recognises potential partnerships with a range of stakeholders to generate new ideas

Knowledge of:
Appropriate communication and dissemination mechanisms for different audiences

The importance of publishing and disseminating research results and impacts

Behaviour:
Communicates effectively with a range of audiences through different techniques and media

Actively engages in publication and dissemination of research results and impacts

Knowledge of:
The social and ethical implications of research, and public attitudes to these issues

Behaviour:
Contributes to increasing public awareness, engagement and understanding of research and associated impacts

Identifies innovative trends, ideas and applications; is enterprising and entrepreneurial within and beyond academia

Knowledge of:
The principles of intellectual property rights (IPR) and copyright issues, as they relate to research, its commercialisation and dissemination

Behaviour:
Respects, acknowledges and attributes the contribution of others

Seeks to protect, where appropriate, the intellectual assets arising from research and to maximise the wider value of research findings

Acts with professional integrity in all aspects of research governance

Acts confidentially, ethically and with integrity

Uses institutional/organisational resources responsibly and appropriately

Attitude:
Respects, upholds and meets professional standards and requirements

Shows integrity

Behaviour:
Commercial awareness, appreciation of commercial issues, tools and techniques

Corporate environment, its aims, drivers, needs, culture & language, strategies, structures, governance, policies, procedures, approval systems

Awareness of intellectual property issues

Attitude:
Make original contributions to knowledge

Behaviour:
Thinks originally, independently and critically; develops theoretical concepts

Behaviour:
Develops new ways of working; has novel ideas and realises their potential

Takes intellectual risks; challenges the status quo

Attitude:
Takes a creative, imaginative and inquiring approach to research

Attitude:
Is resilient and perseveres in the face of obstacles takes responsibility for self and others

Shows integrity

Behaviour:
Anticipates and responds to directions and trends in research

Attitude:
Is flexible and responsive to change

Behaviour:
Maintains and develops relevant skills set and experience in preparation for a wide range of opportunities within and outside academia

Actively networks for professional and career purposes and seeks to enhance research reputation and esteem

Wheel diagram

Working with others (D1)
Collegiality
Team working
People management
Supervision
Mentoring
Influence and leadership
Collaboration
Equality and diversity

Communication and dissemination (D2)
Communication methods
Communication media
Publication

Engagement and impact (D3)
Teaching
Public engagement
Enterprise
Policy
Society and culture
Global citizenship

Knowledge base (A1)
Subject knowledge
Research methods: theoretical knowledge
Research methods: practical application
Information seeking
Information literacy and management
Languages
Academic literacy and numeracy

Cognitive abilities (A2)
Analysing
Synthesising
Critical thinking
Evaluating
Problem solving

Creativity (A3)
Inquiring mind
Intellectual insight
Innovation
Argument construction
Intellectual risk

Engagement, influence and impact
This domain relates to the knowledge, understanding and skills needed to engage with, influence and impact on the academic, social, cultural, economic and broader context
Domain D

Knowledge and intellectual abilities
This domain relates to the knowledge and intellectual abilities needed to be able to carry out excellent research
Domain A

Domain C
Research governance and organisation
This domain relates to the knowledge of the standards, requirements and professional conduct that are needed for the effective management of research

Domain B
Personal effectiveness
This domain contains the personal qualities, career and self-management skills required to take ownership for and engage in professional development

Professional conduct (C1)
Health and safety
Ethics, principles and sustainability
Legal requirements
IPR and copyright
Respect and confidentiality
Attribution and co-authorship
Appropriate practice

Research management (C2)
Research strategy
Project planning and delivery
Risk management

Finance, funding and resources (C3)
Income and funding generation
Financial management
Infrastructure and resources

Personal qualities (B1)
Enthusiasm
Perseverance
Integrity
Self-confidence
Self-reflection
Responsibility

Self-management (B2)
Preparation and prioritisation
Commitment to research
Time management
Responsiveness to change
Work-life balance

Professional and career development (B3)
Career management
Continuing professional development
Responsiveness to opportunities
Networking
Reputation and esteem