
Researcher Concordat Sub-Committee Annual Report 2015/16

1 Operational Issues

- 1.1 The constitution of the Researcher Concordat Sub-Committee (RCSC) was set out in the University's Response to the Researcher Concordat and Action Plan, which was approved by the University Executive Group in July 2012. ECR reps were identified for each of the four faculties to join the subcommittee as of September 2016.
- 1.2 Staffing changes within RIO led to Keith Fildes, previously secretary to the RCSC, taking up a different position in RIO in February 2016 and his post being filled by Elizabeth Scanlon at the end of June, which led to a gap in activities of the RCSC. However since Elizabeth has been in place, meetings between ES, Sarah Smith and the chair have taken place on a monthly basis to focus on the renewal of the award.
- 1.3 Attendance figures for the 2015/16 session are based on the total number of members expected/eligible to attend (12):

| Date of Meeting | Number of Attendees | Percentage of Membership |
|----------------------|---------------------|--------------------------|
| 2 Feb 2016 | 4 | n/a (sub-group meeting) |
| Average Total | 4 | 33% |

2 Coverage of Remit and Substantive Business

- 2.1 The remit of the RCSC is to oversee:
- Implementation of the University's Action Plan for The Concordat to Support the Career Development of Researchers
 - Ongoing commitment to the Concordat's principles
 - Monitoring and assessment for the HR Excellence in Research Award due for renewal January 2017
- 2.2 In the 2015/16 session, identified leads from key areas including RIO, HR and LEAD have continued to progress actions against the institutional commitments made in the Concordat Action Plan in preparation for the January 2017 renewal.
- 2.3 In terms of broader initiatives to support the Concordat's principles/the career development of researchers, the following have been completed or progressed:

ECR Support

- ECR Paper presented at the June 2016 RIC
- Who this community includes - CROS lists + HR data
- Ambitions - all new academic starters should be given 0.2 FTE for research. Where REF submission are made, all new appointments should be research-active with doctorates

ECR Reps

- Pallavi Singh (SBS)
- Paul Bingham (ACES)
- Tom Bassindale (HWB)
- Ellen Bennett (D&S)
- Meeting with this group and those four – 11 March 2016
- Also invite them all to join the next full RCSC meeting

Career Pathways

- Pathways draft completed, including RIO, HR and SLS provision, which guides researchers through the appropriate courses aimed at different career stages. The development

activities have also been mapped to key areas of skills development, linked to the Vitae framework.

- Important with SHU's tradition to include new to research and back to research staff. KF had not long ago done an event for this type of group for NBE:
<https://shardprogramme.files.wordpress.com/2013/09/k-fildes-scholarship-at-shu-nbe.pdf>
- The RCSC is working with the Doctoral School Head of training (Nicola Palmer, who is also a member of the RCSC) to stimulate and support ECR/PGR led initiatives e.g. a joint session on applying for conference travel grants).

2.4 HR Excellence in Research Award

The HR Excellence in Research Award is due for renewal in January 2017. The RCSC will produce a report on progress-to-date and future plans, which will then be reviewed by an external panel to determine whether the University has met the requirements for retaining its award.

3 Performance Indicators and Annual Monitoring

A researcher development baseline report was produced in 2013, to measure future work against. Retaining the HR Excellence in Research Award in 2015 and 2017 and improving the relevant measures in CROS/PIRLS 2017 and REF 2020 (in comparison with the results for 2015 and 2014 respectively) will provide independent assessment of the performance of the University in this area.

4 Summary of Sub-Committee

The RCSC members have been working on the actions identified in the action plan (updated after the 2 year review) for the HR Excellence in Research Award to be in a strong position to submit the 4 year review and renewal of the award in January 2017. ECR representatives from all four faculties have now been recruited and a meeting with these reps took place in 15/16 period. HWB and ACES representative with input from Heads of Research Centres (MERI and BMRC) ran an ECR event in June 2016 (with 40 attendees), with a follow up meeting in December 2016). A further series of ECR network activities (ECR Forum) will take place in the coming year.