

## **RESEARCHER CONCORDAT SUB-COMMITTEE ANNUAL REPORT 2012/13**

### **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. This membership for the 2012/13 academic session was confirmed in advance of the inaugural sub-committee meeting in January 2013. There were no changes to the membership during the course of the year.
- 1.2** Attendance figures for the 2012/13 session are based on the total number of members expected/eligible to attend (13):

<b>Date of Meeting</b>	<b>Number of Attendees</b>	<b>Percentage of Membership</b>
24 Jan 2013	12	92%
11 Apr 2013	10	77%
1 Aug 2013	10	77%
<b>Average Total</b>	<b>11</b>	<b>82%</b>

### **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
- 2.2** The RCSC systematically reviewed progress against the institutional commitments made in the Concordat Action Plan and ensured all obligations for the 2012/13 session were met. Further details are appended.
- 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:

#### Researcher Concordat Co-Ordinators

The RCSC recommended the creation of new local roles called Research Concordat Co-ordinators. A full paper on this was progressed through RIC, Research Management Group, Academic Board and on to UEG.

#### Researcher Surveys

The RCSC oversaw the institution's first participation in the national Careers in Research Online Survey (CROS) survey of early career research staff. Full analysis of the results, sector benchmarking and an action plan to address the challenges presented were undertaken. The RCSC disseminated the findings, along with other useful evidence relating to research environment, for inclusion in the relevant section of REF submissions.

#### Career Management Statement

The RCSC produced a career management statement, which is now being circulated to all new research staff.

#### Communication Strategy

A communication strategy for the RCSC's work and general initiatives around the subject of the career development of researchers was produced.

#### 2.4 HR Excellence in Research Award

The first assessment of the University's suitability to retain the award will take place in October 2014. Most work by the RCSC in this area in 2012/13 related to the external environment and horizon scanning regarding possible changes to the European Commission's assurance/accreditation requirements, particularly that the HR Excellence in Research Award is likely to be replaced by another framework. The RCSC contributed to the national and international consultation process on this.

### 3 Performance Indicators and Annual Monitoring

Effort has been made to establish baselines, to measure work against in future. These were collated in a researcher development baseline report (sent to the September 2013 RIC for information). In particular retaining the HR Excellence in Research Award in 2014 and 2016, and improving the relevant measures in CROS 2015 and REF 2020 (in comparison with the results for 2013 and 2014 respectively) will provide independent assessment of the performance of the University in this area.

### 4 Summary of Sub-Committee

The RCSC has established itself and taken on its responsibilities. It has established baselines, priorities and started progressing initiatives towards realising its long-term objectives.

## APPENDIX - Review of Progress against the Researcher Concordat Action Plan 12/13

### 1 RECRUITMENT AND SELECTION

#### Complete

- 1.2 Redeployment process for fixed-term staff amended to particularly consider the transferable skills of research staff (completed January 2013)

#### In progress

- 1.1 Guidance on the naming of individual researchers on grant applications

### 2 RECOGNITION AND VALUE

#### Complete

- 2.5 Analysis and utilisation of findings of EOS and other researcher surveys (completed August 2013)
- 2.6 Participation in CROS 2013 (completed August 2013)

#### In progress

- 2.1/2.4 Career pathways project - develop and communicate
- 2.2 Epigeum Research Leaders module
- 2.7 Communicate the responsibilities of managers of researchers

#### Future

- 2.3 Development for senior research leaders

### 3&4 SUPPORT AND CAREER DEVELOPMENT

#### Complete

- 3.1 Online career development resource (ACPD portal and associated) (completed September 2013)
- 3.2 PGR access to research support information on the staff intranet (completed January 2013)
- 3.3 Career management statement (completed April 2013)
- 3.6 Provision of careers advice to researchers considered (completed August 2013)
- 4.2/4.3 Annual appraisal for all research staff, with framework and guidance appropriately tailored for researchers (completed January 2013)

#### In progress

- 3.4 Attributes framework encompassing research staff
- 3.5 Promotion of professional development promoted at appraisals
- 4.1 Promotion of mentoring
- 4.4 Promotion of the Leadership Series to researchers

#### Future

- 3.7 Placements/secondments to broaden awareness of other fields and sectors considered

### 5 RESEARCHERS' RESPONSIBILITIES

#### In progress

- 5.1 Explore collecting destination data and career profiles of researchers

### 6 DIVERSITY AND EQUALITY

#### Complete

- 6.1 Review Athena SWAN and ensure implementation (completed September 2013; next renewal 2016)

### 7 IMPLEMENTATION AND REVIEW

#### Complete

- 7.2 Analysis and utilisation of findings of Straight Talking researcher surveys (completed August 2013)

#### Future

- 7.1 Internal review (October 2014)