Concordat Action Plan 2016-2018

A and B. Recruitment and Selection, and Recognition and Value

1. Recognition of the importance of recruiting, selecting and retaining researchers with the highest potential to achieve excellence in research.
2. Researchers are recognised and valued by their employing organisation as an essential part of their organisation's human resources and a key component of their overall strategy to develop and deliver world-class research.

Action	Completion Target	Responsibility	Measure of success
Run Principal's Research Awards at University Research Conference	June 2017	RIO	Applications to awards increased
Review online resources for induction and induction events to ensure research is included as part of the academic role	Sept 2017	HRD, DLTE, Researcher Developer	Whole academic role is covered during induction for new staff
Embed use of new PDR process 'My contribution' during AY 16/17	Sept 2017	HRD, Deans of School	High level of engagement with new process by staff
Create plan to support the University's Strategy 2020 objective to increase the numbers of research active staff	Dec 2017	Researcher Developer, RIO	Support available for staff new to research
Develop a recruitment and talent management strategy for the University	June 2018	HRD	Increased recruitment and retention of internationally recognised researchers
Implement actions from *Time for Research* initiative	Sept 2018	HRD – Lead for organisational change	An appropriate balance between teaching and research is achieved for staff
Run employee engagement survey in 2017 and implement action plan	Dec 2018	HRD, Deans, Directors of Professional Services	Actions from survey successfully implemented

C. Support and Career Development

3. Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment.

4. The importance of researchers' personal and career development, and lifelong learning, is clearly recognised and promoted at all stages of their career.

Action	Completion Target	Responsibility	Measure of success
Add research supervision and PhD routes to our HEA fellowship scheme ENRoute during its reaccreditation process	June 2017	DLTE, Researcher Developer, RIO	Engagement of PhD students, research technicians and early career researchers with HEA fellowship scheme
Run a 'Grant Factory' during 2017	Sept 2017	Researcher Developer, RIMs, RIO	Increase in attendance at funding development events; longer term increase in funding applications
Update our Public Engagement strategy with input from National Coordinating Centre for PE	March 2018	PE officer, PE forum	Updated PE strategy is embedded into work of Schools and RIO
Create an academic leadership development programme which includes research leadership	March 2018	HRD, DLTE, RIO	Uptake of provision by research leaders
Develop a policy on staff enrolment on research degrees as part of the wider Recruitment and talent retention strategy	June 2018	HRD, RIO	Policy on equitable access to support for PhD studies by staff across the university
Create an PhD/ECR alumni network and use it to create case studies of research career pathway	Dec 2018	Researcher Developer, RIO, Alumni Office	Researcher Alumni network established
Run a university-wide research conference and Leap into Research event once per academic year	Dec 2018	RIO, Researcher Developer, Heads of School	Increased interaction between research active staff across the university
Increase uptake of online Researcher development courses by contract research staff (CRS) and PhD students	Dec 2018	Researcher Developer	Engagement of CRS with online resources

Use new European E!REKA consortium to encourage ECRs to develop international networks	Dec 2018	International Office, RIO	Engagement of ECRs with E!REKA partners

D. Researchers' Responsibilities

5. Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development and lifelong learning.

Action	Completion Target	Responsibility	Measure of success
Build opportunities for ECRS and PhDs to gain developmental experience of reviewing within internal funding competitions	Dec 2017	Researcher Developer, RIO	Uptake of reviewer opportunities by ECRs
Provide development to researchers to help understand Open access, REF, open data agendas and responsibilities	Sept 2018	Researcher Developer, RIO	Increased awareness of researchers responsibilities
Continue to promote the use of Vitae's events and resources for researchers to engage with their own career development including continued use of the online development planner	Sept 2018	Researcher Developer	Attendance of researchers at Vitae events; uptake of resources
Devise and implement an academic mentoring scheme for all academic/research staff	Dec 2018	DLTE, HRD, RIO	Uptake of academic mentoring provision by researchers
Create more opportunities for researchers to hear from external bodies (prof societies/bodies, developmental opportunities – Beltane, Crucible, funders)	Dec 2018	RIMS, Researcher Developer, RIO	Increased external recognition of researchers

E. Diversity and Equality

6. Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers.

Action	Completion Target	Responsibility	Measure of success
Submit Athena SWAN departmental award applications and refreshed actions for institutional Bronze award	Schools - April 2017, University - Nov 2017	Heads of the 4 STEMM schools, Athena Swan team	Departmental applications successful
Run an Inclusivity week in 2017 with input on diversity and equality issues relevant to researchers	Dec 2017	DLTE, RIO	Equality work extended beyond Athena swan remit
Carry out equal pay audit in 2017	March 2018	HRD	Results from audit

F. Implementation and Review

7. The sector and all stakeholders will undertake regular and collective review of their progress in strengthening the attractiveness and sustainability of research careers in the UK.

Action	Completion Target	Responsibility	Measures of success
Run PRES, CROS, PIRLS in 2017	June 2017	Researcher Developer, RIO, Marketing / Intelligence Dept.	Increased engagement with surveys against our 2015 levels
Report results from PRES, CROS, and PIRLS 2017 and actions taken to relevant university committees and to research community	Dec 2017	Planning and Intelligence unit, RIO,	Reports published and communicated

Discuss Concordat Action plan and progress at RIC committee	Dec 2018	Convenor of RIC, Dean of Research, Professorial Leads for ECRs / Researcher Development	Concordat is agenda item on appropriate committee
Maintain University involvement in sector response to Brexit etc. advocating for research activity / protection of research careers in current climate	Dec 2018	EU Funding Officer, Dean of Research and Innovation	Promotion of the UK as a research career destination
Use new Research Information Management System (Worktribe) to assess progress against the University Research KPI's	Dec 2018	RIO, Dean of Research and Innovation	Progress reviewed against KPIs on yearly basis

Abbreviations:

AY	Academic Year
CROS	Careers in Research Online Survey
DLTE	Department for Learning and Teaching Enhancement
HRD	Human Resources and Development
PDR	Professional Development Review (now known as My Contribution)
PRES	Postgraduate Research Experience Survey
PIRLS	Principal Investigators and Research Leaders Survey
RDC	Research Degrees Committee
RIMs	Research and Innovation Managers
RIO	Research and Innovation Office
RIC	Research Innovation Committee
ScotHERD	Scotland and Northern Ireland Researcher Developer group
US-RTSC	Universities Scotland Research Training Sub-Committee