

The Concordat

to Support the Career Development of Researchers



Implementing the Concordat Progress Report

Tom Papworth

Research Concordat Implementation Coordinator





Implementation Strategy

Strategy Group agreed Implementation Strategy
Nov 2009:

- Knowledge building
- Practice sharing
- Consolidation
- Communications
- Publication schedule



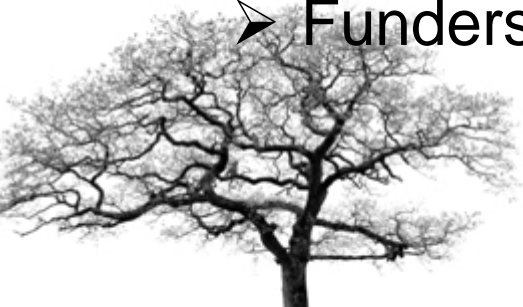


Implementation Strategy

Knowledge building

- Benchmarking process
 - CROS
 - HEI Strategies survey
 - Understanding the Research Staff cohort

 - Understanding the views of Principal Investigators
 - The Use of Fixed Terms Contracts
 - Funders' strategies





Knowledge building

■ Other knowledge building activity

- Expand knowledge about research careers including career pathways, reasons for entry and exit etc.
- Monitor workforce trends
- Build a database of key contacts in every HEI
- Monitor and highlight Concordat-promoting events and activity in HEIs, Funders and among other signatories and supporters
- Conduct an analysis of gaps in knowledge
- Investigate European examples including the Charter & Code process, ensuring that the overlap with the Concordat is constantly monitored





Implementation Strategy

Practice sharing

- Key to success – help HEIs learn from one another
- Vitae established
 - Lessons from CROS
 - Hubs
 - Database of Practice
 - Briefing sheets tailored to specific roles





Implementation Strategy

Consolidation

- Broaden support
- Embed good practice
- Maintain momentum
- Ensure practice becomes permanent

Concordat should become part of the mainstream activity and thinking of leaders





Implementation Strategy

Communications Plan

- Website
- Media
- Events
- Programme of HEI visits



Benchmarking



CROS

- 51 institutions
- Russell and 94 Groups strongly represented
- HEIs representing 74% of research staff population of approximately 38,000
- 5,908 responses
 - 21% of research staff in participating organisations
 - 16% of the total UK research staff population

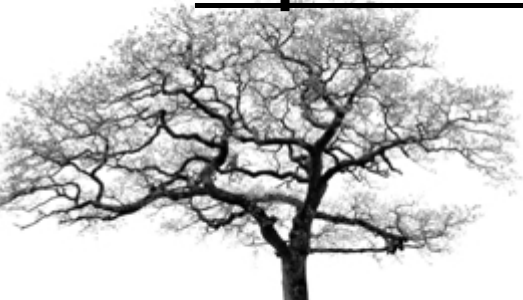




Benchmarking

HEI Strategies survey

- Launched 6 January 2010
- Notification sent to Principals & VCs
- Follow-up email to go to:
 - Vice Principals (Research) and equivalent
 - Concordat contacts
- Run using BoS
- http://www.survey.bris.ac.uk/epsrc/hei_strategies



Benchmarking

The Concordat
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HEI Strategies survey

▪ **Deadline 6 April 2010**



Benchmarking

Views of Principal Investigators

- Research Leaders Survey 2011
 - Research Concordat Executive agreed to support
 - CROS Steering Group agreed to run/manage
 - Needs to be of value to
 - Concordat benchmarking project
 - HEIs: senior management + staff development
 - Principal Investigators themselves
 - Focus groups during Spring to help design questions



Benchmarking



Views of Principal Investigators

- Understanding the Cohort recommendation: parallel study to understand PIs
- Further focus groups in 2011 to explore findings from the PIs' perspectives



Benchmarking



Understanding the Research Staff cohort

- Cross-sector group met October 2009
- Report to Executive Group January 2010
- Further work may influence
 - Strategy Group response to HESA consultation
 - Recommendations for CROS question set
 - Further projects to fill gaps in data





Benchmarking

The Use of Fixed Terms

- Hope to see report in January 2010

Funders' strategies

- Sir Ivor wrote to all Funders requesting update
- Funders' strategies published on website





Human resources strategy for researchers incorporating the charter & code

- Institutions conduct internal audit of policies
- Institutions publish action plan
- Institutions demonstrate this to Commission
- Institutions conduct self-assessment every 2 years
- Institutions are externally audited every 4 years





UK mechanism for demonstrating sector-wide and institutional alignment with the European Charter and Code

- internal audit achieved through HEI survey response
 - action plan formulated from HEI survey response
 - Commission confirms compliance based on above
 - HEI survey enables self-assessment every 2 years
 - Concordat benchmarking project publishes biennial reports to demonstrate sector compliance
- & this also counts as external evaluation.





Visits to HEIs

- Programme of visits to HEIs
- Hope to visit at least one in every region in UK
- Aim is to
 - Highlight Concordat to SMT and research staff
 - Enable HEIs to showcase practice
 - Ask how Coordinator can help institutions
 - Get a feel for how Concordat is being implemented on the ground.





Tom Papworth

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thomas.papworth@universitiesuk.ac.uk

