

## Research Concordat Executive Group

19 July 2010

### Minutes of the meeting

#### 1. Attendees/Apologies

Rosie Beales, RCUK  
Iain Cameron, RCUK (part attendance)  
Hannah Chaplin, HEFCE (part attendance)  
Sir Ivor Crewe, Chair, Concordat Strategy Group  
Candy Hassell, Welcome Trust  
Stuart Fancey, SFC  
Janet Metcalfe, Vitae  
Ellen Pearce, Vitae  
Ellen Pugh, ECU  
Alyson Thomas, HEFCW  
Alison Torrens, Russell Group

#### Also in attendance

Robin Mellors-Bourne, CRAC  
Jane Wellens, University of Nottingham and CROS/PIRLS Steering Group  
Andy Wilson, Loughborough University and chair CROS/PIRLS Steering Group

#### Apologies were received from

Fergus Devitt, DELNI  
Chris Hale, UUK  
Peter Main, IOP  
Paul Marshall, 1994 Group

#### 2. Minutes of the last meeting, 30 March 2011

Minutes of the previous meeting were agreed.

#### Outstanding actions:

The Concordat Strategy Group response to the Hodge review has been circulated to members of the Executive Group to sign off.

Additional VC/PVC members for the Concordat Strategy Group have now been received from the 1994 Group and University Alliance.

The Concordat website will be incorporated into the Vitae website in the autumn.

Members were reminded to book their places at the Vitae conference, 5-6 September, Manchester [www.vitae.ac.uk/conference2011](http://www.vitae.ac.uk/conference2011)

#### 3. Careers in Research Online Survey (CROS)

Robin Mellors-Bourne presented the emerging results from CROS 2011.

Engagement was good with 46 institutions participated generating more than 5500 responses.

#### Comments included:

- Looking at the statistics for fixed term contracts by subject groups
- The shortening of average length of contract could be due to more bridging funding being available
- Grants are getting longer and fewer: institutions may be offering shorter contracts to researchers not on grants
- Removal of the default retirement age may impact on equality and diversity responses.

**Action:** Janet Metcalfe to send the CROS and PIRLS reports to Ellen Pugh to check the specific wording in the report relating to equality and diversity.

#### **4. Principal Investigators and Research Leaders Survey (PIRLS)**

Robin Mellors-Bourne presented the emerging results from PIRLS 2011.

33 institutions participated in PIRLS generating over 2500 responses.

Comments included:

- It was not surprising that principal investigators wanted to be more confident in gaining research funding
- It may not have been clear to principal investigators what was meant by continuing professional development and this could have affected their responses
- The results on discrimination of women may have been affected by the recent Royal Holloway court case
- Whether it was possible to see any impact of Athena Swan (not at the UK aggregate level)
- Whether it was possible to compare the findings with other employment sectors
- Initial results and recommendations (presentation on the day)
- The responsibilities for research staff and postgraduate researchers will vary by 'faculty', as does the proportion of male/females
- Work-life balance perceptions were likely to be impacted by caring responsibilities for children and parents: need to analyse by gender, experience and age.

**Action:** Robin Mellors-Bourne to:

- compare PIRLS 2011 results where possible with the CROS 2006 Research Leaders Survey
- explore whether board comparison with other sectors is possible
- do cross tabulations by gender and age for responsibilities and work-life balance

#### **5. Three year review of progress in implementing the Concordat principles**

##### **a. Agree measures of success for the Concordat**

Members were generally in agreement with the proposed measures of success. It was agreed that these were more appropriately called measures of progress.

Comments included:

- only use REF research environment submissions and not scores
- include relevant CROS and PIRLS questions in principle 1 measures (recruitment and retention)
- explore whether research staff 'career levels' can be determined through the HESA staff record
- compare declarations of protected E&D characteristics with the 'working' population.

The specific questions from CROS/PIRLS/HESA and annual data will be defined during the three-year review of progress project.

**Action:** Janet Metcalfe to recirculate revised measures of progress

Ellen Pugh and Janet Metcalfe to ensure the measures of progress are consistent with ECU's indicators for research staff reported in their annual report.

##### **b. Review and agree terms of reference**

Members broadly agreed the terms of reference for the three-year review, amended to refer to explore any wider impact / additionality of the Concordat implementation by the stakeholder groups defined in the Concordat.

The methodology should look at defining the environment in 2008 when the Concordat was launched.

Members suggested additional sources of existing information for the review:

- responses to the consultation on the development of the Concordat (2007)
- Concordat gap analysis (2008)
- Research Careers initiative final report (2003).

**Action:** Janet Metcalfe to circulate final terms of reference for the three-year review of the implementation of the Concordat principles

## **6. HR Excellence in Research process**

Ellen Pearce presented an update on institutional applications for the HE Excellence in Research badge and the European Commission's proposal for a four-year external review.

13 institutions already have the badge. 16 institutions have applied in May/June. Those achieving the badge will be announced at the Vitae conference by the European Commission.

The Commission are now fast-tracking applications from the rest of Europe through 'cohorts'. There are currently 100 institutions and research funders going through the process.

As part of the UK process, members agreed that the 'internal review' stage of the evaluation process should include all institutions as in the 2009 survey, not just those institutions who have received that badge.

The Commission are currently developing the process for the four-year review as part of a major evaluation study being conducted by Deloitte. Members agreed that it was important for the UK to contribute to this process and that the review should require institutions to have achieved some minimum standards to enable them to keep the HE Excellence in Research badge.

**Action:** Ellen Pearce to develop a position paper on the external evaluation process.

## **Next meetings**

### **Concordat Strategy Group**

4 November 2011, London

### **Concordat Executive Group**

7 October 2011, London

15 December 2011, London

### **Vitae events**

Vitae international researcher development conference

5-6 September 2011, Manchester

Every Researcher Counts

26 August 2011, Stirling <http://www.vitae.ac.uk/erc11-stirling>

## **Summary of action points**

1. Robin Mellors-Bourne to:
  - compare PIRLS 2011 results where possible with the CROS 2006 Research Leaders Survey
  - explore whether board comparison with other sectors is possible
  - do cross tabulations by gender and age for responsibilities and work-life balance
2. Janet Metcalfe to recirculate revised measures of progress [Done]
3. Janet Metcalfe to send the CROS and PIRLS reports to Ellen Pugh to check the specific wording in the report relating to equality and diversity.
4. Janet Metcalfe to circulate final terms of reference for the three-year review of the implementation of the Concordat principles [Done]
5. Ellen Pearce to develop a position paper on the external evaluation process.