



# The Concordat

to Support the Career Development of Researchers



# Concordat Implementation Strategy

**The Concordat**  
to Support the Career Development of Researchers



- Knowledge Building
- Practice Sharing
- Consolidation
- Communications





## Benchmarking Projects

- Understanding the research staff cohort
- Exploring the experiences of research staff (CROS)
- HEI approaches to implementing the Concordat
- Reviewing the use of fixed term contracts
- Views and perceptions of principal investigators
- Funders response to the Concordat





## Benchmarking Projects

Exploring the experiences of research staff (CROS)

- CROS run in 2009 and aggregate report published
  - c.50 institutions participated
- CROS run in 2010 with a handful of institutions
  - No plan to produce aggregate report
- CROS to run in 2011 in parallel with PIRLS
  - Aggregate report on CROS and on PIRLS





## Benchmarking Projects

Reviewing the use of fixed term contracts

- *Researchers, fixed-term contracts and universities: understanding the law in context*

Funders response to the Concordat

- Letter from Chair of Strategy Group
- Funders to provide updates to Coordinator
- Coordinator to produce narrative of funder activity





## Benchmarking Projects

Understanding the research staff cohort

- Study of new HESA dataset in January 2011
- Strategy Group to respond to HESA consultation on reform of data collection
- Recommendations to HESA with regards guidance





## Benchmarking Projects

### HEI approaches to implementing the Concordat

- 103 institutions responded including:
  - 19/20 Russell Group
  - 15/19 1994 Group
  - 19/24 Alliance
  - 16/28 Million+
- Currently being analysed
- Early evidence is good





## **Benchmarking Projects**

### **HEI approaches to implementing the Concordat**

- Over half have leadership from VC/PVC
- Over quarter have specific Concordat Committee
- Two Thirds have strategy for managing/supporting staff  
(almost a half re/written since 2008)
- A quarter have a Concordat Implementation Plan  
+ half in process of producing one





## Benchmarking Projects

### HEI approaches to implementing the Concordat

- Report currently being drafted
- Aim to publish report at the Vitae Researcher Development Conference in September
- HEI Strategies survey provides mechanism for Charter and Code alignment

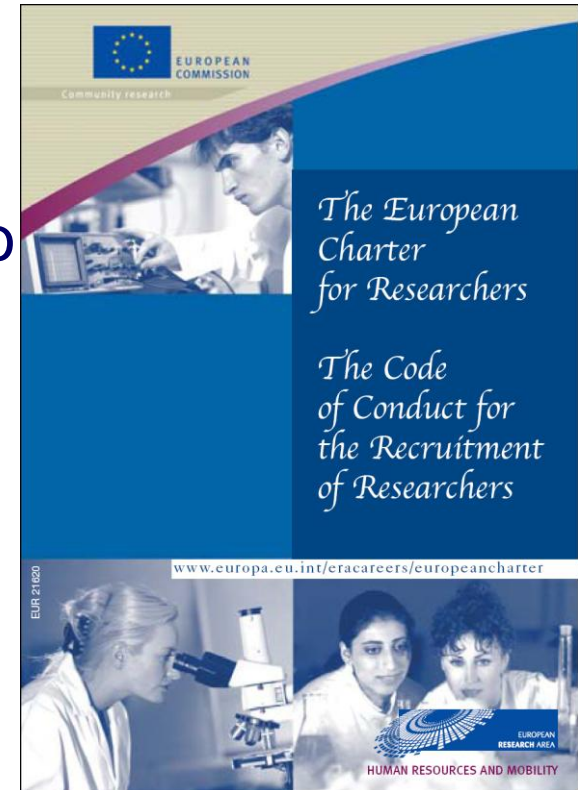




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# European Charter and Code

- Initial pilot with Commission
- Autumn submission of first tranche
- Work with institutions that are ready to go forward to ensure submissions comprehensive
- Work with other institutions to prepare them for submission as soon as possible





## Benchmarking Projects

### Views and perceptions of principal investigators

- Plan to run *Principal Investigators and Research Leaders survey* in 2011
- Working with PIs to devise question set
- Led by CROS-Steering Group but supported by Concordat Strategy Group
- Aim to publish report in September 2011



# Benchmarking Projects

## Aim of PIRLS

- To understand the knowledge, views, attitudes and actions of principal investigators
- To enable institutions to better understand principal investigators' perceptions
- To provide a mechanism for principal investigators to respond to the research staff development agenda





# Implementation Strategy

## Other knowledge building activities

- Report of potential funding options post-Roberts
- Vitae Researcher Development Conference - September
- UK Research Staff Association launched
- *Establishing and meeting the leadership and development needs of Principal Investigators*





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# Implementation Strategy

## Practice Sharing

- *Broadening Horizons: Career Management for Researchers*
- *Leadership in Action*

## Consolidation

- Russell Group third Mission Group to become supporters
- Researcher Development Framework / Statement





## The end state?

*Our research staff make a huge contribution to the university's international standing and reputation. They are a crucial and highly valued part of the dynamic and thriving research environment at Edinburgh.*

*In order to remain attractive and competitive the university recognises it needs to have the highest quality leadership management and development for this key group of staff.*

Forward to the Code of Practice for the  
Management of Research Staff  
University of Edinburgh

July 2008

<http://www.researchconcordat.ac.uk/>





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Thomas Papworth

Research Concordat Implementation Coordinator

t.papworth@universitiesuk.ac.uk



<http://www.researchconcordat.ac.uk/>