



Redefining the CROS Survey...

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Context and purpose

- Full title: Redefining the CROS survey in the light of the Concordat and other developments
- Fundamental purpose: to elicit your advice on the redesign of the CROS survey.



Structure and *approach*

- History
- Pros and cons
- “Concordat and other developments”
- Project
- Timeline
- Issues
- Discussion and recommendations
- *Interactive and brisk*
- *Some specific activities*





History

- CROS originally Contract Researchers' Online Survey, now Careers in Research...
- Arose from Bristol initiative by Christian Carter. Then Leeds. Then HEFCE and OST funded a project – supported by ILRT and Pete Walker
- Finding out about the experience of researchers
- Used by dozens of institutions.

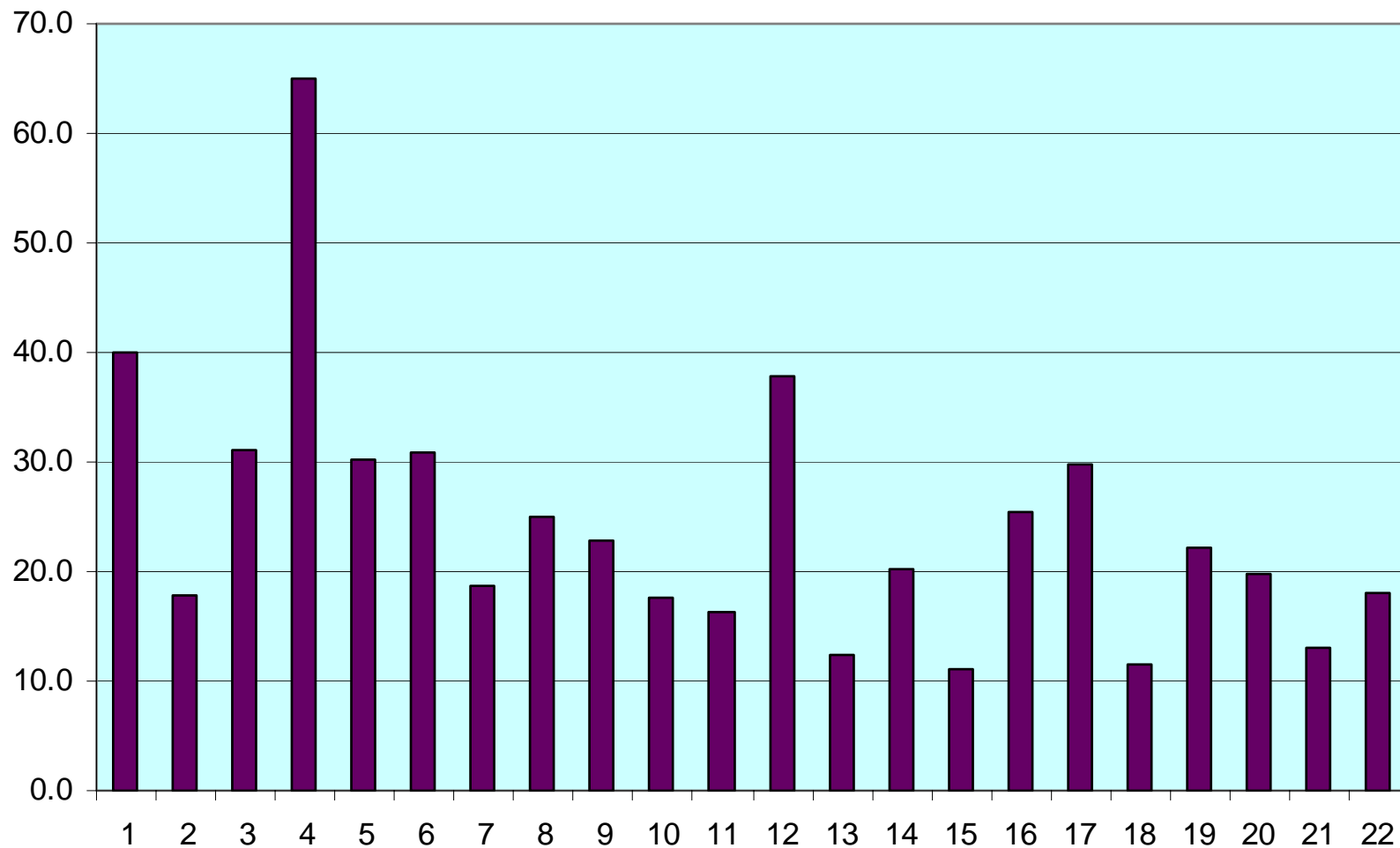


Pros and cons

- Gathers information useful to staff developers
- Specific to needs of researchers
- Benchmarking clubs possible
- Cheap – costs covered by BOS
- Independently run
- Independently run
- Overall reports lacking
- Good practice exchange weak
- % response rates can be low.



Recent response rates (%)





“Concordat and other developments”

- Concordat changes context greatly
- Now possibly conflicting purposes?
- European Charter and Code?
- Addressed by Concordat for UK
- CROS began before Roberts
- Major changes, hence decision to consider major redesign of CROS.



Redesign purposes...

1. Ensure it will meet future requirements, while maintaining historical comparison where possible
2. Make the survey more engaging...
3. Make the tone of the questions more active...researchers are also responsible for their own development
4. Acknowledge the wider activities of researchers...
5. **Support the monitoring of the implementation of the Concordat's principles**
6. Continue to provide information to assist SDs in understanding the development needs of researchers.



Concordat's principles 1 & 2

- Principle 1 ~ Recognition of the importance of **recruiting, selecting and retaining** researchers with the highest potential in order to achieve excellence in research.
- Principle 2 ~ Researchers are **recognised and valued** by their employing organisations 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.



Concordat's principles 3 – 5

- Principle 3 ~ Researchers are **equipped and supported** to be adaptable and flexible in an increasingly diverse, mobile, global research environment.
- Principle 4 ~ The importance of researchers' **personal and career development**, and lifelong learning, is clearly recognised and promoted at all stages of their career.
- Principle 5 ~ Individual researchers **share the responsibility** for and need to proactively engage in their own personal and career development, and lifelong learning.



Concordat's principles 6 & 7

- Principle 6 ~ **Diversity and equality** must be promoted in all aspects of the recruitment and career management of researchers.
- Principle 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.
- [Our emphases.]



Project timeline...

- Survey revision draft 1 – beginning of Sept 2008
- Further drafts and review by all CROS institutions – Sept/Oct 08
- Pilot with 100-200 researchers – November 2008
- Live launch with as many institutions as wish to participate – January 2009.



Issues

- With this history and context...
- **...what are the key issues that the redesign needs to take account of?**
- Please discuss this question for two minutes in groups of 2 – 4.





Discussion

- With these issues in mind...
- ...in groups, please produce a poster containing your key recommendations for the CROS Team.





Milling around

- Now please put your poster up on the wall and mill around to look at the other ones
- Please add any comments on the post-its.





Comments

- Further comments, please, to...
- Dr Andy Wilson
- d.a.wilson@lboro.ac.uk
- Including offers to review the draft question set.

Thank you for your help.