



## **The HR Excellence in Research Award process: the external review**

**Ellen Pearce, Vitae**

[www.vitae.ac.uk](http://www.vitae.ac.uk)

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# Aims



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- ✔ Background
- ✔ Consultation
  - ✔ Key features of UK process
  - ✔ Selection of peer reviewers
  - ✔ The external review process
  - ✔ Funding
  - ✔ Next steps
- ✔ On the horizon

# Background



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- ✔ First organisations are due for external review Spring 2014
- ✔ Vitae consulted on external review at conference (2012), Policy fora (2012/13), ReSDAG, IEG and UHR conference
- ✔ Concordat Executive Group agreed in July that they wanted to use the peer review process as an opportunity to leverage UK benefit, including a focus on enhancement, measuring implementation and benchmarking
- ✔ Meeting with award holders, 1 August
- ✔ At European level: 19 peer reviewers appointed (3 from UK)
- ✔ Will confirm actions taken consistent with the plan
- ✔ The Award will be retained or lost

# Consultation: key features of UK process



## Recommendations:

- ✔ A bespoke UK process but retain comparability with European process
- ✔ Light touch yet robust
- ✔ Build on the rationale and brand (HR Excellence and Concordat)
- ✔ Recognise excellent practice in some way
- ✔ Inspire organisations to be aspirational, not tick box
- ✔ Flexibility for institutions to work within their own frameworks

# Consultation: peer reviewers



## Recommendations:

- ✔ Experience is important
- ✔ Range of roles is important
- ✔ Consultation with researchers is important
- ✔ Peer review panel should include at least one UK and one non-UK reviewer
- ✔ Clear guidelines

# Consultation: structure



## Recommendations:

- ✔ Short public report within a template
- ✔ Option to provide additional information to the panel
- ✔ Explore a common data set for review
- ✔ No visits, but potentially calls/skype interviews to clarify aspects of the report

## Consultation: funding



- Recognition institutions would need to 'contribute to the cost of the process' and desirability of cost-neutral approach
- No cost option may not be possible
- Pros and cons of paying reviewers

### Recommendations:

- ✔ UK peer reviewers should be appointed with backing of their HEI
- ✔ Likely to be coordination costs

# Consultation: next steps



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- ✔ Input welcome during September
- ✔ Design detail of process
- ✔ Concordat Executive Group meeting October



# On the horizon: a formal accreditation?



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- ❑ Summer 2012 Announced in 'A Reinforced European Research Area Partnership for Excellence and Growth' that the EC will... 'Support the setting up of a European Accreditation Mechanism for Charter & Code based human resources management in universities and publicly-funded research institutions'
- ❑ May 2013 Feasibility study on 'certification' mechanism is launched; Vitae consultation event
- ❑ UK position statement and letter from Professor Sir Adrian Smith:
  - ❑ The UK position is that we are fully committed to the agenda and vision for high quality, excellent human resource management for all researchers in the European Research Area, but do not support the method of developing a formal certification to achieve this goal