



Recognition of research staff: an institutional perspective

Recognition of research staff

- Introduction
- The importance that the UoB places on the recognition of research staff
- Our structures and support, and achievements
- Next steps and challenges

Introduction

- My background and current role

Post-doctoral researcher, University of Cambridge (1993-1995)

Post-doctoral researcher, University of Bristol (1996-2000)

Now Faculty Research Director for Science Faculty at UoB
and Chair of the University's Research Staff Working Party

UoB recognition

- Approx. 1100 research staff from a total of approx. 2500 academic staff
- E.g., The Science Faculty Research Strategy:

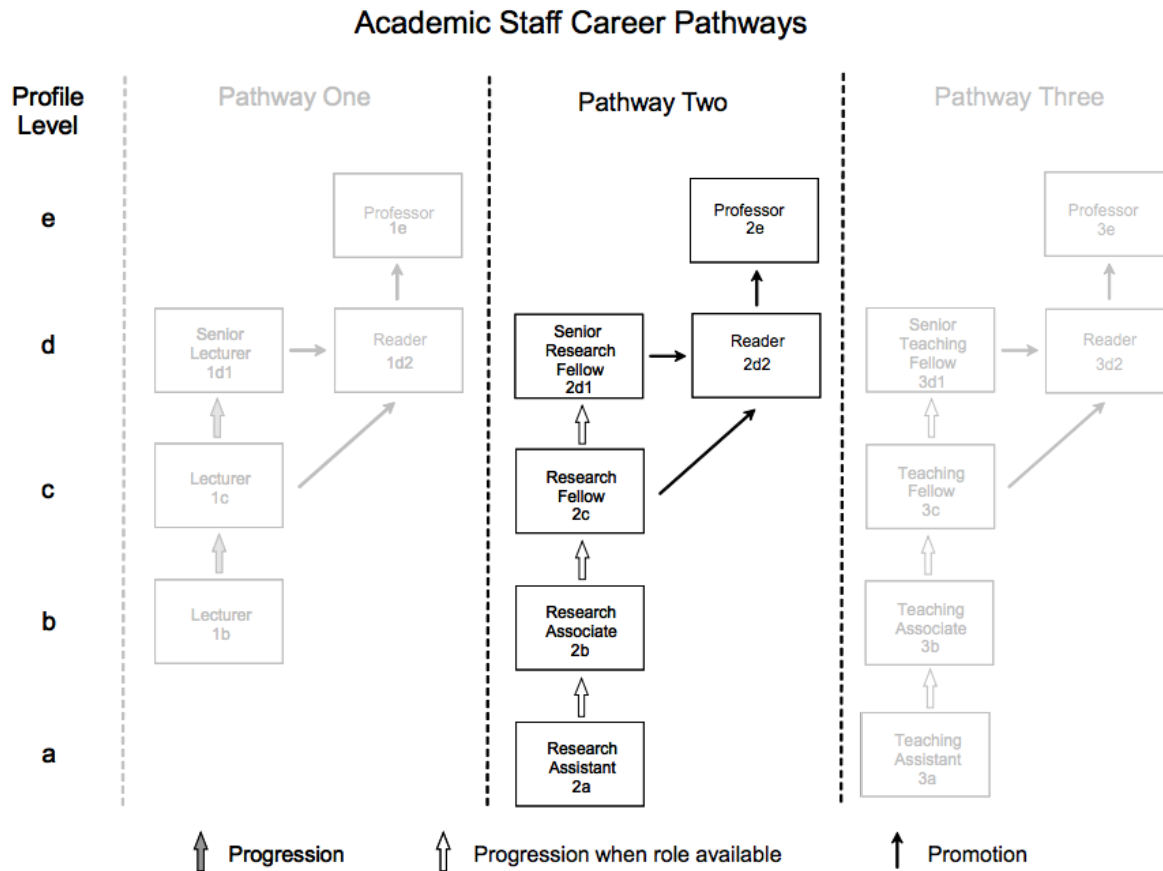
We recognise that research students and early career staff provide considerable drive to our intellectual activities We will seek to support early career staff in applications for fellowships and other grants, holding regular training sessions designed specifically for this purpose

UoB recognition

- But not just *early career* researchers:

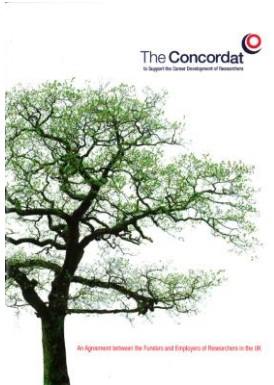
UoB recognition

- Because the 'research staff' pathway is a recognised academic pathway



UoB recognition

- A good track record



UoB recognition

- A history of university-level research staff support, and growing empowerment of research staff
 - Research Staff Working Party
 - Research Staff Representatives
 - Research Staff Conferences (2005-2009)
 - Specific 'Research Staff Development Manager' post created in HR in 2007
- Increasing ownership by research staff

🔥 Structures, support, and achievements

- Structures:



Structures, support, and achievements

- Support:
 - Fortnightly e-mail bulletin
 - Reps alerted to arrival of new research staff
 - Dedicated website

RESEARCH STAFF

- Your career
- Research Team Leaders
- Research staff reps
- Real career stories
- News
- New to the University
- Media coverage
- Work-life balance
- International staff
- Policies and procedures
- CROS Information

University home > Research Staff > Policies and procedures > Concordat to support the career...

Concordat to support the career development of researchers: Implementation at the University of Bristol

The **Concordat** aims to ensure that research staff are supported and nurtured during their career development in the UK. It sets out the expectations and responsibilities of researchers, their managers, employers and funders in seven key areas:

- A) Recruitment and Selection
- B) Recognition and Value
- C) Support and Career Development
- D) Researchers' Responsibilities
- E) Diversity and Equality
- F) Implementation and Review



As a member of Universities UK, one of the key signatories to the document, the University of Bristol (UoB) is committed to working towards the associated principles. As part of this, a full gap analysis of UoB practice against the principles has been carried out in consultation with various stakeholders, including research staff through the [Research Staff Representatives Committee](#), senior academics, the Equality and Diversity committee, Pro-Vice Chancellors for Staffing and Research and Personnel services. Following this, an action plan has been created to direct our work in the area of research staff support over the next few years. Details of the [gap analysis and action plan](#) are available. (Pdf 645kB)

In recognition of the action plan, the University was awarded the [HR Excellence in Research badge](#) by the EU Commission in October 2010. This requires us to carry out an internal assessment process after 2 years and we will be subject to an external assessment after 4 years, both to measure our progress against the action plan. Our [two-year self-assessment is now available](#). (Doc 84kB)

Work on the actions will be managed by Dr Alison Leggett, Staff Development Manager (Academic Staff) and monitored by a Concordat Implementation Group (including HR director, Deputy-HR director, PVC Research and Staff Development Manager for Academic Staff) in consultation with the University's Research Staff Working Party, set up in 2004 with the aim of promoting and supporting the careers and working environment of research staff at the university of Bristol. Members of the working party include research staff, senior academics and relevant support staff.

Structures, support, and achievements

- Support:
 - Careers workshops
 - Careers coaching
 - Preparing to manage course
 - Mentoring circles
 - RSWP administers a project fund for research staff

Structures, support, and achievements

- Achievements:
 - Raising the profile of research staff
 - Involvement in the REWARD pay scale review
 - Involvement in fixed term contracts review, and open contracts outcome
 - University-wide redeployment pool

Next steps and challenges

- Next steps:
 - Extending staff review
 - Research staff's involvement with teaching

- Challenges
 - Keeping our foot on the gas while striving to do more
 - Working within the short-term contract culture
 - Visibility of research staff
 - Awareness of the value of careers outside of academia

