

15 October 2020

FAO Chair of the Concordat Strategy Group

**Letter of Commitment to the Concordat to Support  
the Career Development of Researchers**

I, Professor LYNN DOBBS, VICE CHANCELLOR on behalf of LONDON METROPOLITAN UNIVERSITY, confirm our commitment to the Concordat to Support the Career Development of Researchers.

LONDON METROPOLITAN UNIVERSITY fully supports the Principles of this revised Concordat and we intend to uphold our obligations and responsibilities as a signatory.

Research is one of the pillars of our new Vice Chancellor's University Strategy (2019/20-2024/25). The University has implemented a new promotion policy which enables researchers (as well as leaders in L&T and Enterprise) to apply annually for promotion to Reader or Professor positions. We also support research in the workloads of all staff who wish to develop a Research Plan and thus realise ambitions along this route. We also have introduced (for 2020-21) a research leave scheme. Our mentoring system supports ERCs and those wishing to start or reboot their research at any stage of their careers. We aim not to employ fixed term researchers except on time-limited externally funded projects. Such colleagues are availed of all the normal support mechanisms available to staff on continuing contracts. We provide training for staff and postgraduate students on all aspects of research, including research integrity. Our University aims to ensure good and safe practice in all aspects of research, and we have systems to ensure that. Our Strategy commits us to tripling the number of staff who are provided with workloads for research. Ultimately, we consider research and researcher development to be key to the intellectual culture of a University.

We agree to work collectively and engage with initiatives to address systemic challenges in progressing towards a UK research system where researchers work in healthy and supportive environments. We agree that researchers should be recognised and valued for their contributions in research and beyond, supported in their professional and career development, and equipped and empowered to succeed in their chosen careers.

Yours sincerely,



Lynn Dobbs  
P Vice Chancellor