

AM/DG

FAO Chair of the Concordat Strategy Group

20 April 2020

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

I, Professor Sir Anton Muscatelli, Principal and Vice Chancellor, confirm on behalf of the University of Glasgow our commitment to the Concordat to Support the Career Development of Researchers.

The University of Glasgow fully supports the Principles of this revised Concordat and we intend to uphold our obligations and responsibilities as a signatory.

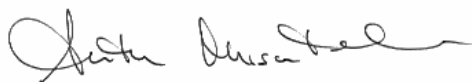
Good research happens when researchers feel that they are part of a stimulating, fair, and inclusive environment in which colleagues help each other to succeed.

The University welcomes the new Concordat and sees its implementation as a key strand of work in promoting a more positive research culture.

Culture change cannot be achieved in a single step. Our approach thus far has been to focus on a series of actions to further key values, such as research integrity, open research, recognition for varied contributions to research, fair approaches to evaluation, and collegiality. These values are now embedded in our promotions and individual performance criteria. Our aim has been to recognise not only what research is done but also *how* it is done. This, in turn, will have a positive impact on all areas of the researcher experience; our Concordat action plan will demonstrate how these agendas align or overlap, as well as highlight specific actions that we will take to support research staff, for example in exploring a variety of career paths.

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,



From the Principal  
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