

CONCORDAT SUCCESS MEASURES (Revised for 2019/20)

Concordat Principles

CP1: Recognition of the importance of recruiting, selecting and retaining researchers with the highest potential to achieve excellence in research.

CP2: Researchers are recognised and valued by their employing organisation 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

CP3: Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment

CP4: The importance of researchers' personal and career development, and lifelong learning, is clearly recognised and promoted at all stages of their career

CP5: Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development, and lifelong learning

CP6: Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers

CP7: 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

Concordat Principle	Success Measure	Description	Lead	Action	Action Date
CP 1	R1	Number of research staff employed on multiple fixed term contracts to have fallen below September 2017 levels by 2020.	People Services (PS)	Maintain actions in support of fair treatment of fixed term contract staff. Report to each Concordat Steering Group on number of research staff employed on fixed term contract. Assess progress against target.	Ongoing 3x per year November 2020
	R2	Promotions through the Research Pathway to both Professor and Senior Lecturer reviewed in each annual exercise.		Reports to be received annually from Academic Staff Promotion Committee. Implementation of review of promotion criteria to take into account concordat.	March 2020 March 2020
CP 2	R3	Identify focus areas for improvement in recognition and value through the Careers in Research Online Survey (CROS) survey and other consultation. Set in place appropriate action plans with identified lead reporting to CSG.	Academic Professional Development (APD)	Analysis of CROS 2019 data reported. Revisions to action plans	September 2019 November 2019
	R4	Agree and implement changes to the career development and training programme as a result of the CROS/PIRLS evaluation and participant feedback.		APD	Proposed revised APD programme Highlight to CSG at the beginning of each academic year the impact of the changes.

	R5	Engagement in annual appraisal will be monitored through the maintenance or improvement in uptake of Career Development and Staff Appraisal (CDSA) as reported in CROS 2019 data and an increase on 2017 data of those reporting that the CDSA had been effective.	PS	Analysis of CROS 2019 data reported. Revisions to CDSA/Induction plans	October 2019 March 2020
	R6	Usage of the APD website increases from the September 2017 point and feedback from APD researcher focus groups to indicate positive engagement with the APD Framework website and resources.	APD	Metric report on APD website Researcher focus groups report	November 2019 March 2020
CP 3 & 4	R7	Overall post graduate research (PGR) student satisfaction as measured through Postgraduate Research Experience Survey (PRES) to be maintained at or exceed 86% annually to 2019/20.	Graduate School (GS)	Reporting of PRES outcomes and action plan	November 2020
	R8	Build from best practice in providing opportunities for teaching experience for researchers. Success measure is increased PRES score.	GS	Reporting of PRES outcomes and action plan Programme of teaching experience piloted	November 2019 November 2019

	R9	Maintain annual internship engagement of 2-3 PGR students funded through the Santander scheme and explore providing additional PGR students undertaking placements across the UK.	GS	Report on intern programme	July 2020
	R11 <i>(Note numbering skips 10 due to removal of measure 10)</i>	A target of at least 3 HEA Fellowships through Supervision of Research Students awarded per year until 2019.	APD	Annual report against target received from APD Research pathway incorporated into reaccreditation process.	November 2019 March 2020
	R12	Measure the percentage of research staff who are engaged in the research career development programme and aim to increase the number of attendees by 3%.	APD	Annual report against target received from APD Action plan updates.	November 2019 July 2020
	R13	Embed development of mentoring into academic and research development programmes.	APD	Programme for mentoring using materials developed Report on academic mentoring approaches provided to CSG	October 2019 March 2020
CP 5	R14	Introduce revised PGRS induction programme with explicit connection to RDF. Evaluations of awareness to increase by at least 3% from CROS17 data.	GS	Review data from CROS 2019 Revised induction programme in pilot	October 2019 November 2019

CP 6	R15	Monitor impact of relevant Equality, Diversity and Inclusion objectives through reporting to CSG.	PS	Report on EDI targets received at each CSG.	3x per year
	R17 <i>(Note numbering skips 16 due to successfully achieving measure 16. It is now incorporated into R13)</i>	Develop and submit first non-STEM submission for a Bronze Athena SWAN award.	PS	Programme in place for at least one non-STEM submission Submission made to Athena SWAN	November 2019 July 2020
CP 7	R18	Reports presented to CSG and communicated to other stakeholders, with action plans created and owned by the responsible lead where responses fall 3% below the 2015 data. Progress on actions created to be monitored by the CSG reported annually to Research Committee.	Concordat Steering Group (CSG)	Reporting and monitoring through CSG. Annual report to Research Committee	3x per year November 2019

Please note the list does not include measures 10 and 16. 10 has been removed and 16 has been achieved and incorporated to 13. The rest of the numbering remained same.