

Bournemouth University

Action plan 2017-21 – implementation of the Concordat to Support the Career Development of Researchers

Abbreviations:

BU	Bournemouth University
DDRPP	Deputy Dean – Research and Professional Practice
FRKEC	Faculty Research and Knowledge Exchange Committee
HR	Human Resources
KE	Knowledge exchange
OD	Organisational Development
PGR	Postgraduate researcher
PVC	Pro Vice Chancellor
RCSG	Research Concordat Steering Group
RDF	Vitae's Researcher Development Framework
RKEO	Research and Knowledge Exchange Office
RKEDF	RKE Development Framework
RSA	Research Staff Association
UREC	University Research Ethics Committee
URKEC	University Research and Knowledge Exchange Committee

Section	Sub principle description	2017 21 actions	Progress to date
General	<i>Enhancing engagement between research staff and their line managers and the Concordat / BU's action plan.</i>	<p>Action: To hold regular Concordat-themed meetings with research staff and their line managers to discuss the action plan and generate feedback and further ideas.</p> <p>Target date and success measure(s): to continue to hold at least one event per year and to be able to demonstrate how the events have informed to the action plan. Aim for at least 75% of attendees to have found each event beneficial.</p> <p>Owner: RCSG</p>	
	<i>Further embedding ownership and oversight of the Concordat implementation at Faculty level.</i>	<p>Action GEN2: To ensure the Concordat is a standing agenda item at the FRKECs and that matters raised are suitably discussed at URKEC. To provide support to the Faculties to address any issues arising and embed knowledge of the Concordat principles as appropriate.</p> <p>Target date and success measure(s): On-going with progress monitored on a regular basis through discussion with DDRPPs and research staff reps, responses to CROS and PIRLS, etc., as well as via the annual review of the effectiveness of URKEC and its sub-committees.</p> <p>Owner: RCSG (all) and DDRPPs</p>	
PRINCIPLE 1: Recognition of the importance of recruiting, selecting and retaining			

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C.4.13	Employers and researchers can often benefit if researchers have an input into policy and practice through appropriate representation at staff meetings and on organisation or management committees.	<p>Action C.4.13c : To clarify the role and responsibilities for the University and Faculty Research Staff Reps. To ensure research staff know about the reps and understand how to raise matters for discussion at URKEC, RCSG and FRKECs.</p> <p>Target date and success measure(s): To develop role profiles and associated documentation for approval by RCSG in autumn 2017, with implementation planned for early 2018. To undertake an evaluation in 2018 to assess the impact of these documents.</p> <p>Owner: RKEO and Research Staff Reps</p>	
C.4.14	Mentoring arrangements should be supported by employers as a key mechanism for career development and enhancement.	Incorporated into Action C.3.8a.	
PRINCIPLE 5: Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development, and lifelong learning			
D.5.1	Researchers are employed to advance knowledge and should exercise and develop increased capacity for independent, honest and critical thought throughout their careers.	<p>Action D.5.1 a: To continue to embed the principles of the Concordat to Support Research Integrity and to raise awareness of its importance.</p> <p>Target date and success measure(s): as per the University's action plan for the Concordat to Support Research Integrity. We are aiming for CROS17 data to show an increase from 67% to 75% for the proportion of research staff who have heard of the Concordat, and for this to increase to 85% by CROS19.</p> <p>Owner: RKEO and Ethics Chairs</p> <p>Action D.5.1b: To produce an annual statement outlining our activities in supporting the Concordat to Support Research Integrity and presented to whoCID 18 >>BDC ies or lining 0 (i)9 ((O)-2b(of)56TJ -0.005 Tw [6 (d)(t)-10 u)15 (c)04.68 Kgra 0 Onceuin)12</p>	

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		<p>Owner: RCSG</p> <p>Action F.7.1d: To increase the proportion of academic/research staff who feel integrated into their Faculty, University and disciplinary communities.</p> <p>Target date and success measure(s): CROS and PIRLS data in 2017 to show an increase on these figures from 2015. To increase the proportion of academic/research staff who feel integrated into their Faculty, University and disciplinary communities, as measured using the CROS and PIRLS data. In particular, to aim for a greater proportion of research staff to feel integrated into their department's research community (>75%) and BU's research community (>50%) by 2019 (action F.7.1d).</p> <p>Owner: RKEO, RCSG and Faculties</p>	
F.7.2	<p>The signatories agree:</p> <p>a. to constitute a steering group under an independent chair to oversee the implementation and review of the Concordat with appropriate representation of the funders and sector bodies including the Professional Institutions. This group will inform the UK Research Base Funders' Forum of progress.</p> <p>b. to procure an independent benchmarking study to assess the state of the sector at the launch of this Concordat.</p> <p>c. to contribute an appropriate share of the costs of supporting implementation and review, including the benchmarking report.</p> <p>d. to draw up an implementation plan for the Concordat, to ensure a coherent and sustained approach by organisations operating in the sector and the appropriate use of survey and monitoring tools such as the Careers in Research Online Survey (CROS).</p> <p>e. to undertake and publish a major review of the implementation of the Concordat after three years reporting to the signatories and taking account of progress against the benchmark report and the views of researchers and employers (both outside and within the HE sector).</p>	<p>Action F.7.2 b: To run CROS and PIRLS in spring 2017 and 2019.</p> <p>Target date and success measure(s): To run the surveys in spring 2017 and 2019 and to analyse the results for presentation to RCSG and URKEC. DDRPPs will be responsible for sharing the findings within their Faculties. To aim for response rates of: 30% to CROS17, 40% to CROS19, 40% to PIRLS17 and PIRLS19. The findings will be used to review the action plan, benchmark progress and identify new actions.</p> <p>Owner: RKEO, RCSG and DDRPPs</p>	
F.7.3	<p>The signatory funders will ensure that their terms and conditions of, for example, project grants include the expectation that the Research Organisations that they fund will adopt the principles of the revised Concordat.</p>	<p>Action F.7.3: To continue to monitor the expectations of signatory funders in relation to the implementation of the Concordat.</p> <p>Target date and success measure(s): This is an ongoing action that forms part of the role of the Funding Development Team in RKEO.</p> <p>Owner: RKEO</p>	
F.7.4	<p>The signatories recognise the value of innovation in practices and of sharing practice between institutions and aim to promote these throughout the implementation and review process.</p> <p>The funding signatories will consider aligning their support for transferable and career development skills. It is expected that Vitae, the national programme dedicated to realising the potential of researchers, funded by the Research Councils, will play a major role in innovating, sharing practice and enhancing</p>	<p>Action F.7.4: To continue to engage with Vitae and colleagues at other universities to share good practice internally and externally.</p> <p>Target date and success measure(s): This is an ongoing action.</p> <p>Owner: RKEO and the Graduate School</p>	

