

## Glyndŵr University

### HR Excellence in Research Award: Internal Self-Assessment of Progress

#### November 2015

This report is based on a review of the University's Action Plan for Implementation of the Concordat to Support the Career Development of Researchers, presented to the University's Research and Enterprise Committee in May 2015, updated with information available since then.

Glyndŵr University has experienced great difficulty in implementing the Action Plan, following a financial crisis which became apparent in 2013 and subsequent academic and operational restructuring.

The Action Plan for 2014/15 is copied below, with an indication of progress to date. This was originally the 2013/14 Action Plan, but not implemented in 2013/14 as a consequence of lack of funds across the institution. It was implemented only partially in 2014/15, as a consequence of a continuing lack of funds and the departure of the Associate Director of the Graduate School. An Action Plan for 2015/16 has not yet been developed and there is no date set for its completion.

#### Concordat to Support the Career Development of Researchers Action Plan 2014/15

This action plan supports the implementation of the Concordat to support the career development of researchers. Key issues arising from the gap analysis conducted in 2013 concerned ensuring effective research leadership, mentoring and interventions to support research career development. The key areas for development in 2014/15 are to be:

Action	Concordat Principle	Responsible	By When	Progress [October 2015]
1. Establish Researcher Mentoring programme	1,3, 4, 6	Associate Director of the Graduate School; University Research Centre Heads	March 2015	<ul style="list-style-type: none"><li>Progress in establishing a formal programme has been delayed by the departure of the Associate Director of the Graduate School.</li><li>The development of University Research Centre seminar programmes provides some informal opportunities.</li><li>The URC Heads are including references to internal collaboration and peer support in their developing URC strategy documents.</li></ul>
2. Develop and pilot a Research Leadership CPD programme with two strands: coaching & mentoring, and leadership	1,2,3,4,6	Associate Director of the Graduate School / Head of Human Resources	October 2014 [Leadership] January 2015 [Coaching and mentoring]	<ul style="list-style-type: none"><li>Coaching and mentoring: see above</li><li>Leadership: 3 members of staff (2 URC Heads and one Divisional Research Co-ordinator) were able to attend a <i>Vitae</i> event 'Preparing for Leadership for Research Staff' in January 2015; feedback indicated that this was a helpful and motivating event.</li></ul>

<p>3. Ensure that University Research Centres and University Institutes address the issue of 'integration' of researchers in their plans (for example, through their mentoring arrangements)</p>	<p>1,2,6</p>	<p>Deans, Heads of University Research Centres</p>	<p>February 2015</p>	<ul style="list-style-type: none"> <li>· The development of University Research Centre seminar programmes provides opportunities to support effective integration and encourage collaboration, for staff and for students.</li> <li>· The URC Heads are including references to internal collaboration and peer support in their developing URC strategy documents.</li> </ul>
<p>4. Consult with researchers to gain feedback on implementation of Concordat</p>	<p>1,2,4,6,7</p>	<p>Head of Research Services</p>	<p>January 2015</p>	<ul style="list-style-type: none"> <li>· The University took part in two national staff surveys in April and May 2015: CROS (Careers in Research Online Survey) and PIRLS (Principal Investigators and Research Leaders Survey); a total of 92 staff were invited to take part. The University took part in the 2015 Postgraduate Research Experience Survey and conducted a follow-up internal survey looking at PGR students' preferences regarding seminar programmes. Formal reports have not yet been completed, although informal initial findings have been circulated providing an indication of developmental priorities, for students and for staff.</li> </ul>
<p>5. Establish funded 'research internships' programme to enable early career researchers and colleagues who wish to reengage in research activity to work with established researchers in other institutions 6. Establish funded 'collaborative research projects' programme to enable early career researchers and colleagues who wish to reengage in research activity engage in exploratory projects with researchers in other institutions</p>	<p>1,2,5,6</p>	<p>Associate Director of the Graduate School / Head of Research Services</p>	<p>November 2014</p>	<ul style="list-style-type: none"> <li>· A modest budget was agreed to launch these programmes in 2014/15, and applications for support were invited in February 2015. Only one successful application was received and supported, which resulted in progress being made in establishing new relationships which could lead to substantive collaboration. Further consideration is being given to how best to encourage and support early career researchers.</li> </ul>