

CONCORDAT TO SUPPORT THE CAREER DEVELOPMENT OF RESEARCHERS
IMPLEMENTATION PLAN REVIEW GROUP

Meeting Summary 18 September 2017

Key items discussed and/or actions agreed

Introductions and changes to group/members

Updates received on prior discussion points:

- Update provided on HR queries:
 - teaching responsibilities,
 - staff survey sub-groups – issues relevant to research staff are being incorporated
 - appraisal: some changes have been made and additional guidance has been developed
- Emerging Leaders programme – progress slow, but additional work has been done on programme design
- Vitae RDF planner pilot – low uptake and will not be progressed at this stage
- Online Nature Masterclass pilot has been more successful, proposal to continue with this for another year was made – costs being shared between HR, Graduate Schools and Faculties

Communication actions

- Further engagement with Deans of Research has been undertaken to raise awareness of CIRG and the HR Excellence Action Plan. This will also help ascertain priorities at Faculty level, best practice and link to researchers with differing needs.

Postdoctoral Group Mentoring Programme

- 44 researchers and 12 academics participated
- Pilot has been successful overall
- Some improvements suggested in the review and evaluation – recommendations will be adopted
- There is an aim to continue this programme for 2017-18

Data review

- Discussion around research staff numbers in each faculty and data available
- Data on destinations of leavers not readily available
- Data on T&D uptake were available
- Agreed to review annually to identify staff in differing research roles, needs in relating to training and career development

CROS/PIRLS

- Verbal report that both surveys had been completed. Report's/data being analysed
- Response rates had improved since CROS/PIRLS 2015

MHLS Postdoctoral Office

- A new PD Office will be launched for this faculty in 2017-18
- Plans have been approved but not yet started – recruitment of a Director is underway
- Focus will be on Individual Development Plans, career planning, networking, L&D locally and networking support

HR Excellence in Research Internal Review

- Planning and input on January 2018 internal review

Postdoctoral Showcase event

- Event took place on 12 September 2017
- 183 participants registered interest, 140 attended
- Feedback on the day was very positive
- Formal evaluation will take place

Postdoctoral Forum

- Membership of PD Forum refreshed for 2017-18
- Acting Vice-Chancellor will chair the Forum

MHLS Postdoctoral Society

- Update provided on the MHLS PD Society initiatives
 - Faculty support for HEA Associate Fellowships
 - 'catalyst' employer events for PD staff and 1:1 support
 - Schedule of social activities

HEA Fellowship Professional Recognition Scheme

- Contact point: Karen Fraser (Education and Skills Development)