

STRATEGY AND ACTION PLAN: 2014-2016 – SEPTEMBER 2016 PROGRESS

This table outlines progress made to date against the HR Excellence in Research 2014-2018 action plan (see also 6 year review).

Actions	Critical Success Measures	Responsibility & Deadline	Progress
A: RECRUITMENT AND SELECTION			
Increase the University research community	<ul style="list-style-type: none"> All new appointments to academic posts are research active 	PVC, R&E, Schools; 2015	Policy in place from Aug 2014; data support from R&E
Create strategic, 5-year Career Development Research Assistant and Fellow posts	<ul style="list-style-type: none"> Early career researchers appointed to posts Retention and career development of post-holders 	PVC, R&E, Schools; 2016	12 new RF/RA posts appointed; 50 new PhD studentships and 7 iCASE studentships created
B: RECOGNITION AND VALUE			
Support early career researchers (ECRS) to achieve REF submission standards	<ul style="list-style-type: none"> Increased numbers of ECRs in REF with 3/4* outputs ECRs with impact case studies 	R&E, Schools; 2018	Training on research output quality delivered to 129 staff; support ongoing
Standardise research workload recognition and allocation	<ul style="list-style-type: none"> Consistent and effective research time allocation Increased researcher productivity and satisfaction 	PVC, R&E, HR, Schools; 2015	Research workload models piloted in 2014/15 and 2015/16; development is ongoing
Support researchers to develop a higher profile for their research	<ul style="list-style-type: none"> Increased volume and quality of researcher outputs and citations Increased positive researcher social media presence Increased researcher external networks and partnerships 	R&E, Marketing, Comms, Schools; 2016	New research centres and websites launched. Social media training delivered. 22 individual PGR/ECR research films created. Over 4000 research outputs uploaded to institutional repository; 40% increase in annual uploads from 2013
Review and implement career development pathways for research staff	<ul style="list-style-type: none"> Formalise promotion route to Senior Research Fellow Career development is aligned to Researcher Development Framework 	PVC, R&E, HR, Schools; 2016	Ongoing as part of Organisational Development strategy
C: SUPPORT AND CAREER DEVELOPMENT			
Continue to develop training and learning resources for researchers	<ul style="list-style-type: none"> High attendance and excellent feedback from researchers 	R&E, ADU; ongoing	Training in bidding, teaching, REF, social media and research delivered to PGRs and ECRs; over 260 individuals have attended over 450 training sessions to date
Update and optimise research structures and academic/R&E support	<ul style="list-style-type: none"> Increased researcher performance and profile Increased research bidding activity and success rates Increased early- and mid-career researchers with bids and awards 	PVC, R&E, Schools; 2016	41% increase in research awards in 2015/16. R&E bidding strategy developed; School bidding strategies in progress; £114K awarded for ECR equipment
Pilot a scheme to link ECRs with public and private partners to enhance research support and development	<ul style="list-style-type: none"> Programme successfully piloted and assessed for impact Increased success for ECRs supported by the scheme 	R&E, Advancement; 2017	In development

Formalise and expand researcher mentoring	<ul style="list-style-type: none"> All early and mid-career researchers to have a research mentor 	R&E, HR, Schools; 2017	In development as part of Organisational Development strategy
Provide effective technology and resources to enhance researcher performance and profile	<ul style="list-style-type: none"> Open access and research data management services in place University roll out of SciVal and journal identification resource 	R&E, Library, Schools; 2015	Open Access policy launched April 2015; OA support structures in place; 250% increase in output deposits in 2014/15; SciVal rolled out to Schools, with ongoing training
D: RESEARCHERS' RESPONSIBILITIES			
Appoint ECRs as Deputy REF Submission Coordinators	<ul style="list-style-type: none"> ECRs appointed for the majority of REF Units of Assessment 	PVC, R&E, Schools; 2015	To be developed in line with new REF timeline
Embed research impact into Research Centres	<ul style="list-style-type: none"> Increased impact to University public and private partners Increased numbers of impact case studies 	PVC, R&E, Schools; 2017	School Impact Champions appointed; ongoing training in progress
E: DIVERSITY AND EQUALITY			
Implement a new Research Governance Manual and processes	<ul style="list-style-type: none"> Research Governance manual and integrity/misconduct policies in place 	PVC, R&E, Schools; 2015	Research Governance working group established; review and update of policies in progress
F: IMPLEMENTATION AND REVIEW			
Embed concordat principles in research strategy implementation	<ul style="list-style-type: none"> Continued oversight through Research Strategy Implementation Group 	PVC, R&E; ongoing	Oversight now through Research and Enterprise Committee; quarterly update and annual review