HR Excellence in Research Award: Two year Progress Review

Edinburgh Napier University received the HR Excellence in Research Award from the European Commission in December 2010. As part of this award we are required to undertake a two-year internal review on our progress against our Concordat Action Plan 2010.

1.   Internal Review

The internal review was led by the Researcher Developer working closely with the University Concordat Working Group and the Office of the Vice Principal (Academic). The Concordat Working Group represents a wide range of researchers from across the University and at different career stages, allowing the views of researchers to be integrated into the review. The review received input from other parties across relevant support functions of the University. Feedback already submitted by researchers to Academic Professional Development on recent development events was also considered.

The internal review has been approved by the Vice Principal (Academic), Director of Research Strategy and Practice and the Director of Human Resources and Development. The review will be communicated to relevant University Committees including the Research and Knowledge Exchange committee which formally monitors research activity and quality within the University, as well as the Human Resources Committee.

2.   Key Achievements and Progress

Our full progress against our original action plan is detailed in the updated document which is available to view online at:

http://staff.napier.ac.uk/services/hr/development/acprofdev/RD/Pages/CAP.aspx.

After the 2010 Action Plan was created the University underwent a restructuring process. As part of this, some of the support functions are now located within different departments and our updated Action Plan has been revised to reflect the changes in structure.

During 2011 the University adopted *'A strategic approach to Effective Researcher Development'* which has created a co-ordinated, cross-university approach to the education, training and professional development of all our researchers. This strategic approach also led to the establishment of a full-time Researcher Developer role within the Academic Professional Development team, which is based within our Human Resources and Development department.

A summary of our **key achievements** includes:

- New co-ordinated Researcher Development Programme launched for AY 2012/13
- Accreditation of our 3-day 'Supervising Research Degrees' by the Staff Educational Development Association (SEDA)
- New website that provides advice and resources to support the career and professional development of researchers
- Adoption of the Vitae Researcher Development Framework (RDF) to underpin the researcher development programme and embedding of the RDF in our website, materials and mapping of events
- Enhanced induction procedures including a new online learning module that includes specific information for researchers
- Improved guidance on research governance and ethics including new development events and a revision of the Code of Practice on Research Integrity and Ethics
- Adoption of HR Connect to monitor uptake of events and to facilitate enhanced engagement with the Professional Development Review process
- Formation of a Concordat working group to involve researchers in our implementation plans for the Concordat
- Increased involvement with Vitae including hosting events and co-facilitating of courses
- Increase support for researchers involved in Public Engagement through the Edinburgh Beltane Network of which Edinburgh Napier is a key member

3. Next steps

We have developed an updated Action Plan that sets out our priorities and strategy for the next two years. It incorporates continuing actions from the original 2010 plan and new or updated actions that reflect our focus going forward. The detailed Action Plan 2012-2014 can be viewed online at:

http://staff.napier.ac.uk/services/hr/development/acprofdev/RD/Pages/CAP.aspx

A brief summary of updated actions and our next steps is provided here.

Principle 1 and 2: We will review provision for Research Leaders and develop specific support including online and development sessions tailored for this group. These events will encourage Research Leaders to contribute to researcher development across the University, and will emphasise the importance and value of researchers to the University. We will also build our internal coaching and mentoring capacity for researchers and plan to run 'An Effective Researcher' development event during AY 2013/14. We will continue to ensure that our policies and procedures align with the principles of the Concordat and will work to embed these consistently across our Faculties and Research Institutes.

Principle 3 and 4: We will utilise existing data on research career paths to develop online career guidance for researchers. We are currently involved in a pilot of Vitae's online Researcher Development Framework planner and will decide on its implementation by the end of AY2012/13. The Researcher Development programme has been developed after an initial analysis of existing provision for researchers and now provides tailored support for this

group within the university. We will continue to evaluate our own Researcher Development programme on an annual basis. Support for public engagement will continue through our participation as a key member of the Edinburgh Beltane Network, which has already awarded 3 out of its 15 fellowships to Edinburgh Napier staff.

Principle 5: We plan to establish a fund for researcher-led initiatives to support researchers who are pro-actively identifying ways to help build our research community. We will continue to promote the use of the Researcher Development Framework to researchers to support their own career and professional development. We plan to strengthen our guidance for researchers on research ethics with an online learning module, which will also support the launch of our revised Code of Practice on Research Integrity and Ethics.

Principle 6: We will integrate 'Every Researcher Counts' resources from Vitae into our Researcher Development Programme to support diversity and equality awareness amongst our research community. We will develop alternative delivery methods such as podcasts and e-learning modules for some development events to ensure access to opportunities for part-time researchers. We plan to investigate how maternity/paternity/adoption leave is paid if there is no provision made by the funding body, to ensure that this is not a barrier to a diverse workforce. We continue to work towards gaining a Bronze Athena SWAN award for the University.

Principle 7: Updates will be provided to relevant University Committees to ensure senior management are involved in Concordat developments. The Concordat Working group will meet regularly and provides an opportunity to ensure researchers are engaged with our Concordat implementation plans. We will carry out both CROS and PIRLS in 2013 to help review our progress.

In our Progress Review and updated Action Plan we have identified some actions as 'on-going' as these are often activities that will never be fully completed but will continue to be subject to review and improvement: for example, the researcher development programme, communication with researchers, and promotion and appropriate development of the annual Professional Development Review.

We plan to carry out both CROS and PIRLS in 2013 to allow the University to measure progress and benchmark against other universities. This progress will be monitored by the University Research and Knowledge Exchange Committee.

We will continue to improve our communications with research staff and their line managers/PI's and will expand our use of social media and other communication technologies to best effect interactions between our researchers and the support functions of the University.

Our success will be measured against specific actions as outlined in our updated Action Plan 2012-2014. In addition general indicators of success will include:

- Increased uptake of events within the researcher development programme across the University
- Evidence of progress in CROS and PIRLS data
- Increased uptake of annual PDR by research staff