

Review of 2019-2021 Action Plan

PRINCIPLE 1: Recognition of the importance of recruiting, selecting and retaining researchers with the highest potential to achieve excellence in research.		
Actions	Progress Made	Success Measures
<ul style="list-style-type: none"> 1.5a: Roll-out of the on-line training module for panel members. 	<p>Complete: All staff at DMU have access to the Hiring Manager and Panel Member Training session; this is a requirement for staff to complete this before participating as a panellist or lead hiring manager.</p>	<p>POD has linked this training to Staff SAP accounts to ensure policy is carried through.</p>
<ul style="list-style-type: none"> 1.5b: Report any changes to the HR Recruitment Policy and any other policies that may affect the information provided under Principle 1 via a standing item on the Concordat Operations Group Agenda. 	<p>No longer applicable: The Concordats Operations Group is not an active group at DMU.</p>	<p>N/A</p>

PRINCIPLE 2: Researchers are recognised and valued by their employing organisation as an essential part of their organisation's human resources and a key component of their overall strategy to develop and deliver world-class research.		
Actions	Progress Made	Success Measures
<ul style="list-style-type: none"> ACTION 2.6 Increase the number of academics applying for promotion or pay progression on the basis of research activity by 5%. Annually review, and report on, the promotion figures via standing item in the Concordat Operations Group Agenda. 	<p>Action to be carried over and readapted: Currently academics applying for promotion do not specify research activity as a basis for their progression. This is to be reviewed with the University Research and Innovation Committee (URIC) and updated.</p> <p>The Concordat Operations Group is not an active group and no evidence is present to indicate they ever met to action this item.</p>	<p>This action has been replaced in the current action plan (see E13)</p>

PRINCIPLE 3: Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment.		
Actions	Progress Made	Success Measures
<ul style="list-style-type: none"> Action 3.2a: Extend career support provision to ECRs and report via COG. 	<p>Complete: Career support to develop research career pathways was made available for very early career researchers through the Researcher-in-Training time allocation (320 hrs or 1 day/week) with access to a development programme, mentoring and a small fund to be used for a research-related activity. Almost 100 participants have availed of this opportunity.</p>	Provision has been made to very early ECRs.
<ul style="list-style-type: none"> Action 3.2b: Map existing training (including online provision and L&LS workshops) on to RDF and signpost clearly to researchers. 	<p>Complete: in January 2020, the RDT mapped all researcher development and professional development training to the DMU framework for support which is linked to the RDF. This programme is shared with staff and regularly communicated in a weekly bulletin highlighting professional development events and activities.</p>	Provision is mapped and managed by RDT.
<ul style="list-style-type: none"> Action 3.3a: Include POD general skills training in the RDF mapping exercise (see above) 	<p>In progress: all researcher development and professional development for researchers has been consolidated to the RDT and is managed by the RDT. POD regularly updates its general skills training and as such this action will be regularly reviewed and updated.</p>	POD provision to be mapped and linked to the above.
<ul style="list-style-type: none"> Action 3.4:4 Monitor plans to develop 'Mentoring College' in BAL and report as appropriate. 	<p>Complete: Mentoring support has been centralised and is now managed by POD via the Mentoring Matching Platform which was launched in October 2020.</p>	Mentoring is managed by POD and reports on the use of the uptake of the mentoring platform for research mentoring will feed to the Researcher Development Team.
<ul style="list-style-type: none"> ACTION 3.2b re; signposting RDF 	<p>Complete: VITAE's resources and the RDF is signposted to researchers in our programme delivery.</p>	RDF is embedded in communications and sessions.

<ul style="list-style-type: none"> • ACTION 3.6a: Develop mid- term improvements to researcher induction pack working with faculties to dovetail research and local inductions. 	<p>Complete: Research induction pack has been developed and used at the last 3 research inductions.</p>	<p>Attendance at research induction event and feedback on the event.</p>
<ul style="list-style-type: none"> • Action 3.6c Full review of researcher induction to develop a comprehensive, integrated researcher induction programme across the institution. 	<p>Complete: Research Services reviewed current provision on researcher induction and launched a institution-wide researcher induction for all new researchers. There have been 2 iterations (1 live, 1 online due to COVID).</p>	<p>Same as 3.6a above. (attendance figures: 2019 induction: 61 new researchers; 2020: 20 new researchers)</p>
<ul style="list-style-type: none"> • ACTION 3.7: Formal training for managing research projects for PIs is currently under review (See DMU Research Strategy). Ensure this is on the agenda for the Researcher Development Forum to inform development of any new training. 	<p>In Progress: the system for managing grant application and research finance recently saw a complete overhaul. As such, formal training for managing research projects for PIs has been paused until the new system is fully embedded. Once complete, the plan is to launch Managing Research Projects training for staff in 2021-2022 academic year with a focus on PI support in 2022, covering grant applications through to budgeting, managing staff on research projects, and managing and reporting on projects.</p> <p>Note: Researcher Development Forum no longer runs – Research and related training for staff will form part of the wider Research Transformations Programme and become a standing item on the University Research and Innovation Committee.</p>	<p>Uptake of training for managing research projects.</p>
<ul style="list-style-type: none"> • Action 3.8 Increase engagement with and knowledge of researcher training and support provided by 20%. Monitor via researcher surveys (CROS/PIRLS) and other methods such as DMU Staff Survey. 	<p>Action to be carried over and readapted: researchers receive a weekly bulletin highlighting researcher training opportunities. Data on engagement is not possible due to lack of record-keeping from pre-2019 to demonstrate an increase.</p> <p>Engagement is reported to the Director of Research Services and feedback from attendees will be used to monitor reception of these training activities. A 20% increase engagement is the target for 2022/23.</p> <p>CROS/PIRLS did not run in 2019 due to the institutional changes linked to Research</p>	<p>Records from RDT to inform on the engagement and reviewed each year to ensure target is being met.</p>

	Services and the DMU Staff Survey was adapted to focus on institutional culture.	
<ul style="list-style-type: none"> ACTION 3.9a: Develop comprehensive information pack of researcher development across institution with mapping to RDF of researcher specific and generic courses to inform line managers, especially those who are not research active, to enable improved support for researchers. 	<p>In Progress: the researcher development piece for staff is in development in particularly linked to leadership and managing research projects (see update linked to Action 3.7). Associate Deans of Research and Innovation regularly encourage and promote researcher development training to all academic staff. The Research and Innovation Allocation (RIA) process also is a means for staff to formally request time allocated to their workload to pursue research and development opportunities for their research skills. The PVCRE also encourages and supports CPD for research active staff through research induction, emails to all research staff, and support of CPD sessions for all researchers.</p> <p>A full pack of researcher development sessions for staff is to be complete by October 2021. Please note that the programme is reviewed and updated each academic year.</p>	External facing pages articulating offering for staff.
<ul style="list-style-type: none"> ACTION 3.9b: Develop RDF training for staff managing researchers. 	<p>Action to be carried over and updated: PI support is to be reviewed and evaluated. See also 3.7 above, where training on managing staff on research projects will highlight the Concordat for the Career Development of Researchers.</p>	See Success Measure 3.7

PRINCIPLE 4: The importance of researchers’ personal and career development, and lifelong learning, is clearly recognised and promoted at all stages of their career.

No actions listed from 2019-2021 Action Plan

PRINCIPLE 5: Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development, and lifelong learning.

Actions	Progress Made	Success Measures
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<ul style="list-style-type: none"> • ACTION 5.1: Review and update Guidelines for Good Research Practice. 	<p>In Progress: The Guidelines for Good Research Practice has been partly superseded by a DMU Research Ethics Code of Practice (February 2021, and to be reviewed every year). It also overlaps with new and existing policy documents including DMU’s Policy on Managing Open Access, DMU’s Policy on Managing Research Data. Running in parallel, every two months, are live training sessions on research ethics and integrity (currently available online). Other supporting guidance of good research practice have also been rolled out -- e.g. GDPR and research, ethics and internet-mediated research etc.</p>	<p>Principles and up-to-date guidance on research practice available to staff and students to set and manage expectations</p>
<ul style="list-style-type: none"> • ACTION 5.2a: Capture support/training provided by Enterprise and Business Development Team in the RDF mapping exercise. 	<p>Complete: Enterprise training has been embedded into the Researcher Development Programme at DMU for staff and regular review/discussion with the Enterprise team will see continuing and increased provision to support researchers’ actively interested in KTPs, consultancies and other business development opportunities.</p>	<p>Take-up of enterprise-related training; tracking of take-up on enterprise activities following training</p>
<ul style="list-style-type: none"> • ACTION 5.2b: Build in formal communication process between Researcher Development Forum and the Enterprise and Business Development Team to ensure two-way flow of information relating to researcher development in this area. 	<p>Complete: The appointment of a new Pro Vice Chancellor for Research and Enterprise is the first step to formalising the two-way flow of information relation to researcher development in this area. There is representation for each group at the other’s meetings (research representation on Enterprise committee and vice versa). The teams have also come together for the Knowledge Exchange Framework submission. There are also regular monthly meetings between the Directors of Research and Enterprise.</p>	<p>Communication and partnering between research and enterprise at least in 2-3 activities/year.</p>
<ul style="list-style-type: none"> • ACTION 5.3a: Develop Open Data policy and Research Data Management Training 	<p>Complete: DMU’s Policy on Managing Open Access and DMU’s Policy on Managing Research Data have been finalised and are available on the external website. Training on both these topics has been integrated into the provision of training for all researchers at DMU.</p>	<p>Training on these a regular part of the researcher development programme.</p>
<ul style="list-style-type: none"> • ACTION 5.3b: Develop new ethics training programme 	<p>Complete: The RDT established an ethics workshop led by the Director of Research Services in 2020 and now runs 6 iterations per year. There are also plans to make ethics and integrity training mandatory for all researchers through online provision.</p>	<p>Regular ethics training running and attendance and feedback monitored</p>

<ul style="list-style-type: none"> • ACTION 5.5a: Co-ordinate researcher development across the institution and provide a researcher development hub, appropriately owned within one operational unit. This needs to draw together the training and development offer delivered by the range of units in the institution and map to RDF. 	<p>Complete: in January 2020, Research Services recruited a Researcher Development Manager who has since carved out a Researcher Development Team and is now managing a centralised hub of services. A Sharepoint site has been developed for supervisors, early career researchers, and principal investigators, with plans for more materials and digital spaces to be created.</p>	<p>Presence for researcher development and contact known by all staff researchers</p>
<ul style="list-style-type: none"> • ACTION 5.5b: To lever the co- ordination as described in 5.5a to identify gaps, to work with the Researcher Development Forum to identify needs and to work with the training and development professionals in the various delivery units across the institution to develop targeted training for researchers. 	<p>Complete: The Researcher Development Manager works across various directorates and faculties to develop targeted training for researchers. This includes overlap with key stakeholders such as Research Development, Library Learning Services, POD, Enterprise, Research Institutes, and Research Governance. The RDM also sits on the Research Training Committee.</p>	<p>Researcher development opportunities routinely communicated to staff, and uptake monitored</p>
<ul style="list-style-type: none"> • Action 5.5c: Raise the profile of researcher development and RDF across the University, working with colleagues in line- manager positions, research mentors and faculty-facing staff to ensure that researchers are signposted to appropriate career development 	<p>In Progress: the RDT led by Researcher Development Manager has raised profile of the offering of provision to support researcher development. Researchers on the Next Generation Research Programme – a programme developed to support staff new or returning to research – are assigned a research mentor. Plans are to explore widening this provision for all new researchers at DMU and ensure any research-only fixed term contracted staff are receiving the necessary support with respect to career development.</p>	<p>Researcher development known and recognised, with input from PVCE&R and APVCR on events</p>
<ul style="list-style-type: none"> • ACTION 5.6a: Map events and workshops not flagged as ‘training and development’ on the DMUHUB, such as CPD workshops in faculty and ad hoc events (e.g. impact 	<p>No longer applicable: Researcher development and other training opportunities is managed centrally by the Researcher Development Team using local systems. Records of staff attendance are sent to POD to link to their SAP records.</p>	

training) to the RDF and provide guidance to researchers on how to appropriately record this.		
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PRINCIPLE 6: Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers.

No actions linked to Principle 6.

PRINCIPLE 7: The sector and all stakeholders will undertake regular and collective review of their progress in strengthening the attractiveness and sustainability of research careers in the UK.		
Actions	Progress Made	Success Measures
<ul style="list-style-type: none"> Action 7.2a: The Research Governance Team will implement and report CROS and PIRLS in accordance with published guidance 	<p>No longer applicable: CROS/PIRLS did not run during the 2019-2021 period as the majority of researchers at DMU are on permanent T&R contracts (less than 11 people on research fixed-term contracts) and similarly the number of PIs who are actively managing research staff on fixed-term contracts is too small to warrant the need for a survey. There is also danger of being able to identify the population because the sample would be too small.</p>	
<ul style="list-style-type: none"> ACTION 7.2b: The Concordats Operations Group will monitor progress against this action plan bi-annually. 	<p>Action to be carried over and readapted: The COG is not an active group. The RDT will monitor progress bi-annually and report to the Director of RS and the Research Transformations Programme on progress.</p>	<p>Discussion with wider research community and actions deriving from biannual reports.</p>

<ul style="list-style-type: none"> • ACTION 7.4: Develop information to support all stakeholders with the promotion of the use of Vitae resources to researchers more widely via researcher induction, researcher training and research mentoring. To ensure this is on the Researcher Development Forum agenda. 	<p>Action to be carried over and readapted: current plans to update and use the intranet space to enrich provision on induction, training and research mentoring centralised and easy to find for researchers.</p>	<p>Number of visits to the intranet space.</p>
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