

Other promotional activity

Name of institution	Other promotional activity	Number of people informed	Impact of event	Column1
University of Aberdeen	Concordat Distribution -Every member of academic & research staff has received a copy of the Concordat with a personal letter from the Vice Principal Research & Commercialisation asking for their comments.	1200		
			A working group with representation across the University was formed as a consequence of this promotional activity to address issues which were of concern.	
University of Cambridge	EC Charter and Code and League of European Research Universities (LERU): Cambridge is playing a leading role in promoting good practice embodied in the Concordat across the EU, via liaison with the European Commission's HR Strategy Group and via the LERU network.	LERU is a network of 20 leading European research-intensive universities; the EU's HR Strategy group brings together HR specialists from HEIs across the EU.	The EC has recognised that implementation of the Concordat achieves the goals of its own Charter and Code	
University of Cambridge	Cambridge has conducted an initial scoping project to collect evidence of existing effective practices within the University and in UK HEIs. The resulting gap analysis is informing a University action plan. To secure the engagement of PIs and researchers, the central University is supporting the University's six Schools in developing implementation plans that will be appropriate to the differing needs of Cambridge's very large and very diverse populations researchers, and appropriate to the cultures of departments and faculties.		Implementation plans on track.	
De Montfort University	April 2009 Letter from PVC for Research, enclosing copy of Concordat and encouraging participation in the CROS survey. Follow-up emails re CROS survey.	All Research staff (c. 186) invited		
			Higher participation in CROS survey (43%) than sector average (20%) and DMU's CROS survey results showed overall a greater awareness of the Concordat than the sector average.	
University of Dundee	Mailing of Concordat with letter of support from Vice-Principal (Research) to all Early career Research Staff	800		
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University of Edinburgh	Circulation of paper copies of Concordat to all research staff and all PIs, Heads of School, Heads of College and Deans of Research with accompanying letter from Director of HR - early September 2008	2500		
			not measured, but our CROS2009 data showed researchers at Edinburgh had greater awareness of Concordat than CROS average	
University of Edinburgh	Section of our Researcher Development website featuring the Concordat: http://www.ed.ac.uk/schools-departments/researcher-development/staff/concordat	2300		
			not measured but just setting up mechanism to measure website traffic	
University of Hull	A copy of the Concordat sent to all staff employed on a research contract plus research leaders in June 2008	150		

University of Hull	Posters taken to all areas that employed staff on a research contract: July 2008			
University of Hull	Email sent to all staff employed on a research contract to publicise the Concordat and Vitae: June 2008	150		
University of Hull	The University took part in CROS09. To promote the survey to research staff attention was drawn its close links to the Concordat: April/May 2009. Completion of the survey was encouraged by personal emails from the PVC with responsibility for research and the Director of HR.	150		
University of Hull	Awareness raising of the Concordat with professional HR staff at a professional development meeting: 25 September 2009.			
King's College London	The College Research Committee has commissioned a Mapping and Gapping exercise to review progress in implementing the Concordat at King's - to establish which principles are already being adhered to well and where improvement is needed.			A College-wide review of current practice with regard to each of the principles of the Concordat (including information on current policy, the results of the CROS survey at King's and researcher feedback) is currently underway, coordinated by the Graduate School.
King's College London	A hard copy of the Concordat was mailed out to all post-doctoral researchers	All post-doctoral researchers		Increased knowledge of the Concordat amongst researchers
University of Leeds	Distribution of Concordat to all research staff and PIs at the University	2000		Increased awareness across the university
University of Leeds	Distribution of Concordat to research staff attending central induction courses	20 people per course, 3 courses per academic year		unknown as yet
University of Leeds	Distribution of Concordat to academic staff at Faculty Research Committee meetings	Approx 30		unknown as yet
Newcastle University	Letter to all researchers and PIs from the PVC for Research	900 research staff; 650 PIs		
Newcastle University	Postcards advertising roles and responsibilities of researchers and PIs distributed to all research staff and PIs	900 research staff; 650 PIs		
Newcastle University	Implementation plan sent to all PIs and research staff for consultation			Feedback from staff has shaped the implementation plan
Newcastle University	Regular consultation with the Research Staff Working Party	14 members		Gathering of research staff opinion used in shaping implementation plan.
Newcastle University	Reporting on Concordat implementation to Researcher Development Steering Group. Staff Committee, University Research Committee			
Newcastle University	Information on the Concordat built in to our PI Development programme and CASAP			Embedding best practice with PIs from the outset of their careers. Raising awareness of the responsibilities of the PI
Newcastle University	Information on the Concordat built into our HR Recruitment and Selection training			

Newcastle University	Section on the Concordat included in the Personal Development Plan for academics (used in appraisal)	All academic staff	Academics are asked to show evidence of the steps they are taking to meet the requirements of the Concordat.
Northumbria University	8 Concordat workshops held with Deans and School management staff to discuss and evaluate how far Schools and University are meeting principles of the Concordat. Concordat packs sent to all School management teams.	20 Deans initially but report will inform all academic staff including PIs and Research staff of their responsibilities	Awareness of Concordat and its implications at the highest level of the University. Acknowledgement of good practice and Recommendations on improvements to be actioned across the University.
Roehampton University	Consideration at research committees and integration into strategic planning: the key features and implementation of the Concordat was discussed at Research Strategy Committee and by the Research Groups within the academic Schools. The Concordat will also form part of academic departmental planning, as part of our restructuring process.	15 RSC members, approximately 30 research group members within the schools	
Roehampton University	Promotion through website: Information on the Concordat included on the Research & Business development Office Website	University website has an internal and external audience	
Roehampton University	Distribution to research staff: Concordat circulated to all Assistant Deans (Research), Research Centre Directors and Principal Investigators. We will be sending the Concordat to all new PIs	4 Assistant Deans, 32 Research Centre Directors, 38 PIs	
Roehampton University	Distribution to new staff: We will be ensuring that all members of new staff receive a copy of the Concordat by integrating this into our developing academic 'starter pack'		
University of Salford	The Concordat steering group have used an email list of staff on research-only grades to publicise their activities. The list has been used to introduce the Concordat, CROS, and to circulate events, training and articles that are particularly relevant to research staff. The University Research website has recently been redesigned, and as part of this, webpages dedicated to research staff are under development and will be launched in November	There are c. 130 research-only staff at Salford, all of whom were informed about the feedback event. This was attended by 25 research staff and also 3 Principal Investigators. All those who registered to attend (or registered an interest) received a summary of Salford's CROS results in advance. Hard copies of the Concordat were also available at the event.	
Swansea University	Concordat circulated individually to Heads of School, researcher managers, and individual researchers	450	Ensuring awareness and raising profile amongst ALL research-active (researchers and managers) staff.
Swansea University	Paper prepared and discussed at each of two key University committees: University Research Committee; University Human Resources Committee. Reviewed progress of Swansea compliance in relation to key Concordat requirements, recommendations, and targets.	50 key senior staff	Led to development of a 'Supervisors Action Plan' now widely communicated to PIs, HR officers, School Heads etc.

Swansea University	Concordat 'Supervisors Action Plan' developed. Sent directly to each PI as research awards with staff funding are provided with an account code.	Ad hoc to need	Direct targetting is leading to +40% response rate of engagement with PIs. Evidence therefore that this is improving awareness amongst research managers
Swansea University	Lunch time briefings for PIs and managers of researchers. Ongoing. Senior Managers group lunches 'fronted' by PVC Science and Engineering	Ongoing but anticipate will reach majority of PIs - 150	Engendering engagement in Concordat and research-management matters at the coal-face. Is providing encouragingly useful feedback and opportunities to review and improve policy and procedures.
Swansea University	Quarterly welcome lunches specifically for new Research Staff, and with Concordat intro as a key part of this.	Ongoing approx 30 staff attend per annum	The concordat is highlighted and their expectations are raised.