

Summary of implementation activity

August 2009

The implementation of the Concordat has been enthusiastically embraced at a regional and HEI level. There has been a large amount of implementation activity since the launch of the Concordat. At a national level there have been a series of launches, seminars and practice sharing events, many of them hosted by Vitae through its Hub network. These have been invaluable in enabling staff from institutions to engage with the Concordat and in helping policymakers and those implementing the Concordat at an institutional level to learn from the policies and practices of other institutions. These vibrant communities of practice are continuing to flourish. There will be an key opportunity to engage with them at this years Vitae conference in September.

There have also been a number of developments locally, with a wide range of HEIs revisiting their policy and practice in the light of the Concordat. For example there have been launch events held at the universities of Lancaster, Queen Mary (London) and Dundee. While the University of Stirling and the University of Edinburgh have developed new codes of practice for research staff. Newcastle University has published a Concordat implementation plan and materials to support this implementation. In addition, there has been activity that engages research staff directly in the development of institutional policy: for example, research staff conferences being held in Birmingham, Glasgow Caledonian, Oxford and Manchester. This list is not meant to be comprehensive, but to show the large number of places where the Concordat is already making a difference.

A more detailed list of implementation activity is given below under the following headings.

- Events
- Articles
- Publications
- Web
- Vitae database of practice

There is a need to undertake a more thorough mapping exercise to build up a comprehensive picture of activity in the sector. However the lists below demonstrate the energetic and widespread response to the Concordat from the HE sector.

Events

25 June 2008

Concordat/Vitae launch event
Audience: Policy makers

2 July 2008

Lancaster University launch of the
Concordat
Audience: ?

8-9 September 2008

Vitae researcher development
conference 2009
Audience: Policy makers and staff
supporting researchers

15 September 2008

North East Researchers' Conference
2008
Audience: Researchers

16 September 2008

University of Stirling - Launch of the
Concordat to support the Career
Development of Stirling Researchers
Audience: ?

17 September 2008

University of Birmingham Researcher
Conference 'Changing Environment
for Researchers'
Audience: Researchers

7 November 2008

Glasgow Caledonian University
Researcher Event
Audience: Researchers

18 November 2008

Queen Mary University of London
Launch of the Concordat
Audience: ?

19 November 2008

University of East Anglia Research
Careers Event
Audience: Researchers

20 November 2008

Vitae Midlands Hub, Good practice
event for staff supporting research
staff (included presentations on CROS
and Concordat)
Audience: Staff supporting
researchers

24 November 2008

Cardiff University's Research Staff
Career Development Conference
Plenary on the Concordat
Audience: Researchers

9 December 2008

University of Leeds Research Support
Conference
Audience: Researchers

10 December 2008

Vitae Yorkshire and North East Hub
Annual Conference '08 on the
Concordat
Audience: HEI staff

7-8 January

Vitae Policy Forum (strong focus on
Concordat)
Audience: Policy makers

13 January 2009

HEFCW/Vitae seminar on the
implementation of the Concordat to
Support the Career Development of
Researchers
Audience: Policy makers

11 February 2009

University of Dundee Launch of the
Concordat
Audience: ?

26 February 2009

University of Manchester 21st Century
Researcher Conference
Audience: Researchers

11 March 2009
Vitae Scotland and Northern Ireland
Hub, The Concordat Implementation in
Scotland

24 April 2009
University of Glasgow Research Staff
Conference

13 May 2009
University of Oxford Research Staff
Forum, Department of Education

20 May 2009
University of Newcastle - The new
Concordat
Audience: Researchers

21 & 22 May 2009
Scottish Researcher Career
Development Coordination Forum

10th June 2009
Vitae Midlands Hub, The Concordat:
Supporting the Career Development of
Researchers
Audience: Staff supporting
researchers

11th June 2009
Vitae SE Hub, Implementing the
Concordat to Support the Career
Development of Researchers
Audience: Staff supporting
researchers

16 June 2009
Vitae London and East of England
Hubs, Implementing the Concordat –
one year on
Audience: Staff supporting
researchers

9th July 2009
University of Northampton, Concordat
launch
Audience: Researchers

8th –9th September
Vitae researcher development
conference 2009 (Strong Concordat
focus including the launch of the
CROS report).
Audience: Policy makers and staff
supporting researchers

Articles

Times Higher (26th June 2008)
<http://www.timeshighereducation.co.uk/story.asp?storycode=402539>

Science Careers Blog (26th June 2008)
<http://blogs.sciencemaq.org/sciencecareers/2008/06/new-efforts-aim.html>

Guardian (26th June 2008)
<http://www.guardian.co.uk/education/2008/jun/26/highereducation.uk2?gusrc=rss&feed=education>

Physics World (1st October 2008)
<http://physicsworld.com/cws/article/print/35990>

Microbiology Today (November 2008)
http://www.sgm.ac.uk/pubs/micro_today/pdf/110810.pdf

Managing for the ideal research environment, Journal of Higher Education Policy and Management (August 2009)

<http://www.informaworld.com/smpp/content-db=all-content=a912992120>

The Concordat has also received regular coverage in the Vitae Hub Newsletters and the Overview bulletin for supervisors and research managers which are distributed via the Hub network to contacts in HEIs.

Publications

Concordat to Support the Career Development of Researchers

<http://www.researchconcordat.ac.uk/documents/concordat.pdf>

Three print runs:

1. 50,000 sent to HEIs in June/July 2008
2. 20,000 reprinted in HEIs in August 2008
3. 20,000 reprinted in July 2009

Copies are available on request for HEIs to give to all new staff.

Concordat briefings to engage stakeholder groups <http://vitae.ac.uk/policy-practice/56351/Concordat-briefings-to-engage-stakeholder-groups-.html>

Concordat Implementation in Scotland: Report

http://vitae.ac.uk/CMS/files/upload/FINAL%20report_concordat.pdf

Vitae Roberts Policy Forum consultation results 2009

http://www.vitae.ac.uk/CMS/files/upload/VRPF_consultation_results_Jul09.pdf

University of Newcastle responsibility documents

<http://www.ncl.ac.uk/hr/concordat/responsibilities/>

Web

Google search for “Concordat to support the career development of researchers” is currently generating 1230 results. Including pages on the following websites

- AGCAS
- AHRC
- BBSRC
- BERA
- Bristol University
- Cardiff University
- City University London
- CRAC
- EPSRC
- ESRC
- Goldsmiths
- HEFCE
- HEFCW
- Institute of Biology
- Institute of Physics
- Jobs.ac.uk
- Lancaster University
- Loughborough University
- LSE
- MRC
- NERC
- NESTA
- Newcastle University
- NHS
- Oxford Brookes University
- RCUK
- RIN
- Roehampton University
- SFC
- UCL
- Universities UK
- University of Aberdeen
- University of Bath
- University of Dundee
- University of Edinburgh
- University of Essex
- University of Glasgow
- University of Keele
- University of Liverpool
- University of Manchester

- University of Nottingham
- University of Plymouth
- University of Salford
- University of Southampton
- University of St Andrews
- University of Stirling
- University of the West of England
- University of Warwick
- University of Winchester
- University of Wolverhampton
- University of York
- Vitae
- Wellcome

Vitae database of practice

As part of the implementation Vitae has been encouraging HEIs to share practices relating to the Concordat via the Vitae database of practice (www.vitae.ac.uk/dop).

Vitae contacted HEIs via the Hub networks and encouraged submissions that outlined aspects of institutions' responses to the Concordat. It was suggested that typical areas would include:

- Launch activities that you have undertaken to raise the profile of the Concordat within your institution.
- Examples of gap analysis or self-audit processes that you have undertaken to identify where your institution should focus its response to the Concordat
- Policy and practice relating to how your institution is managing the use of fixed-term contracts with research staff.
- Innovative or exemplary practices in response to one of the Concordat's seven principles.

The Vitae database of practice is a free resource for the sector to enable the sharing of practice. The database is inclusive and submissions are encouraged from across the sector. By encouraging sharing of information between HEIs Vitae hopes to help the sector learn from collective experience and avoid reinventing wheels.

There are now 310 examples of practice on the Vitae Database of Practice that relate to research staff. Including 15 that explicitly reference the Concordat.

- Launch of the Concordat at the University of Northampton. No. 825
- Launch of the Concordat to Support the Career Development of Researchers (University of Stirling). No. 814
- Code of Practice for the Management of Contract Research Staff (University of Stirling). No. 813
- Researcher Task Group (University of Stirling). No. 811
- New Research Staff Induction (University of Wales, Swansea). No.735
- Induction scheme to welcome new research staff to the School of Medicine (University of Sheffield). No.722
- Research staff forum (Loughborough University). No.708
- Research staff conference (Loughborough University). No.707
- Creation of the post of research development co-ordinator (University of Stirling). No.660.
- North East research staff conference (University of Newcastle Upon Tyne). No.641
- Research staff training programme (Lancaster University). No. 587
- 24 hours to change your life (University of Leeds). No.557
- The enterprising researcher (White Rose). No. 555

- Strategic collaborative appointment (White Rose) No.551
- A development programme for new and aspiring research leaders (University of Newcastle). No.466.