

Interim progress report on the St Andrews institutional commitments to the Concordat to Support the Career Development of Researchers – December 2021

Interim report on Progress in the last 12 months: The Concordat to Support the Career Development of Researchers (also known as the Research Development Concordat [RDC]) is an agreement between stakeholders to improve the employment environment and support for researchers and researcher careers in UK higher education.

The University of St Andrews became an official signatory on **14th December 2020** but an **extension** to the deadline for demonstrating our Concordat Responsibilities has been granted. The new deadline is **16th September 2022** in line with our **10-year HR Excellence in Research Award** submission.

A second interim report and a draft action plan are due for submission to the University's Governing Body, [Research, Impact, and Innovation Committee](#) (RIIC) and the Concordat Secretariat, Universities UK (UUK) in May 2022.

The final gap analysis, action plan and a report will be published externally as part of our signatory responsibilities, **by September 16th 2022**, in line with our 10-year HR Excellence in Research Award submission, following approval by RIIC.

Shortly after we renewed our commitment to the Concordat, The Staff Newsletter 'In The Loop' announced the news and a new [Concordat web page](#) was established, to raise the profile of the Concordat on the University website.

An e-mail was circulated to all [Researcher Staff](#) and all [Line Managers of Researchers](#) informing them that the University had become a signatory, explaining the purpose of the Concordat, providing relevant signposting and an overview.

The principles of the Concordat have also been introduced to the University's [Research Culture Group](#), the Equality, Diversity, and Inclusion (EDI) Directors Groups (Science / Medicine and Arts / Divinity), the [Research Staff Forum](#) and [Research, Impact, and Innovation Committee](#) (RIIC).

A senior manager champion has been identified; Professor Tom Brown (Vice Principal Research & Innovation). The [HR Excellence Working Group](#), with relevant representation from across the organisation will take responsibility for annually reviewing progress towards achieving our institutional Concordat actions, with support from the [Research Culture Group](#), which is working to coordinate and co-develop cultural change between the University's research community, professional services community, and senior management.

Gap analysis has been carried out against each of the Institutional Commitments outlined in the Concordat. The first draft of the gap analysis was reviewed by the [HR Excellence Working Group](#) on 7th December 2021. To reduce repetition, the draft gap analysis will be used to identify where actions should be actively progressed, by the HR Excellence Working Group or the Research Culture Group depending on group remit, relevance, and expertise.

All current Research Staff and all current Line Managers of Research Staff (both groups defined as stakeholders by the Concordat) and other relevant groups including RIIC members will be given the opportunity to feed into the gap analysis agreed by the HR Excellence Working Group via the [Research Staff Forum](#) and by email, before the updated draft is submitted to RIIC for approval in Spring 2022. An update (in the form of an interim report and a draft action plan) will be submitted to RIIC and Universities UK in May 2022.

As part of the consultation process, all [Research Staff Forum](#) representatives (from 11 academic Schools) and all Research Staff have been invited to participate in 'Research Staff Forum Concordat Discussions' which will shape the gap analysis and formed the basis for actions. The first of these will focus on [mental health and wellbeing, job security, and professional and career development](#).

Gap analysis and action plan development will also be informed by data from our Personal Development Management System and the following internal and external surveys, e.g.

- 2021 Staff Survey (run Nov-Dec 2021)
- 2021 St Andrews [Research culture project survey](#) (published Oct 2021)
- [Longitudinal review](#) of the Careers in Research Online Survey (CROS) and Principal Investigators & Research Leaders Survey (PIRLS) (analysis of data from 2013, 2015, 2017, and 2019)
- Culture, Employment and Development in Academic Research Survey (CEDARS)

The full gap analysis, action plan and annual report will be published externally as part of our signatory responsibilities, **by September 16th 2022**, in line with our 10-year HR Excellence in Research Award submission, following approval by RIIC.