

# CONCORDAT TO SUPPORT THE CAREER DEVELOPMENT OF RESEARCHERS IMPLEMENTATION GROUP

## Membership and Terms of Reference 2020-2021

**Contact for agendas and minutes:** Mr Stewart Barker, Research Excellence Training Team  
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**Chair:** Professor Matthias Ruth, Pro-Vice Chancellor for Research

### Purpose

The Concordat to Support the Career Development of Researchers Implementation Group is an institution wide group chaired by the PVC Research which serves to inform and implement the actions outlined in the institutional action plans and to support the [HR Excellence in Research Award](#) process. The group is comprised of researchers, academic and support staff to ensure that all areas of the Researcher Development Concordat are represented. The group reports to the University Research Committee and has indirect lines to the Athena Swan Steering Group to ensure alignment of activity where appropriate.

### Context:

[The Concordat to Support the Career Development of Researchers](#) (known as the *Researcher Development Concordat*) is an agreement between funders and employers of research staff to improve the employment and support for researchers and researcher careers in UK higher education.

**The Researcher Development Concordat 2019** is structured around three Principles:

- **Environment and Culture** - Excellent research requires a supportive and inclusive research culture
- **Employment** - Researchers are recruited, employed and managed under conditions that recognise and value their contributions
- **Professional and Career Development** - Professional and career development are integral to enabling researchers to develop their full potential

Each Principle is underpinned by obligations for four stakeholder groups: funders, institutions, researchers and managers of researchers (PIs).

### **Terms of Reference**

1. To advise on the achievement of the Principles of the [Concordat to Support the Career Development of Researchers 2019](#)
2. To undertake work to develop and progress the implementation of the University of York's action plan to support the Researcher Development Concordat
3. To review and advise on the documentation developed in support of the ongoing achievement of the '[HR Excellence in Research Award](#)' (HREiR) or equivalent should the process change
4. To report to University Research Committee its findings in respect of 1 above and to highlight areas where current practices and policies do not support the implementation of the University's RD Concordat Action Plan.
5. To actively champion, promote and role model the principles of the RD Concordat . To ensure synergy with the University's Athena SWAN submissions, EDI Principles and promote best practice in the support of researchers across all departments and areas of the university.
6. To work with the Dean of the York Graduate Research School to ensure that, where appropriate, the principles of the Concordat are echoed in the policies and practices to support postgraduate research students and that policies are implemented at Departmental and Doctoral Training Centre/Partnership level.

### **Standing agenda items**

- Actions arising from previous meeting
- Review of progress against the University's published Action Plan
- Review of Departmental activities in support of the Concordat
- Project update for the Concordat Steering Group

### **Inputs**

- Direction from University Research Committee, HR and the Athena Swan Forum
- Departmental plans and reviews
- Action log from previous meeting

## **Outcomes**

- Progress on the implementation of the University's Action Plan to support the Researcher Development Concordat to be submitted to University Research Committee
- Shared understanding of the successes and deviations in implementing the Concordat action plan.
- Identification of work packages to enable the implementation of the RD Concordat

## **Membership of the Researcher Development Concordat Implementation Group:**

Membership of the group is configured to enable each of the three Principles of the Concordat to be addressed and for full representation from researchers, research managers/PIs and professional support staff. In the context of a commitment to a positive research culture representation from EDI/Athena Swan initiative and HR is vital. The group includes representation from up to five Principal Investigators/research managers per faculty who are in a position to support the development and implementation of action plans at departmental and faculty level. Members will be appointed for a 3 year period. Membership will be reviewed each year to ensure that representation stays current. The CIG is chaired by the PVC for Research and reports to University Research Committee.

**Chair:** Professor Mattias Ruth, Pro-Vice Chancellor for Research

### **Professional Support Staff:**

Susan Kane, Assistant Director, HR

Anna Grey, Head of Research Strategy and Policy Office

Dr Karen Clegg, Head of Research Excellence Training & Concordat/HREiR Coordinator

Anna Reader, Equality and Diversity Officer & Athena SWAN Co-ordinator (& Athena SWAN Steering Group member), Equality and Diversity Team, HR

Leonie Jones, Employability and Disability Officer, Department of Chemistry

Careers representative tbc

### **PI/Research Managers:**

#### *Faculty of Science:*

Dr Nick Barraclough, Senior Lecturer, Department of Psychology

Dr Stephanie Prady, Senior Research Fellow, Department of Health Sciences (2018 as PI)

Dr Dani Ungar, Senior Lecturer, Department of Biology (PI and CoI & member of the YGRS Policy and Programmes Sub-Committee) 2020-2023

Dr John Slattery, Senior Lecturer, Department of Chemistry (PI EPSRC award) - 2020-2023

Dr Nils Morozs, Research Fellow, Department of Electronic Engineering (PI) - 2020-2023

*Faculty of Social Science:*

Dr Helen Weatherly Senior Research Fellow, Centre for Health Economics (2018 as PI)

Dr Ana Duarte - Research Fellow, Centre for Health Economics

Dr Anna Einarsdottir, Senior Lecturer, York Management School (2018 as PI)

Dr Merran Toerien, Senior Lecturer in Sociology (Director of Research in the Department of Sociology, PI and PhD supervisor) - 2020-23

*Faculty of Arts and Humanities:*

Dr Chloe Wigston-Smith, Senior Lecturer, English and Related Studies (Graduate Chair and PI British Academy Award) - 2020-23

Professor Rachel Cowgill, Department of Music (PI, Currently chair of the Music Dept Athena Swan and EDI committees) 2020 - 2023

Dr Heather Marsden, Senior Lecturer, Language and Linguistic Sciences - (Col ESRC Award) 2020-2023

Dr Steve Ashby, Senior Lecturer, Department of Archeology (2018 as PI, AHRC)

**Research Staff and GSA Representation:**

Research Staff Liaison Officer(s) 2019-2020: (RSLOs 20/21 tbc)

Dr Noorte Uphoff, research fellow at the Centre for Reviews and Dissemination 19/20

Dr Vijay GC is a Research Fellow in the Centre for Health Economics 19/20

Dr Mia Shandell, Post-doctoral Research Associate in the Departments of Biology and Chemistry 19/20

Dr Pep Mateos Gonzalez, Chair of the Early Career Researchers Forum in the Department of Education (2018)

Dr Liz Rylott, Senior Research Associate, Dept of Biology and founding member of the Biology Postdoc Association

Dr Kathryn Arnold, Dean of the York Graduate Research School - 2020-2023

Graduate Student Association (GSA) Representative - VP Academic

**Meeting Dates for 2020/2021**

8 October - 14.00-15.30

1 February - 14.00-15.30

May - TBC