

CONCORDAT TO SUPPORT THE CAREER DEVELOPMENT OF RESEARCHERS IMPLEMENTATION GROUP

Membership and Terms of Reference

Contact for agendas and minutes: Dr Karen Clegg, Director of the Research Excellence Training Team
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Chair: Professor Deborah Smith, Pro-Vice Chancellor for Research

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Purpose

The Concordat 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 Concordat are represented. The group reports to the University Research Committee on an annual basis 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

The UK Concordat to Support the Career Development of Researchers 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. It sets out clear standards that research staff can expect from the institution that employs them, as well as their responsibilities as researchers. The Concordat consists of a set of seven principles set around six areas which as a university we seek to align our practice:

- Recruitment and Selection (principle 1)
- Recognition and Value (principle 2)
- Support and Career Development (principles 3 & 4)
- Researchers' Responsibilities (principle 5)

- Diversity and Equality (principle 6)
- Implementation and Review (principle 7)

Terms of Reference

1. To advise on the achievement of the Principles of the [Concordat to Support the Career Development of Researchers](#)
2. To review and advise on the documentation developed in support of the ongoing achievement of the [‘HR Excellence Award’](#)
3. To report to Research Committee its findings in respect of 1 above.
4. To ensure synergy with the University’s Athena SWAN submissions and promote best practice in the support of researchers across all departments and areas of the university.
5. To work with the Dean of the York Graduate Research School to ensure that, where appropriate, the principles of the Concordat are echoed in activities to support postgraduate research students.

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 the RET Steering Group and the Athena Swan Forum
- Departmental plans and reviews
- Action log from previous meeting

Outcomes

- Progress reports to be circulated to the RET Steering Group
- Shared understanding of the successes and deviations in implementing the Concordat action plan.
- Action log

Membership of the Concordat Implementation Group:

Membership of the group is configured to enable each Principle of the Concordat to be addressed; to ensure that there is strong representation and input from researchers in each faculty and to provide alignment with the Athena Swan initiative. The group also includes representation from academic staff/Principal Investigators who are in a position to support the development and implementation of action plans at departmental and faculty level and is chaired by the PVC for Research.

Chair: Professor Deborah Smith, PVC Research

Concordat Co-ordinator: Dr Karen Clegg, Research Excellence Training Team

Professional Support Staff:

Corinne Howie, HR Manager (2018)

Anna Grey, Research Strategy and Policy

Dr Karen Clegg, Director of Researcher Development

Anna Reader, Athena Swan Co-ordinator (Athena SWAN Steering Group member)

PI/Senior Academic Staff:

Science:

Professor Paul Walton, Chemistry (Chair of the Athena SWAN Forum)

Dr Nick Barraclough, Senior Lecturer, Psychology

Social Science:

Dr Helen Weatherly Senior Research Fellow (2018 as PI)

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

Arts and Humanities:

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

Research Staff and GSA Representation:

Research Staff Liaison Officer(s)

Arts and Humanities/Social Science:

Dr Namrata Ravichandra Ganneria, Commonwealth-Rutherford Fellow, Centre for Global Health Histories and the Department of History (2018-2019)

Science Faculties:

Dr Anna Alessi, Postdoctoral Research Associate, Dept of Biology (2018-2019)

Dr Francina Clayton, Research Associate, Dept of Psychology (2018-2019)

Additional Researcher Representatives:

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

Dr Stephanie Prady, Research Fellow, Health Sciences

Dr Liz Rylott, Senior Research Associates, Biology

Dr Alexander Medcalf, Research Fellow and Deputy Director of the Centre for Global Health Histories

Charlotte Chamberlain - Academic Rep, Graduate Student Association