

Phase 6: Concordat Action Plan 2015-2017

BACKGROUND

The embedding of the [Concordat to Support the Career Development of Researchers](#) at the London School of Economics (LSE) has been an extension of existing research staff support provisions at the School. A Research Staff Working Group (RSWG) was initiated in 2007 to look at support provisions for research staff and to provide a forum for stakeholders to participate in consultations on how this work could be further developed. In June 2010 the work of the RSWG was handed over to a Research Staff Committee (RSC) which now has formal oversight for this area. The RSC membership is made up of various stakeholders from the School, including Research Staff, Principal Investigators, Vice-Chair of Appointments Committee (VCAC), Pro-Directors, Heads of Department, Research Centre Directors, Heads of Administrative Divisions (Teaching and Learning Centre and Research Division) and the University and College Union (UCU). Full RSC membership is available [here](#). Information on Concordat implementation at LSE is available [here](#).

LSE REVIEW OF SUPPORT PROVISIONS FOR RESEARCH STAFF

The RSC has been leading in conducting an analysis of LSE support provisions for research staff in the following phases:

Phase 1: Completion of HEI survey: Strategies for implementing the Concordat - **COMPLETED April 2010**

Phase 2: Identifying LSE progress in implementing the Concordat (Gap Analysis) - **COMPLETED September 2010**

Phase 3: LSE Action Plan to address areas emerging from the Concordat Gap Analysis (Section 1 2010-2012) – **COMPLETED 22 October 2010**

Phase 4: Internal review by December 2012 to assess progress of actions – **COMPLETED via RSC 31 October 2012**

Phase 5: Renewed set of actions 2012-2014 – **COMPLETED 12 December 2012**

Phase 6: 4 year review by Vitae/European Commission and a renewed set of actions for 2015-2017 – **TO COMPLETE BY 27 MARCH 2015**

As part of the RSC's analysis of current support provisions for research staff, the Research Staff Committee regularly consults with colleagues across the School to determine how closely these provisions align with the Principles contained within the Concordat, which are as follows:

Principle 1: Recognition of the importance of recruiting, selecting and retaining researchers with the highest potential to achieve excellence in research.

Principle 2: Researchers are recognised and valued by their employing organisation as an essential part of their organisation's human resources and a key component of their overall strategy to develop and deliver world-class research.

Principle 3: Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment.

Principle 4: The importance of researchers' personal and career development, and lifelong learning, is clearly recognised and promoted at all stages of their career.

Principle 5: Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development, and lifelong learning.

Principle 6: Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers.

Principle 7: The sector and all stakeholders will undertake regular and collective review of their progress in strengthening the attractiveness and sustainability of research careers in the UK.

Annex D Concordat Action Plan 2015-2017 - 4 Year Review

Reviewing actions

An internal review takes place every two years to assess the progress of actions. Furthermore, interim updates are provided by each lead area at RSC meetings on a termly basis. As and when areas are actioned, updates will be made available on the LSE website [here](#).

The School's previous Action Plans as well as an interim report conducted in December 2012 are available here:

[Concordat Action Plan 2010-2012](#)

[Concordat Action Plan 2012-2014](#)

[Progress Report December 2012](#)

I do hope that you will join me in ensuring that good practice is adopted across the School, in line with the Concordat's recommendations.



Professor Eric Neumayer
Vice-Chair of Appointments Committee (VCAC)
Chair of Research Staff Committee

KEY: Research Staff Committee (RSC)
Research Division (RD)
University and College Union (UCU)

Research Committee (RC)
Careers in Research Online Survey (CROS)

Teaching & Learning Centre (TLC)
Principal Investigator (PI)

Human Resources (HR)
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Annex D Concordat Action Plan 2015-2017 - 4 Year Review

Action points for 2015-2017 (including actions carried over from previous plans)

ACTION POINTS FOR FURTHER DEVELOPMENT IN 2015-2017 (including any actions from previous plans)						
	Action point	Concordat Principles addressed	Identified by	Lead	Timescale	Current Status
CARRY OVER OF PREVIOUS ACTIONS						
8	Review of intellectual property policy (which will include research staff)	3, 4	Gap analysis section 3/4c Success measure is acceptance of the revised Policy	RD/RC with Pro-Director Research & External Relations	July 2016	IN PROGRESS
9	Finalisation of LSEs redeployment process (which will include research staff)	3,4	Gap analysis section 3/4d 2009 CROS, 2009 LSE Staff Survey theme Success measure through CROS survey	HR	July 2015	IN PROGRESS
25	To introduce a regular approach to training of new mentors to ensure appropriate numbers of mentors are available per session <i>(previously 'training and support for new mentors')</i>	3, 4	RSC Success measure – Evaluation of training	RSC/TLC	July 2016	INCOMPLETE
UPDATES TO PREVIOUS ACTIONS						
17	Improve accessibility to relevant UK and EU web information e.g. Euraxess	1, 5	RSC Success measure - feedback from Researchers	HR/TLC	July 2016	
18	Human Resources to continue to ensure alignment with Concordat in all future Recruitment procedures, and ensure wider use of European-wide mediums e.g. Euraxess to advertise vacancies.	1	RSC	HR	Ongoing with a Review by July 2017	

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20	RSC to continue to have oversight of and continue to review the 'Guidance on Supporting and Managing Research Staff'	1, 2, 3, 4, 5, 6, 7	Gap analysis section 2f 2009 CROS, 2009 LSE Staff Survey theme Success measured through CROS survey	RSC with support from HR, TLC, RD, VCAC	Ongoing with a Review by July 2016 (RSC will continue to have oversight of this and review periodically)	
21	RSC to continue to monitor and actively promote Guidance on Career Development Review meetings for research staff	2, 4,	RSC Success measure – usage of CDR	VCAC/RSC/HR	Ongoing with a Review by July 2016 (RSC will continue to have oversight of this and review periodically)	
22	RSC to continue to monitor and actively promote research staff Mentoring Guidance	3,4	RSC Success measure – usage of CDR	VCAC/RSC/HR/TLC	Ongoing with a Review by July 2016 (RSC will continue to have oversight of this and review periodically)	
NEW ACTIONS						
28	To develop new promotions procedures for the New Research Staff Career. Continue to review promotions procedures for research staff	2, 3, 4	Gap analysis section 2e, 3/4e 2009 CROS, 2009 LSE Staff Survey theme Introduction of New Research Staff Career Success measure – number of promotees who are successful in new role	VCAC/HR/RSC	July 2016	
29	Development of the Careers in Research Online Survey CROS 2016 in a manner which supports a trajectory to increase researcher engagement	6, 7	RSC Success measure – percentage completion rate	RSC/TLC	March 2016	

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30	Development of the Principal Investigators and Research Leaders Survey PIRLS 2016 in a manner which supports a trajectory to increase PI engagement	6, 7	RSC	RSC/TLC	March 2016	
31	Preparation for REF 2020 to include early involvement and consideration of research staff	1, 2, 6	RSC	Professor Julia Black/RC	REF 2020	
32	To resurrect the PI Development Programme with a view to encouraging any individuals that manage research staff to attend the programme	1,2	RSC Success measure – for the programme to be running	TLC/RSC	April 2016	
33	To more actively communicate and make accessible the support offered by LSE Careers	3,4	RSC/LSE Careers Service Success measure – more articles re: Researchers	Careers Service	Ongoing with a Review by July 2016	
34	To introduce a process by which, on an ongoing basis, we attempt to track the career paths of research staff who leave the LSE	1, 3, 4	RSC Success measure – to produce some reliable data	HR/Careers Service	July 2017	
35	To encourage research staff to play an active role in the life of their Department/Centre, including getting involved in appropriate departmental decision-making processes such as committees and working groups	2	RSC Success measure – CROS survey	RSC/ Professor Julia Black	Ongoing with a Review by July 2016	
36	To actively promote the School's Bridging Fund process	1, 3, 4	RSC Success measure – number of Bridging loans	RD/VCAC/RSC	Ongoing with a Review by July 2017	
37	To have a greater influence on wider UK provisions for research staff through active involvement in Vitae	1, 7	RSC Success measure – active involvement in VITAE initiatives	HR	Ongoing, with a Review by July 2017	
38	To have a greater influence on wider EU provisions for research staff through active involvement with EU Research and Innovation Directorate.	7	RSC Success measure – active involvement in EU work groups (eg RESAVER)	HR	Ongoing, with a Review by July 2017	
39	To introduce a New Research Staff Career at the LSE.	2	RSC Success measure – successful implementation	VCAC/HR/RSC	Commence March 2015	In progress

Original Action Plan Finalised: **October 2010**
 Last progress review: **February 2015 (RSC)**
 Last updated: **March 2015 (RSC)**

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