



UCL HR Excellence in Research Award Action Plan for 2015 – 2017



“UCL is London’s research powerhouse, with a commitment to enhancing the lives of people in the capital, the UK and around the world. Our academics have breadth and depth of expertise across the entire range of academic disciplines. Individually, they expand our understanding of the world; collectively and collaboratively, they deliver analysis that addresses the major challenges facing humanity.”

– Professor David Price, UCL Vice-Provost (Research) from UCL Research Strategy 2011

Academic excellence and conducting research that addresses real-world problems inform our ethos to this day. As London’s Global University, UCL is engaged across the spectrum of research projects, from arts and humanities to the basic and applied sciences and medicine; UCL is open to talent from around the world; and, furthermore, it is engaged with the needs of an interconnected world. As London’s research powerhouse we deliver research impact resulting from multidisciplinary research excellence. This results in myriad benefits to society, such as medical innovations, cultural enrichment, informing public policy and boosting economic prosperity. Our academics and researchers make substantial contributions to the advancement of disciplines and to addressing social and economic challenges faced by the UK and beyond.

UCL is one of the largest UK research universities, with an income of more than £1 billion in 2014. In 2013-14, it had the second highest research grant income among UK universities. UCL has a population of more than 10,000 researchers, including more than 2,300 academics, more than 3,000 research staff, and 5,000 post-graduate research students.

In the Research Excellence Framework 2014, UCL was rated top university in the UK in terms of total research power, and second to the University of Oxford in terms of volume of world-leading research. Many UCL units dominated their field, including Built Environment, Neuroscience, Population Health and Education, whilst UCL Economics achieved the highest grade point average of any unit in the UK.

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	Lead		Success Measure	Update
attract ersity	HR/ Deans	Work with Heads of Departments to ensure the Recruitment and Selection process is fair and transparent. By July 2016. Implementation the new HR system which w16 Tte14 52' r aynd. .	t4658 pa67.4(h-6.5(senoft11661()-7.1(t4658ha67.4e nl)6.5(e)-77 rnpie623na2.1()14.2 Juy en()7.1red,(w)1772he eny-7.1aren(w)1772o (n)7.5d()-7.1(t)12.7hn impnct t(i)66(r(ren)7.5(eap)761ar)38c6	t4658sc.m R_ t11661oio(t11661hel)6.5((-)7.1_)TJET/Cs6 cs .8549

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Concordat Clause	Descriptor	Lead	Action (Progress and Comments)	Success Measure	Update
2.1	Employers are encouraged to value				

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2.3 (b)		HR/RSCG	<p>Survey PIs on progress made against this criterion using the bi-annual staff survey (October – November 2015) to collect data and benchmark progress made. Starting in October 2015.</p> <p>It is important that PIs feel they are recognised for developing, managing and supervising staff. Therefore there is a need to ensure these activities are recognised and valued. For example, exploring why PIs feel they are recognised for their supervising research students but not developing or managing research staff may help in identifying actions in this area. Ongoing action.</p>		

Concordat

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3.7	Employers and funders will wish to consider articulating the skills that should be developed at each stage of their staff development frameworks and should encourage re-				

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				Evidence that the 35% increase has been reached.	
5.3 (a)	Researchers should recognise their responsibility to conduct and disseminate research results in an honest and ethical manner and to contribute to the wider body of knowledge.	VPR/ RSCG	RSCG has set up a consultative group to review the ethical processes at UCL led by the Ethics Committee. Follow up in February 2016.	Feeds into the Research Staff Consultative Group (RSCG). Evidence that this has been reviewed on a regular basis. Results cross referenced with the Ethics Committee. Trends analysed to reinforce ethical standards at all level OD research.	
5.3 (b)		HR/OD	Work with UCL public engagement to engage research staff in knowledge exchange and public engagement activities. October 2016.	Number of Researchers who work with UCL Public Engagement Unit (PEU) increased by 20%.	
6.3	It should be emphasised that the demanding nature of research careers has a disproportionate effect on certain groups.	HR Deans RSCG	A paper on issues surrounding maternity leave for researchers has been developed by the 50:50 Gender Equality Group. This paper will be discussed with the researcher forum for further discussion and development before it is sent to HR Policy Committee (HRPC) for consideration. By March 2016.	RSCG met termly during NovemTm0 g0 Tc()TjET(.1(2)9. 5o)5.6127.4	

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			Continue to support The UCL Parents and Carers Together (PACT) network, launched in the summer 2014. The group meets once a month and meetings have included training on time management, and meetings with local charities and support groups. There are currently over 200 members. The group has male and female co-chairs. July 2016.	Improved results in relation to work-life balance between the 2015 and 2017 UCL-wide staff surveys.	
6.4 (b)		HR/OD	Run focus groups with female PIs (Principal Investigators) to establish why they may have responded less positively than male PI's. Discuss their own career trajectories and their opinions on why positivity appears to decrease between research roles (CROS survey) and PI roles (PIRLS survey). March 2016.	As above aim to attract at least 40% of the female PI population to focus groups to help shape practical steps to improve careers trajectories.	
6.7 (a)	Employers and researchers can often benefit if researchers have an input into policy and practice through appropriate representation at staff meetings and on organisation or management committees.				

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