

# Action Plan for implementation of the Concordat to Support the Career Development of Researchers

## University of Essex

2020-22

<i>Concordat Clause</i>	<i>Action</i>	<i>Responsibility</i>	<i>Target Date</i>	<i>Success Measure</i>	<b>Comments</b>
2.1	Reduce the number of fixed-term researchers who have been on successive fixed term contracts over a number of years.	Assistant Directors of People and Culture	June 2022	Continued year on year percentage reduction in use of fixed term contracts for researchers.	<b>PSS16.3</b>
3,4.1	Review workload allocation models to ensure they do not present obstacles to teaching and research.	Assistant Directors of People and Culture	October 2021	Revised models to be introduced as needed in the academic year 2020/21.  Target 10% improvement in perception of workload in annual employee voice survey.	<b>PSS17.7 Currently under review following the workload survey in April 2021</b>
3,4.3	Introduce new support and resources for researchers of all levels to engage with the impact agenda	Director of REO	By end Academic Year 2020/21	Series of Impact Academy workshops to be held in Academic Year 2020/21  Impact Toolkit to be launched by July 2021.	<b>Need to speak to REO</b>
3,4.3; 3,4.7; 3,4.8	Develop and implement a Research Leadership framework and Programme specifically supporting colleagues who are (or will be in the future) responsible	Deputy PVC (Research)	April 2021	New framework and development programme to	<b>Research Developer Framework?</b>

	for leading large research projects. This will include leadership of global research projects and partnerships with industry.			be in place by end July 2022.	
3,4.5	Introduce online networking events for new Pathway to Permanency Academics. Form a network of new Essex academics across departments.	Assistant Director of People and Culture (Organisational Development)	October 2020	All new Pathway to Permanency academics to attend at least one event.	<b>We held online networking events in December 2021 for P2P academics</b>
3,4.5	Targeted coaching support for Academic Advisers to help them develop the skills needed for development conversations with their Pathway to Permanency Academics.	Assistant Director of People and Culture (Organisational Development)		All academic advisers to be offered coaching support sessions.  Evaluation by online feedback form aiming for all participants to report a positive experience of the support.	<b>PSS25.5</b>
3,4.5	Roll out Electronic Document Management for permanency and promotion processes.	Director of People and Culture	July 2022	All permanency and promotion applications to use Document Management system by end academic year 2021/22	<b>P2P Electronic Document Management system OnBase is live for permanency applications</b>
3,4.6	Expand Newcomers programme to offer year round sessions in addition to annual research week, blending face-to-face and online delivery to improve accessibility.	Director of REO	By end Academic Year 2020/21	13 sessions to be held in Autumn Term 2020. Similar numbers of sessions on an ongoing basis.	
6.3	Continuous and long-term engagement with the Athena SWAN charter.	Head of Equality, Diversity and Inclusion	Ongoing	All academic departments to achieve Athena SWAN awards by end 2021. By 2025, achieve silver awards in 50% of departments, and institutional silver award.	<b>Need to check which departments are still remaining</b>

7.1	Annual cycle of pulse surveys on support for researchers during permanency and promotion processes as part of ongoing employee voice consultation	People and Culture Information Manager	Launch in academic year 2020/21, then ongoing	75% response rate to pulse surveys.	<b>PSS04</b>
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