

# The Royal Veterinary College "HR Excellence in Research Award" Six Year Internal Review

Award Date: 27 January 2012; Review Date: 7th September 2018

## Introduction

In 2012 The Royal Veterinary College (RVC) received the "HR Excellence in Research" Award highlighting the College's commitment to supporting career development of researchers. A condition of this award is that internal assessment progress against our Concordat implementation strategy is undertaken annually. Here we report the findings of the six-year internal review, highlight progress against the 2016 Action plan and provide our strategy for 2018.

## Outline of the internal review process

The internal review process was overseen by the Research Concordat Working Group (RCWG) comprising Vice Principal - Research & Innovation, Deputy Director of Human Resources, Head of the Graduate School, Staff Development Manager, the Researcher Association (RA) President, Early Career Researcher (ECR) and Principal Investigator (PI).

The group reviewed progress and achievements against the 2016 Action plan and critical [(Careers) 3.7 Research (m)-5 (Principal Investigators and Research Leaders Survey)]

- x The recruitment process has been reviewed with a view to providing for recruitment managers, including refreshers, and we have work to do before meeting our success measures.
- x Training in awareness of diversity topics is ongoing. Our new examples include training in mental health, training in diversity.
- x Our recruitment statistics do not indicate any significant trends, the statistical analysis is interpreted with caution. There are no trends in recruitment according to gender, disability or ethnicity. The effects of continued training and the impact of the Athena SWAN award are being monitored.

- x We have continued to select and retain successful researchers. This included the creation of posts for three researchers on fixed term contracts at the RVC and recruitment to four internally funded fellowships for ECR. One appointment was from RVC contract research staff. In addition, two researchers on fixed term contracts have been provided with permanent posts at the end of their fellowships. These budget decisions are made for the purposes of succession planning and capacity building within our research strategy.

An area for improvement is our induction process. Our last reports showed a significant improvement in the perceived usefulness of College induction from 40% to 80%, disappointingly, this reduced again to 44% in the last CROS.

## Principle 2 Recognition and Value

- x To recognise researcher ability in teaching and supervision. The Teaching and Learning in Higher Education course has been developed with input from the RA. The course can be used as evidence in applications for Associate Fellow of the Higher Education Academy membership. So far, 15 researchers have completed and are currently enrolled on this course, and 8 more have completed the more in depth Certificate in Education. In the RA survey 70% were positive about the support and training for excellence in teaching. This training provides evidence of teaching credentials for future employers as well as preparing researchers for teaching opportunities at the RVC. Further recognition of researcher contributions to postgraduate research student supervision has been enabled through a Policy ; we will continue to monitor these data.

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