HR Excellence in Research Award
Gap Analysis

Introduction

The University of Greenwich (UoG) currently holds the HR Excellence in Research Award. The university is now submitting a revised set of documentation to move to Cohort 11 of the Award. The University actioned its Research and Enterprise Training Institute (RETI) from Greenwich Research and Enterprise (GRE) to undertake this submission.

Gap analysis process and findings

The gap analysis was based on information/discussion from the following sources:

- The Vitae Researcher Development Framework: this was used as a baseline to map the existing training and support to our researchers and evaluate the training gaps
- Discussion at the university's Research and Enterprise Committee (R&EC), chaired by the DVC Research and Enterprise (please see **Appendix I**: Terms of Reference and membership of the Research and Enterprise Committee). Head of RETI is a member of this Committee
- Ideas Centre: After its launch in December 2017, RETI engaged the entire researcher cohort in an online "Ideas Centre" to ensure that no training or development event would be overlooked and to set appropriate priorities for the years ahead
- Follow-up from previous Careers in Research Online Survey (CROS) and Principal Investigators and Research Leaders Survey (PIRLS) and 'You said it we did it' surveys
- Views from ECRs and established researchers invited through the university ECR PGR Forum and Senior Researchers Forum (Head of RETI Chairs ECR PGR Forum, Head of GRE Chairs Senior Researchers Forum and RETI is a member of this Forum)
- Guidance from the QAA Quality Code for Higher Education (Head of RETI played an active role through consultation and on the 'reading group' for the revised UK Quality Code, Advice and Guidance: Research degrees publication of November 2018)
- The University Alliance (UA), Doctoral Training Alliance (DTA) Management and Training Group meetings (RETI represented on both Groups)
- NERC online survey 2018 report on 'Evaluation of support to ECRs'
  https://nerc.ukri.org/about/whatwedo/engage/engagement/ecr2017/ecr-evaluation/

The gaps identified through the above analysis have informed the future actions in the HR Excellence in Research Award **Action Plan 2019-21** and linked strategically with the Concordat Principles 1-7. These are outlined in the Action Plan 2019-21. Moreover, closer working with university faculties to

improve the research and training provision will be an on-going area of future work. This will be achieved through input from the below sources:

- Agenda items for discussion at the university's Research and Enterprise Committee (Appendix I: membership)
- Agenda items taken to University Development Partners meeting (RETI; Human Resources, HR; Greenwich Learning and Teaching, GLT)
- RETI meetings with Faculty Directors of Research, and faculty research professional services and administrative staff
- RETI roadshows within faculty Departments/Schools
- One-to-one/group meetings with research staff
- ECR PGR Forum
- Senior Researchers Forum

Abbreviations:

CROS: Careers in Research Online Survey
DTA: Doctoral Training Alliance
DVC: Deputy Vice Chancellor
ECR: Early Career Researchers
GLT: Greenwich Learning and Teaching
GRE: Greenwich Research and Enterprise
HR: Human Resources
NERC: Natural Environment Research Council
PGR: Postgraduate Researcher
PIRLS: Principal Investigators and Research Leaders Survey
QAA: Quality Assurance Agency
RETI: Research and Enterprise Training Institute
UA: University Alliance

RESEARCH AND ENTERPRISE COMMITTEE (R&EC)

TERMS OF REFERENCE AND MEMBERSHIP

Purpose

The Research and Enterprise Committee (REC) is responsible for the strategic development of the research and enterprise environment and activities of the university and the delivery of research degree provision.

Terms of Reference

1. To develop strategy and policy for university research and enterprise;

2. To plan, monitor and audit implementation of the university research and enterprise strategies, ensuring consistent quality in research and enterprise across the faculties;

3. To advise on the distribution of university funds to support delivery of the university research and enterprise strategies;

4. To approve, monitor and administer research degree registrations, transfers, supervision and examination arrangements;

5. To oversee research degree student supervision and training

6. To consider research degree student performance and awards;

7. To make recommendations to Council on:
   - Developments to research and enterprise strategy and policy;
   - Developments arising from the monitoring and auditing of university research and enterprise activities;
   - Distribution of relevant research and enterprise funding;
   - Research degree awards.

8. To approve on behalf of the Council:
   - Arrangements for research degree registrations, transfers, supervision and examination;
   - Arrangements for the delivery of research degree student supervision and training.

Membership

- Deputy Vice Chancellor (Research and Enterprise) *(Chair)*
- University Director of Research and Enterprise
- Director of Postgraduate Research
- Two members of staff appointed by the Pro Vice Chancellor of each Faculty (8 in total on staggered two-year appointments)
- One Early Career Researcher
- Two student representatives, nominated by the Students' Union

Other staff to be co-opted as necessary

Reporting

R&EC will submit to Academic Council:

- Minutes of all meetings;
- Reports setting out proposals and recommendations for approval.
- Reports detailing approved actions under authority delegated by Council

Status:
Version approved by Academic Council, 10 October 2012 and amended 3 December 2014 (with proposals for amendment for 2016-17), June 2016