

The Royal Veterinary College four-year self-assessment for the HR Excellence in Research award.

INTRODUCTION

The Royal Veterinary College was proud to be one of the first 50 UK HE institutions to achieve the 'HR Excellence in Research' award in January 2012. We then successfully renewed the award following submission of the RCWG . This group, which was established in 2009, is comprised of representatives from the communities (Researchers, PIs, HR and Senior Managers) and is chaired by the Vice Principal for Innovation. Regular review of progress is now an embedded part of RVC practices. Elements of the plan affect a range of interest groups such as Research Strategy Committee (a strategic committee), Academic Board, Training and Development, Appraisal and Recruitment review project group, and Senior Management Group. We have worked hard to raise the awareness of the objectives of the action plan so that they feature in the planning of major decision making groups. We have managed to ensure that we have members of the RCWG represented at each of the above groups so that they can contribute to meet key objectives.

The Royal Veterinary College is committed to aligning 34% of its CROS. The data generated from the CROS and PIRL surveys were then discussed at the RCWG and key issues for further analysis were identified. To further engage the research community we then organised a series of separate focus groups across both campuses for both PIs and contract researchers. We used the information from the CROS and PIRL surveys to inform the structure of focus groups so that we could obtain a deeper understanding of the areas we had identified. The Researcher Group, through their representation on the RCWG (three of the 8 members of this group are from the contract researcher community), took a very active role in developing the structure and format to be used for the discussions in the focus groups to ensure that it took into account the areas of interest for contract researchers. The focus groups were held with contract researchers and 15 PIs.

KEY ACHIEVEMENTS/PROGRESS BY CONCORDAT PRINCIPLE

Principle 1: Recruitment and Selection

Since the attainment of the HR excellence in Research award we have developed our induction programme to include a new staff handbook which contains a dedicated section on Research, as well as a section on 'Supporting the Career Development of Researchers'.

Plan. We actively support those individuals capable of applying for independent fellowship positions to be held either at the RVC or other academic institutions. Senior academic staff work with contract researchers to review their CVs, provide training in writing fellowship applications, provide constructive criticism of the applications drafted and help to prepare them for interview. In the last 12 months 5 researchers have submitted 8 applications resulting in 3 interviews and 2 awards. The feedback given to those who have failed has been reviewed and advice given as to improvements required for future applications. ~~People (individuals)~~ of researchers who are compe.8.9(i)-20.005 Twai9(e (he)-12.7(

