

Overview of the Institution and its structures in support of the Concordat Principles - November 2017

Target Audience for the Concordat with numbers and job titles

At Glasgow Caledonian University the target audience for the Concordat to Support the Career Development of Researchers includes all staff developing their research careers, pursued either as contract research staff (approx. 70) or academic staff who seek to generate research outputs and income as well as supervise research students (approx. 500). Our contract research staff have job titles of Research Assistant, Research Fellow and Senior Research Fellow, while our academic staff researchers have job titles of Lecturer, Senior Lecturer, Reader and Professor.

Institutional structures - responsibilities and committees

Support for the career development of researchers is the responsibility of a number of cross-university Departments, Academic Schools, Research Centres and committees depending on the function needed. The cross-university Departments are the Graduate School, the Research Innovation and Enterprise Office, and the Europe Office, which together form the University's Research Directorate, and People Services. There are four Academic Schools – Glasgow School *for* Business and Society, School of Engineering and Built Environment, School of Health and Life Sciences, and GCU London. The University has recently changed its research structures to Research Centres and research groups, responsible for driving collaborative research within our three societal challenges and six corresponding research themes which are both interdisciplinary and cross-School. Responsibility for strategic oversight, review and quality assurance of the researcher experience and environment lies with the University Research Committee of Senate and its sub-committees – Researcher Careers Development (RCD) Steering Group and the REF Management Group.

How does the process connect together across the institution?

The Graduate School has the role of coordinating the development and delivery of the actions in the HR Excellence in Research (HR EIR) Award action plan and it has the specific remit of oversight and delivery of researcher development for staff. The formal strategic development, action planning, review and evaluation for the HR EIR Award is formulated and scrutinised through the RCD Steering Group. The Steering Group is chaired by the Graduate School and consists of researchers early in their careers, research leaders responsible for developing and mentoring researchers, researcher developers, People Services, Equality & Diversity and Graduate School academic leaders.

Enhancements and solutions to issues also arise from the following cross-university networks and forums of research champions: the Research Leaders Group (includes Associate Deans Research in Schools, Research Theme Leads, Research Directorate Directors and the Pro Vice Chancellor Research), the Professoriate (chaired by the Pro Vice Chancellor Research), and the Equality and Diversity Forum (includes Schools and central Depts E&D champions). Formal approval of policies and processes go through either the University Research Committee (research related) or People Services (Human Resources related) and then ultimately Senate for final approval.