

Aneeting of the University Board for Research and Imovation was held on Friday 6 November 2020 at 10 mon Microsoft Teams

DominikZaum, Pro Vice Chancellor (Research and Innovation) (Chair)Parveen Yárpob, Pro Vice Chancellor (Research and Innovation)Achian Williams, Research Dean (Agriculture, Foodand Health)Phil Newton, Research DeanA Ia HoRah)

Overthe five yearcycle, the University had a chieved dose to 200 mover the five yearcycle, which represented c. 95% to target. The Chair commented that ambitious targets had been set,

As a holder of the Himan Resources Excellence in Research avaid, the University is required to report externally on progress in implementing the previous concordat and produce an action plan intelation to the new Concordat. The Boarcheceived the HAER action plan for 2080 22, which had been submitted along with an eport in Ottober 2020. As a result of preparations for this report, some priority actions had been identified, mostly intelation to avancess raising and training for example, or line training and induction, and evelopment of velpages, with some support from REIE. Future work will focus on the development of baseline measures and planning the implementation.

Indiscussion, the following vere highlighted

Considerationshould be given to synergies with the research integrity concordat, for example training for PIs, being miniful of buck non-relevant staff. It might be possible to explore sharing of resources/training with other universities, for example the SIO group

The University had adopted a Statement on Responsible Metrics, based on the Leiden Manifesto on responsible metrics; Actions ERI, ER3 and EMBs hould reference the approach

Careful thrught should be given to the baselining data, so that it is sensible, SVART and can be easily monitored using available data

As well as Caeers, the Knowledge Tiansfer Centre and the University's commercial expertise should be drawn upon with regard to run academic career development. The Commercial Director and the University lead for the Concordat would meet up to discuss further: It was noted that UKI was introducing permeability reinclustry/academia, so this might serve as an additional diver:

The even opportunities for further engrgement with staff, for example to move beyond the tick boxelement of training to enbedding practice. It was noted that research staff were concertrated in particular Schools, so attention could be focused in these areas.

In Research Division Operating Plans, there had been discussions with regard to the support for KORs and research staff. These highlighted existing communities and good practice in Schools that could be shared and integrated with central activities.

The Chair thanked Lynn Mone and Diame Beny for their work to date; an update would be provided to the Board at a later meeting

The Boardneceived the high level strategy implementation paper from the PVC (Academic Planning and Resource) along with the workload allocation model proposals that had been provided to Senate in Ottober: The former highlighted some core academic proposals, relating to space and the academic year and workload models

DminikZaum leader of the research workstream, presented the item, advovledging that many members had already seen the proposals in some form, and some venerm bers of the workstream group. The starting point for the workstream was the kind of institution the University wanted to be, i.e. are search intensive university undertaking pure and applied research arrows a broad disciplinary base, delivering quality research, high income in a vibrant research environment with an international outlook. Excellence needed to be underprinted by individuals, thus the focus on setting expectations (income, outputs, impact) and managing workload/performance accordingly, and accompanying infrastructure, whilst continuing to strengthen leadership and developstaff. There was a need to use resources effectively, both so there was time to support different activities and in the interests of fairness in terms of work and time allocation

It was recognised that the proposals might have uneveneffects accoss the University and could have significant impact on individuals and ways of working

Boardmenbersprovided the following additional comments on both the high level and workload proposals

MatthewWindsorhadcamassedeadycaeerresearchers accoss the University and fed backthe key comemoraised