## HR Excellence in Research: De Montfort University Two-year Self-assessment

## 1. Introduction

De Montfort University (DMU) is committed to providing an inclusive, equitable and supportive working environment for all staff. There are less than a handful of staff at DMU on research-only contracts, and are mostly Research Assistants (largely without a doctorate). About half of all academic staff are in receipt of research time allocations (academics have to apply to secure research time allocation; contractually teaching-and-research contracts come with a 0.1 (160 hour) scholarship allocation and all research time allocation are scheme). As such, we allow are useful to include all staff with a research time allocation.

DMU secured the HR Excellence in Research Award in 2019 on the basis of an action plan to further improve the working environment for researchers. However, the feedback on that plan had indicated that The institution has had significant changes in staffing and structures since that Action Plan was written, including the departure of the individual who had been leading on the Action Plan. As such, the new team is picking up afresh, and bringing a new approach to that Action Plan and the plan going forwards.

## 2. Institutional Context 2019-2021

Since the launch of the action plan to support researchers at DMU, there have been significant leadership changes across all aspects of the institution. This included the resignation of the then DMU Vice-Chancellor in early 2019. The last two years have also seen changes in research leadership, including the creation of a Researcher Development team, led by a Researcher Development Manager (January 2020), who now has responsibility for implementing the Concor commitment to the Concordat.

As a result of these institutional changes, working groups, such as the Concordat Operations Group and the Researcher Development Forum have not met. Rather, the actions and responsibilities of these two groups are now being absorbed into the existing governance structures of the institution.

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