

Loughborough University Concordat Action Plan 2021-2022

The University is committed to the development of a vibrant and inclusive community of staff and students. This is achieved through the development of a culture of excellence, innovation and high standards of academic and professional practice. The University is committed to the development of a vibrant and inclusive community of staff and students. This is achieved through the development of a culture of excellence, innovation and high standards of academic and professional practice.

The University is committed to the development of a vibrant and inclusive community of staff and students. This is achieved through the development of a culture of excellence, innovation and high standards of academic and professional practice. The University is committed to the development of a vibrant and inclusive community of staff and students. This is achieved through the development of a culture of excellence, innovation and high standards of academic and professional practice.

Glossary

A	A
CA	Co (U t ni CA B
CA	Ch grad
	b gn A s c
PD	Pd ac ad
PI	Pi nc i
PV	Pd -Ch V i
PA	Pd h
PD	Pd -Co m h e

Principle 1 - Recruitment and Selection

Code	Action	Strategy	Responsibility	End Date	Success Measures
1-3 RS	Develop recruitment strategy	Capability Personnel Priority 4 CA - E A	PV advertising Job E E h f	2022 April September October	Develop recruitment strategy Cost E na h h e
1-4 RS	Develop recruitment strategy	Capability Personnel Priority ngn	Personnel Job E E Wo	2022 April September October	Develop recruitment strategy Cost E na h h e

Principle 2 – Recognition and Value

Code	Action	Strategy	Responsibility	End Date	Success Measures
2-1	<p>As a result of the project, the organization will be able to identify and measure the value of its activities and processes.</p>	<p>Capability Performance Process CA Internal External Financial</p>	<p>Performance Quality Cost Time Innovation</p>	<p>2024</p>	<p>Increased productivity Reduced costs Improved quality Faster time to market Increased innovation</p>
2-2	<p>The organization will be able to identify and measure the value of its activities and processes.</p>	<p>Performance Quality Cost Time Innovation</p>	<p>Performance Quality Cost Time Innovation</p>	<p>2024</p>	<p>Increased productivity Reduced costs Improved quality Faster time to market Increased innovation</p>

2-8 RS	S p i c ngd C	Culture Pe Pr 1 -	A Wo	C i	e i h fi Do -nd e
2-10 NEW	in Pad U ie o ni fi	Community Pe Pr g b fid	Pe Do y	e a p i ad	p Wo e y d p ic li n in rc ng c
2-11 NEW RS	A b h n (U)ad	Culture Pe Pr 4	Pe h h o h	A a p i g	hc h h h n e e e o o n y e u sd n ng 10% o (b ed

Principle 3 – Support and Career Development – Supporting Researchers

Code	Action	Strategy	Responsibility	End Date	Success Measures
3-1	<p>Acquire and maintain a high level of research capability and expertise in their field.</p> <p>Develop and maintain a strong research portfolio.</p> <p>Engage in continuous professional development and training.</p> <p>Collaborate with colleagues and other researchers.</p> <p>Seek out and accept challenging assignments.</p> <p>Mentor and support junior researchers.</p>	<p>Capability</p> <p>Professionalism</p> <p>Pr 2</p> <p>Collaboration</p> <p>Leadership</p> <p>Research</p>	<p>Principal Investigator</p> <p>Department Head</p> <p>Research Team</p> <p>Academic Staff</p> <p>Postgraduate Students</p>	<p>Annual Review</p> <p>Research Output</p> <p>Professional Development</p> <p>Collaborative Projects</p> <p>Challenging Assignments</p> <p>Mentoring Activities</p>	<p>Research Excellence</p> <p>High Quality Publications</p> <p>Successful Grant Applications</p> <p>Collaborative Partnerships</p> <p>Highly Rated Research Projects</p> <p>Successful Mentoring Outcomes</p>
3-2	<p>Monitor and evaluate the progress of research projects.</p> <p>Provide regular feedback and support to researchers.</p> <p>Identify and address any barriers to research progress.</p> <p>Encourage and facilitate interdisciplinary research.</p> <p>Support researchers in seeking external funding.</p> <p>Provide access to research facilities and resources.</p> <p>Organize and participate in research conferences and seminars.</p>	<p>SA</p> <p>ngel</p> <p>ngel</p>	<p>Department</p> <p>Research Team</p> <p>Academic Staff</p> <p>Postgraduate Students</p>	<p>Annual Review</p> <p>Research Output</p> <p>Professional Development</p> <p>Collaborative Projects</p> <p>Challenging Assignments</p> <p>Mentoring Activities</p>	<p>Research Excellence</p> <p>High Quality Publications</p> <p>Successful Grant Applications</p> <p>Collaborative Partnerships</p> <p>Highly Rated Research Projects</p> <p>Successful Mentoring Outcomes</p>

Principle 5 – Researchers' Responsibilities

Code	Action	Strategy	Responsibility	End Date	Success Measures
5-2	Unit C	Community Pr	Pe U	July 2022	A o c o r o n a , e n p o
5-3	hc A A e p	Community Pr	Pe U	2022	U p h i o t n g n a a c . n s B y t h f , A t b p s a d
5-5 RS NEW	Unit U B	Community Pr	U p o	2022	M h n t y i s m U o n a c d A y t e n n g d

quality

to
the
ni

on
by
ng
nc

to

Principle 7 – Implementation and Review

Code	Action	Strategy	Responsibility	End Date	Success Measures
7-1	Conduct a review of the current position of the Council.	Community Profile 2	Project Director	March 2022	Successful completion of the review.
7-2	Implement the new system.	Community Profile 4	Work with the contractor.	Quarterly	Successful implementation of the new system.
7-5	Secure a new contract for the provision of services.	Culture Profile 4	Vendor	2022	Successful completion of the procurement process.
7-6	Implement the new system by June 2022.	Culture Profile 0	Project Director	June 2022	Successful implementation of the new system.