



Margaret Univer

HR Excellence in Research Award

10 Year Review –

17 September 2020

Action 1: Complete the review of the Academic Workload Allocation Model (AWAM), with due attention to research needs .			
Responsible	Timescale	Success Measure	Status at September 2020
Senior Leadership Team	July 2020	x C* 830cku6.82/P <</MCID 42 >	

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x 66.2% of research staff agreed/agreed strongly that they were treated fairly in relation to

			<ul style="list-style-type: none"> x Since 2018 systematic inclusion of RDF in Doctoral Study and Training events and in Doctoral Certificate READ Programme. x 2019 started preparation to take part in UKCGE research supervision accreditation project. x QMU membership of 2 Scottish Graduate Schools (Social Science, Arts and Humanities), with delivery of advanced training. x Partner in 7 out of 9 SFC Innovation Collaborative Groups. x Active membership of 3 Main strategic Universities Scotland research and innovation sub committees. x Economic sector specific collaborations focused on Creative Industries (Glasgow School of Art and Royal Conservatoire of Scotland) and Food and Drink (Abertay University and S F R W O R D U n i v e r s i t i e s and College) established and MoA in place. x O H P E H U R I 6 F R W O D Q G ¶ V (6 5 P a r t n e r s h i p s i n c e 2 0 1 7 (L i n g u i s t i c s Q Pathway).
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Action 10: Continue to host CRS/ECR focused events to explore multidisciplinary research outwith disciplinary norms and in collaboration with others across Research Centres.

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- x All new CRS aware of researcher-specific induction checklist.
- x Researchers express greater clarity re their contractual arrangements, e.g. in meetings with Deputy Principal.

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		<p>through the REF 2021 census period.</p> <ul style="list-style-type: none"> x CRS full consulted in the development of the QMU REF 2021 Equality and Inclusion - Code of Practice Group. 	
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Action 15: Continue to champion gender equality initiatives beyond the conventional STEM domain of Athena SWAN, to include initiatives such as Aurora.

Responsible	Timescale	Success Measure	Status at September 2020
Equality and Diversity Committee	May 2019	<ul style="list-style-type: none"> x Achievement of Athena SWAN bronze departmental awards for all eligible STEM and AHSSBL departments. x Achievement of institutional silver award. x Ensure uptake of ring-fenced Aurora places by CRS. 	

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			<ul style="list-style-type: none"> o Open Access (4) o Research Integrity (6) o Enterprise and Impact (28) <ul style="list-style-type: none"> x Institutional investment and membership of new Scottish Policy Research Exchange (SPRE) and Scottish Parliament Academic Network (SPAN). x New weekly newsletter of opportunities for engaging in UK and Scottish Parliaments issued. x New QMU Innovation Fellowship Scheme launched in 2019.
Action 20: Roll out a new enhanced commercialisation collaboration with the University of St Andrews			
Responsible	Timescale	Success Measure	Status at September 2020

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			x REF 2021 Equality and Diversity Training Module launched in November 2019.
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