








University of  
**Strathclyde**  
Glasgow

# Committing to the Agreement on Reforming Research Assessment (ARRA) through membership of CoARA

Dr Helen Young, Research Policy Manager  
[helen.l.young@strath.ac.uk](mailto:helen.l.young@strath.ac.uk)

# Why did Strathclyde sign up?



-  The ARRA **aligns with our direction of travel** post-REF 2021, tying in with research concordats work (RI and RD Concordats in particular).
-  Provides a **credible framework** (comprehensive and co-created) to drive and embed change.
-  A **collaborative rather than competitive approach**, recognising the autonomy of institutions and each one's unique reform journey.
-  Opportunity to contribute to a **critical global initiative** coordinated through the governing and supporting bodies of the CoARA.
-  No membership fee, just **in-kind commitment** as appropriate.

# How was the decision taken?



-  **Rapid decision** to become an early signatory in order to participate in the constitutive assembly in December 2022.
-  Possible because of **established and aligned research culture work**:
  - Researcher Development Concordat action plan and delivery (signed June 2020).
  - Embedding of responsible research assessment principles in REF 2021 results reporting and lessons learned process throughout 2022.
-  **Groundwork for a decision was laid over many months**, including discussion of how to report responsibly on the REF 2021 outcomes.
-  Clear articulation of the **link to institutional values and identity** as a socially progressive institution as well as emphasis on its **importance to the achievement of the strategic goals and people strategy**.

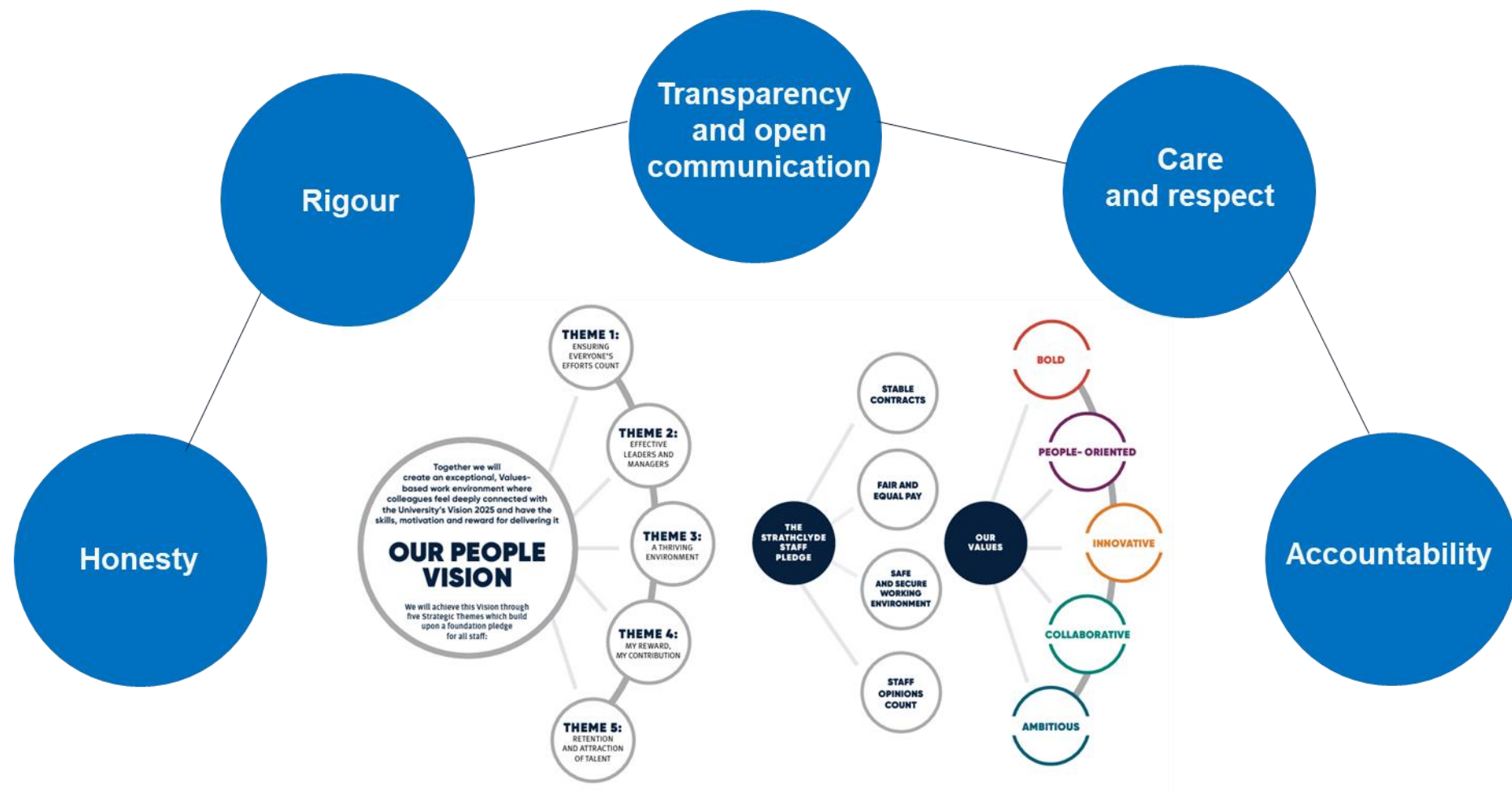




# Values-driven approach



# Connecting the dots to research integrity



# Putting in the policy legwork



## Concordat to Support the Career Development of Researchers Second Annual Report 2021-22

Period covered	1 September 2021 – 31 August 2022
Author	Academic Development Lead (Research)/ Institutional Concordat Champion for the Concordat to Support the Career Development of Researchers Organisational and Staff Development Unit (OSDU)
Date considered by the Research and Knowledge Exchange Committee (RKEC) and recommended for approval and publication	20 September 2022
Date considered and recommended to Court via Senate by Executive Team	11 October 2022
Date considered and recommended for approval by Senate	[To be considered 16 November 2022]
Date approved by Court	[To be considered 1 December 2022]
Date of publication	[To be published 2 December 2022]



## Research Integrity Statement 2021-2022

Period covered	1 September 2021 – 31 August 2022
Author	Research Policy and Information Team, Research and Knowledge Exchange Services
Date considered by the Research and Knowledge Exchange Committee (RKEC) and recommended for publication	20 September 2022
Date considered and Court via Senate by	
Date considered and approval by Senate	
Date approved by C	
Date of publication	

## Proposal for Research Quality Review process (last updated 12/01/22)

### Introduction

- Historically, Strathclyde has been a case studies and This has been done for improvement
- The submission Recognising the workshops were driven through the restructuring of the goals and development environment/culture such as the Decol
- Since the public strengths and are



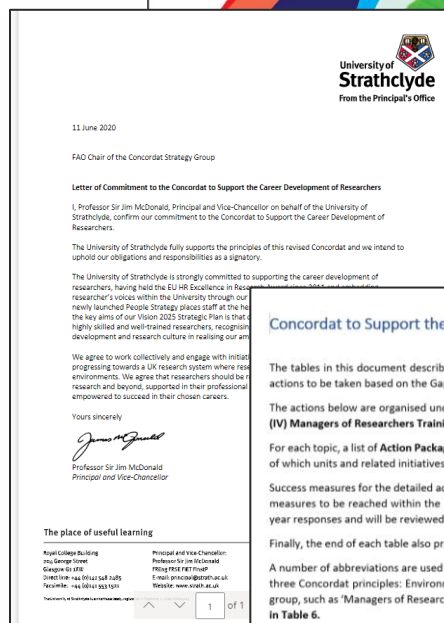
## Responsible use of citation metrics in the Accountability and Development Review (ADR) process

### Purpose

This guidance is intended to encourage and facilitate responsible use of citation metrics in the ADR process. While the primary audience is ADR reviewers of academic staff in all subject areas, the information is relevant to all those undertaking and enabling research at the University.

## Principles to guide responsible assessment

The ARRA principles for assessment criteria and processes, copied in full below with minor edits, provide a best practice framework. These emphasise quality, impact, diversity, inclusiveness and collaboration.



## Concordat to Support the Career Development of Researchers – Detailed Action Plan

The tables in this document describe the outcomes of the Researcher Development Concordat Action Plan work carried out since October 2020, highlighting the detailed actions to be taken based on the Gap Analysis outcomes and Key Themes described in Paper 1a.

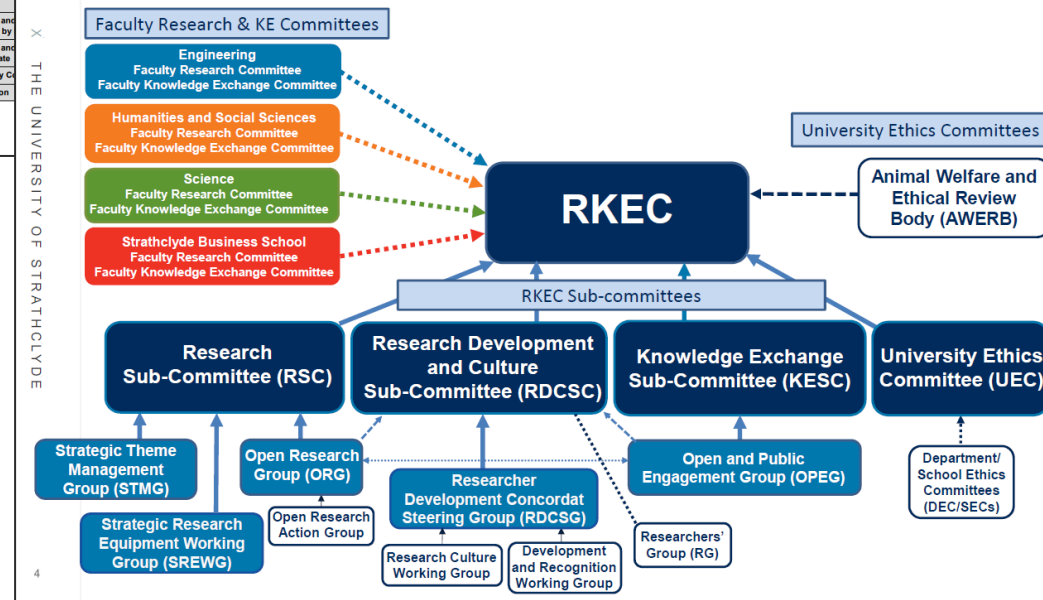
The actions below are organised under five key themes: (I) Implementation and Governance; (II) Research Culture; (III) Researcher Career Development and Progression; (IV) Managers of Researchers Training and Development; and (V) Engagement in Policy and Decision-Making.

For each topic, a list of Action Packages addressing relevant gaps and challenges are presented, each of which includes a set of more detailed responses as well as a summary of which units and related initiatives or projects should be involved.

Success measures for the detailed actions are also highlighted, considering both short-term performance indicators to be achieved by the end of 2021 as well as longer-term measures to be reached within the next two years. Please note that, wherever results from future CEDARS surveys are used as targets, these are based on the 2020 pilot year responses and will be reviewed based on CEDARS 2021 outcomes as well as national benchmarking data.




Finally, the end of each table also provides a reference to the relevant Concordat obligations addressed by each topic (a full copy of the Concordat is available [here](#)).

A number of abbreviations are used throughout this document, in particular in reference to the Concordat obligations and Signatory Responsibilities (SR). These denote the three Concordat principles: Environment and Culture (EC), Employment (E), and Professional and Career Development (PCD); followed by a specific Concordat stakeholder group, such as 'Managers of Researchers' (M), 'Funders' (F), 'Researchers' (R) and 'Institutions' (I). A full list of abbreviations used can be found at the end of this document in Table 6.



# Key messages



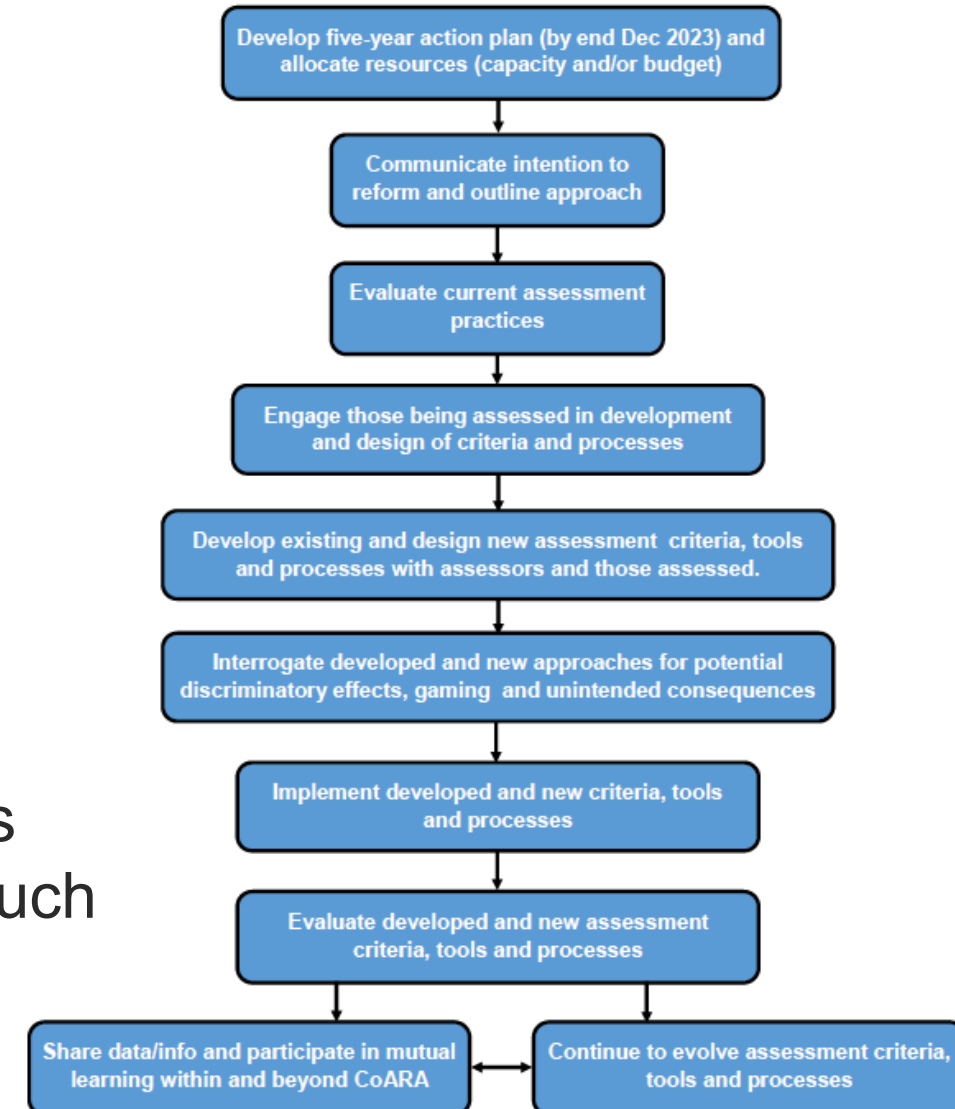
-  Given our values and strategic objectives, advancing responsible research assessment is **essential not optional**.
-  Commitment to the ARRA and membership of CoARA will **help not hinder**.
-  We are in control and can **determine our own reform journey**.



# What does it mean?

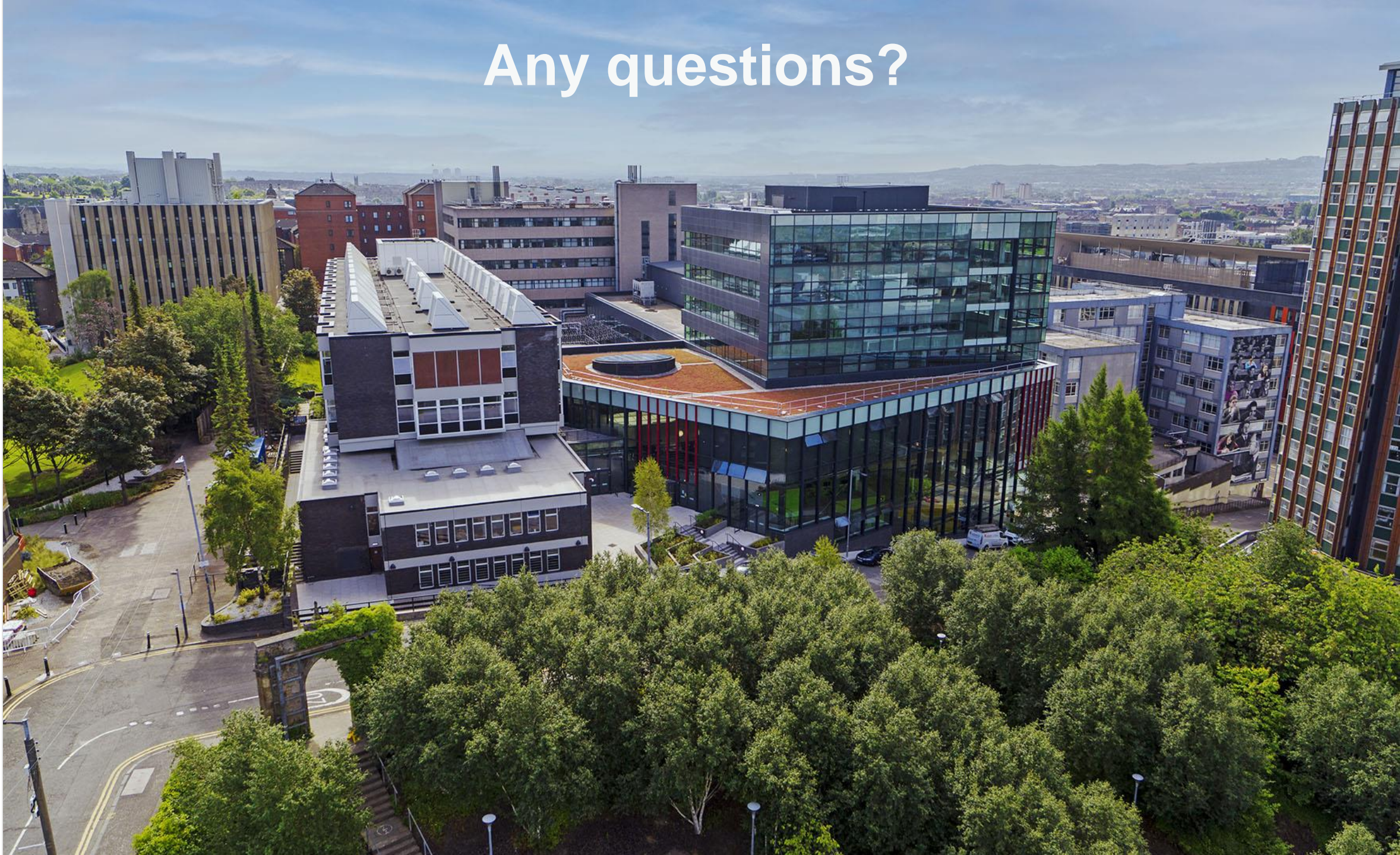
- ☀ Our official reform journey has begun.
- ☀ Approach is being determined and required action plan is in development.
- ☀ Extensive work to be done to ensure holistic approach and lasting change.
- ☀ Critical focus on alignment across the institution and the integrity of the process not just the desired outcomes – it's as much about the journey as it is the destination.

Flowchart of the Research Assessment Reform Journey





# Any questions?







# University of **Strathclyde** Glasgow