



Our research community and researchers are involved in shaping the University's new strategy through a variety of pathways. These include:

- Continued representation of research staff on Senate

- A repositioned Research Staff Association

- Research staff-focused personal and professional development opportunities in a variety of domains

The Graduate School acts as a focal hub for Concordat-related activity offering researchers a point of contact, sign-posting, careers, development and wellbeing support. The priority for the Graduate School has been to support research staff and staff supporting and managing researchers (e.g., MoRs) in understanding strategic changes and new priorities. With our new live

Improved internal review processes for grant proposals and funding applications (from research staff)

- Increased involvement in research-related activities in the University
- Mentoring initiatives for research staff (as both mentor and mentee)
- Improved support for researchers in one College (more networking opportunities with academics; more fruitful communication between research groups)

These have directly influenced both short-term (e.g., focus groups; workshops on funding applications) and long-term actions (e.g., regular election of research staff to Senate).

In 2023, the University ran the Culture, Employment and Development in Academic Research Survey (CEDARS) which had a 54% response rate (28% doctoral researchers; 72% members of staff out of which 28% aligned themselves with the 'research-only contract job family'). The survey generated several responses which directly influenced current and future action plans, with one respondent declaring,



