










	Title Action	Timing	Responsible Unit	Indicator/Target	Current Status
Status	Ethical and Professional Aspects				
	1. UCC will actively contribute to the discussion on National protocols and facilitate implementation of National Protocols for Research Integrity (RI) /Responsible Conduct of Research (RCR)	2013 2015	National Protocol Committee including Professor Anita Maguire, Mr Michael Farrell and Professor Alan Kelly of UCC. Professor Anita Maguire Vice President for Research and Innovation	Launch of National Policy Statement on Ensuring Research Integrity in Ireland launched in 2014 Professor Anita Maguire, UCC Vice President for Research and Innovation is Chair of the Irish National Forum on Research Integrity. See link to website	Complete Implementation on-going Complete Implementation on-going
	2. Establishment of a Working Group on RI/RCR and Research Ethics which will include researchers at all levels of the research career path, staff representatives from all areas of the University.	2013 2015	In UCC, research ethics are the responsibility of the <u>University Ethics Committee (UEC)</u> . The UEC is a committee of Academic Council and it reports annually both to Academic Council and to Governing Body. The chair of UEC is Dr. Mary Donnelly of the School of Law. Professor Ken O'Halloran Research Integrity Officer	It was decided that the establishment of another working group might not be as effective as inviting the Chair of the University Ethics Committee (UEC) to join the HRS4R working group. This happened in 2015. The Chairs of both the UEC and the HRS4R working group act as conduits to assist with the development and embedding of RI/RCR in the internal existing mechanisms of the University. The reach of both committees is wide and information will flow to the sub-committees of the University Ethics Committee, to the Research community and to the organization as a whole.	Complete Implementation on-going Complete Implementation on-going




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				Both the UEC and the HRS4R group include researchers at all levels of the research career path and staff representatives from all areas of the University. As part of its commitment the University has appointed (2015) Professor Ken O'Halloran in the recently established position of Research Integrity Officer in UCC.	
	3. The University Ethics Committee will develop mechanisms for embedding good research practice into the culture of all scholarship	2013	Office of the Vice President for Research and Innovation – Professor Anita Maguire Vice President for Research and Innovation. In UCC, research ethics are the responsibility of the University Ethics Committee (UEC) . The chair of UEC is Dr. Mary Donnelly of the School of Law.	1. Policy Statement on Ensuring Research Integrity in Ireland Policy published in 2015. Professor Anita Maguire, UCC Vice President for Research and Innovation is Chair of the Irish National Forum on Research Integrity. See link to website 2. Code of Research Conduct University College Cork V2.0 June 2016	Complete Implementation on-going
	4. Develop a series of workshops on RI/RCR	2015	Office of Vice President for Research and Innovation and Human Resources	Launch of blended learning RI/RCR training in 2016/2017. The RI/RCR Programme is designed to provide postgraduate students, new faculty and research staff (all levels) with a basic	Complete Implementation on-going


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				understanding of responsible research practices in their area of study	
✔	5. Develop further RI/RCR Training using best practice from other Universities	2016	Office of VP Research and Innovation Dr Kenneth Burns School of Applied Social Studies.	Workshop on research integrity developed with University of Maryland – blueprint for continued workshops was launched in April 2016	Complete Implementation on-going
	6. To better equip our researchers re: RI/RCR, compulsory training workshops will be introduced in 2017 -18 pending approval from Governing Body. This initiative will also be rolled out to all academic staff shortly.	Dec 2018	Office of VP Research and Innovation	Workshops on research integrity to be launched during 2017 and up and running regularly by 2018 following a change to researcher contracts indicating the compulsory nature of these workshops. A certificate of completion will be awarded to those who participate in the training. This training will be monitored to reassess its relevance and continuously improve its scope. RI/RCR training at UCC will be informed by experts (Philip DeShong and Robert Dooling from University of Maryland via a Fulbright Specialist Award to UCC in 2017.	In Preparation
✔	7. Participate at national level in discussions on Research Integrity.	2015	Office of the Vice President for Research and Innovation – Professor	See Action 1. UCC is also represented on the Ethics	Complete Implementation

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		2015	Anita Maguire Vice President for Research and Innovation. UCC Ethics committee	Committee of the Royal Irish Academy by Dr Theresa Reidy a lecturer in the Department of Government at University College Cork. These undertakings and those of point 1 above have enabled UCC to participate at national level discussions on research integrity.	on-going
	8. Promote policies and practices to better support gender diversity and equal opportunities in research for men and women.	2013 2013 2014	Dr Caitriona Ni Laoire Dr Caitriona Ni Laoire Human Resources	GENOVATE: Project ran from 2013 and is due to be completed in December 2016; the project successfully promoted a Gender Equality Action Plan for the university; for more information about actions and achievements, see: www.ucc.ie/en/iss21/genovate . Through the Glass Ceiling: This project ran from 2010 to 2012 and successfully ran career development and mentoring programmes for female academics and researchers. Aurora leadership development initiative for women	Complete Implementation on-going Complete Implementation on-going
	9. A further commitment was established to address gender inequalities and identify areas	2016	UCC Athena Swan Working Committee	Athena Swan Bronze Awarded to UCC 2016 Actions relating to researchers from	Complete Implementation


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	for positive action through the attainment of Athena Swan Bronze			the Athena Swan Action Plan will be included in this document when available.	on-going
	10. Equality, diversity and inclusion are core values, critical to the University's mission as an educational institution. A new Equality, Diversity and Inclusion Unit to be established in UCC.	June 2018	Office of the President Office of the Registrar	Unit and role of Director of Unit established and recruited.	In Preparation
	11. Audit the current terms of reference for the HR Excellence in Research working group with a	June 2018	Human Resources HR Excellence in Research working group	New Terms of Reference and working group membership policy document	In preparation
	Recruitment				
✓	1. It is recommended that in line with EC recommendations a UCC OTM-R Policy should be introduced.	2016 - 2017	HRS4R Working Group HR Research Committee	Introduction of the New OTM-R policy. See Link to UCC OTM-R Policy	Complete Implementation on-going
✓	2. Publicise and communicate the University Employment and Career Management Structure for Researchers effectively	2013	Office of the Vice President for Research and Innovation Human Resources	It has been publicized widely to all staff through e-mails, circulars, workshops and presentations and is covered at Research Induction (with hand-outs) for all new research staff. Professor Anita Maguire VP Research and innovation and Mr Barry O'Brien Director of Human Resources inform the	Complete Implementation on-going Complete Implementation



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				management committees of the 4 Colleges of UCC on the framework on a regular basis. The UCC Employment and Career Management Structure was introduced 2012 as a result of UCC commitment to HRS4R	on-going
	3. Introduction of regular briefing sessions on employment legislation in public sector with particular reference to research posts.	2016	HR Research Manager with HR College Business Partner	To ensure that all staff are aware of the Employment and Career Management Structure and current employment legislation regular scheduled briefing sessions with UCC departments/schools and research units are facilitated by Human Resources.	Complete Implementation on-going
	4. Review the University policy on recruitment and employment of researchers.	2013	Human Resources	Prior to 2011 University policy surrounding the recruitment of researchers was ad hoc at best. A review was completed in line with the EC HRS4R gap analysis and the Implementation of the UCC Employment and Career Management structure is as a result of this work. See appendix C	Complete Implementation on-going
	5. Further review on University policy on recruitment of research staff in line with EC guidelines on OTM-R	2016 - 2017	HRS4R Working Group HR Research Committee	New Appointment procedures introduced for Senior Research Staff . This is part of UCC's commitment to OTM-R	Complete implementation on-going
	6. Provide training to staff acting on selection committees	2014	Human Resources	Mandatory Chair/Selection Committee Training for all posts started in May	Complete Implementation



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				2014 for all staff including research staff nominated as Chair of a Selection Committee or a Member of a Selection Committee.	on-going
	7. Review and update the recruitment process and procedures including updating recruitment guidelines and supporting documentation	2013	Human Resources	The UCC Employment and Career Management Structure outlines the UCC recruitment process covering pre – advertising, advertising, short-listing, interview, offer of employment contracts of employment and related documents and record keeping.	Complete Implementation on-going
	8. Review advertisements to ensure that requirements are in line with the recruitment policy, the requirements of the role, and the researcher salary policy	2013	HR Research Committee	As a result of the introduction of the new structure all Research posts are advertised on the UCC HR website . All adverts are reviewed before they are advertised to ensure compliance with UCC Researcher recruitment policy, requirements of the post and researcher salary guidelines. For further details of UCC's progress please see appendix C.	Complete Implementation on-going
	9. Provide up-to-date and relevant information and resources to researchers which support mobility.	2014	Human Resources	Based at the Irish Universities Association (IUA), EURAXESS Ireland has been providing free advice and guidance to researchers moving to or from Ireland to develop their research career since 2004. This information is freely available to all research staff in UCC and a link can be found at HR Research	Complete Implementation on-going

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				<p>EURAXESS Also, the HR Research website has been updated to include links to other sites of researcher interest. Also of interest is Portability of Research Grants.</p> <p>http://www.scienceeurope.org/uploads/PublicDocumentsAndSpeeches/SE_Crossborder_Collab_FIN_LR.pdf</p> <p>Also, please see Researchers towards Industry</p>	
	10. Information session on the organisation of Research within UCC to be provided for all staff.	2015	Office of the Vice President for Research and Innovation Human Resources Office of Corporate and legal Affairs Research Finance Technology Transfer Office	Who What Where When launched in 2015. “Nuts and bolts” talks given to explain admin/research processes and procedures, what forms to use and when, and most importantly, how offices all fit together during the pre and post grant proposal and approval process. Workshops given in 2015 and 2016 and will continue onwards.	Complete Implementation on-going
	11. To provide an overall e-recruitment for UCC which will enable quality control, statistical analysis, efficiency and a larger pool of potential applicants (including research staff) thus facilitating the selection process.	June 2018	Human Resources IT Finance	An e- recruitment system for all applicants	In Preparation


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				H2020 Marie Curie Fellowships. Faculty PI's agree to mentor the recipients of these awards. Human Resources provides a mentoring scheme for All Staff which is open to research staff	
	Working Conditions & Social Security				
	1. Identify further actions to continuously improve working conditions for UCC research staff and inform UCC HRS4R Action plan for 2017-2019	December 2018	HRS4R Working Group which includes representatives of the Research Staff Association HR Research Committee	The UCC Researcher Survey 2016 was launched on December 5 th 2016. This survey will inform UCC's future HRS4R action plans to improve the working experiences of our research staff. 20% Response rate recorded. See link to report.	In Preparation
	2. The development of an agreement between the employers and funding bodies to support the career development of researchers would be advantageous.	2013	Irish University Association Researcher Careers/Remuneration Group of which Mary O'Regan HR Research Manager is a member	In an effort to promote consultation amongst the Irish Higher Education Institutes a working group (Researcher Careers/Remuneration Group) first met on December 12 th 2014 to discuss researcher career development, role descriptions and salary scales. UCC is represented on this working group which is a first step in this process. Proposal document sent to the Higher Education Research Group.	Not complete still waiting for government approval


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				One of the major Irish Funding agencies SFI has adopted proactive Maternity Leave Policy which became effective November 2014.	
	3. Review feedback from past research employees to better enhance the terms and conditions of employment for current research staff. Actions to be identified connected to the results of the survey.	December 2018	HRS4R Working Group HR Research Committee	Launch of UCC “Where are you now?” Researcher Survey. Survey launched October 2016. See appendix for questions asked. See link to report	In Preparation
	4. The UCC research salary administration policy will be reviewed to ensure it is fair and equitable and updated as appropriate and in line with recommendations nationally.	2013	Human Resources Office Of The Vice President For Research And Innovation	This is an on-going process which happens in conjunction with the Irish Government Employment Control Framework and Public Sector Agreements	Not complete and waiting Government action
	5. There is currently no mechanism for awarding annual increments for research support staff. The salary administration policy will be reviewed and modified as appropriate for research support roles, in line with internal and external developments	2013	Human Resources Irish University Association Researcher Careers/Remuneration Group of which Mary O’Regan HR Research Manager is a member	This is an on-going process which happens in conjunction with the Irish Employment Control Framework and applies to UCC staff on a “personal rate” who has not received an increment since 2009. The Research Support Officer role is currently under review along with other research posts by the Irish University Association Researcher Careers/Remuneration working group.	Not complete and waiting Government Action
	6. An opportunity to explore the development of a <i>Postgraduate Certificate in Research Management</i>	2014 2015	Human Resources	The original concept of a Postgraduate Certificate in Research Management has been delivered in the guise of the ILM	Complete Implementation on-going



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		2016 2017		<p>endorsed Professional Skills for Research Leaders Programme in 2014 which was introduced to Senior Post Docs and Research Fellows to enhance their Research management skills at this critical time in their careers. 40 participants have completed and gained certification. 20 in 2015 and 20 in 2016. The programme continues in 2017.</p> <p>Following on from this the Wellcome Trust along with the Bill and Melinda Gates Foundation, Medical Research Council, Institut Pasteur and BBSRC Wellcome have asked UCC to PILOT a programme based on the success of UCC's PSRL programme.</p>	
	7. Further communication is needed to publicise the role of Staff Ombudsman to research staff	2013	Human Resources	Communication on the role of the Staff Ombudsman is being communicated to all research staff at induction. There are approximately 12 new starter inductions per year.	Complete Implementation on-going
	8. Following discussion with research staff more information was requested about the role of Staff Ombudsman. It was felt that the message was not getting to researchers who have been employed for some time in UCC.	2017	Human Resources	A link to the Staff Ombudsman page on the HR Research Website has been created. Regular e-mails about the purpose of the Ombudsman's role and contact details are now circulated to All Research Staff.	Complete Implementation on-going



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	9. Inform and advise research staff and PIs of research employment policies and procedures	2013	Human Resources	To ensure that all staff are aware of the Employment and Career Management Structure regular briefing sessions with the UCC community on the Career Framework are facilitated by Human Resources. It is also covered in the researcher induction. <i>The UCC Research Staff Association have requested that it be noted that in their opinion Post Doc and Senior Post Doc roles are not periods of training.</i>	Complete Implementation on-going
	10. Establish a working group to define the process for recording and monitoring probation for research staff	2013	Human Resources	Currently a Probation Procedure for All Staff has been developed and will be implemented University wide following approval by the University's Governing Body. Being cognisant of the resources required to implement probation for approximately 1,000 research staff procedures for this implementation are being developed.	Not complete
	11. Review and modify the University PDRS and ensure researchers undertake a review with their Principal Investigator	2013	Human Resources and Principal Investigator's	Human Resources in UCC worked to develop training to support PI's and supervisors in the skills for performance review. Following a pilot study and feedback from participants and PI's and researchers it was agreed that the existing policy for all staff works just as well for research staff.	Complete Implementation on-going

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	12. Introduce e-Performance for all staff. E-performance management is the planning, implementation, and application of information technology in managing the PRS in UCC.	July 2019	Human Resources	A new e-Performance site is currently being tested and will be available to all staff when rolled out by 2020.	In preparation
✓	13. Inform PI's and Researchers of importance of Professional Development Plans	2016	Human Resources	<p>The Post Doc Development Hub has extensive material on Professional Development Plans, Training Needs Analysis and the necessity to develop transferrable skills. This information is also relayed to research staff at induction.</p> <p>From 2016 all new Heads of Unit are informed of the importance of PDP's for research staff at New head induction.</p> <p><i>The New Researcher Staff survey has many questions on Career Development issues which will inform our progress in this area.</i></p>	Complete Implementation on-going
✓	14. Promote participation of researchers on College and School committees to ensure researchers have an opportunity for involvement in relevant decision making bodies.	2014	Office Of The Vice President For Research And Innovation	<p>UCC Academic Council (10-10-14) endorsed the nomination of two representatives of the research community.</p> <p>Research representatives meet with members of the university's senior management team including the VP Research and Innovation and the Director of HR three times per year.</p>	Complete Implementation on-going




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				<p>Research staff are included in the Academic Council's Staff Development and Enhancement Committee.</p> <p>We encourage and support the incorporation of researchers in key committees across the University, at Unit, School and College level.</p>	
	15. To further promote Researcher Representation on university committee's policy and practice will be introduced.	Dec 2020	<p>OVPRI</p> <p>Human Resources</p> <p>Committee on Staff Enhancement and Development.</p> <p>SEFs Research Committee</p>	<p>The recent 2016 Researcher survey asked researchers if they wanted to serve on a committee. 63% said Yes. This is a solid indication of interest. This result was disseminated to all at the Researcher Conference in May 2017 and will serve as evidence based research to aid the introduction of policies on the inclusion of researchers on committees.</p>	In Preparation
	16. Address availability of facilities for researchers through the Colleges.	2014	Office Of The Vice President For Research And Innovation	<p>This is addressed on an on-going basis through operational procedures that occur at School and College level. Each research proposal is signed by the head of College. By doing this the head of College guarantees the availability of facilities for the researchers on the grant. If there is an issue surrounding availability of resources then the researcher has a method of recourse through the Head of School, Head of</p>	Complete Implementation on-going


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				<p>College or the VP Research and Innovation Office.</p> <p>UCC has many research centres within the areas of Biological and Medical Science, Earth Atmospheric and Ocean Sciences, Physical Sciences, Engineering and ICT, Arts Humanities and Social Sciences and Business and Law. Please see Office of the Vice President and Innovation web site for more information on the research facilities throughout the University http://www.ucc.ie/en/research/institute_s/ The Boole Library in UCC offers a wide range of services to staff and students of UCC with access to online publications and papers. It also hosts extensive collections amongst its archived materials. http://booleweb.ucc.ie</p>	
	17. Conduct briefing sessions and communications to support PIs fulfilling their responsibilities as line managers and supervisors of research staff	2014	Human Resources Office Of The Vice President For Research And Innovation	Following on from the work carried out by Professor Anita Maguire and other members of UCC staff in the launching and implementation of the UCC Employment and Career Management Structure for Research Staff and to ensure that all staff are aware of the Employment and Career Management Structure and current employment legislation regular scheduled briefing	Complete Implementation on-going

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		2016	Human Resources	<p>sessions with UCC departments/schools and research units are facilitated by Human Resources.</p> <p><i>The New Researcher Staff survey has many questions on Career Development which will inform our continued progress in this area.</i></p>	
	18. Review and modify the researcher policy framework, as appropriate within the context of internal and external developments.	2013	Human Resources	The UCC <u>Employment and Career Management Structure</u> was implemented in 2012 and goes a long way to managing research careers in the context of both internal and external developments. The policy can be amended in line with current legislation.	Complete Implementation on-going
	19. Promote consultation through the Irish Universities Association (IUA), between HEI's and funding agencies to support researcher careers.	2013	Human Resources	Participated in the IUA feasibility study as part of an EC funded project relating to EURAXESS Services. The aim of the study is to assess how relevant it would be to incorporate Information on Skills Provision for researchers on to the EURAXESS National Portals.	Complete Implementation on-going
	20. Development of an Irish national researcher career framework working within the remit of the IUA	Dec 2020	Irish University Association Researcher Careers/Remuneration Group of which Mary O'Regan HR Research Manager is a member	UCC participates in Researcher Careers/Remuneration Group as mentioned earlier. This group is still developing the national framework. UCC is also part of the IUA's potential	In Preparation

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				membership model for VITAE membership. <i>In Jan 2017 VITAE confirmed that they would not pursue an IUA membership model.</i>	
	21. Further embed the principles of Charter and Code, HR Excellence in Research in the policies and strategic plan of the university	June 2019	Human Resources Office Of The Vice President For Research And Innovation	The new University strategic plan has been launched . HR Research Manager submitted HRS4R information to the Committee established to oversee the new strategy. It has been included. pages 10, 32,33, 34, 38, 42. More work to embed HRS4R is currently underway.	In preparation
	22. Currently UCC has a range of policies and supports that are available to both female and male staff transitioning to parenthood. There was a need to collate and revise these policies, introduce new supports and have a concise and co-ordinated approach to managing maternity leave transitions in the optimum way for the individual, the line manager and the university.	2016	Human Resources	New Policies approved by University Management Team on 11/04/2016 See link to policies here.	Complete Implementation on-going
	Training and Career Development				
	1. Support and integrate career development planning for Postdoctoral researchers emphasising diversity of career paths	2016	Human Resources Office of the Vice President for Research and Innovation Careers Office	Launch of the Post Doc development Hub The Hub comprises a range of supports including, workshops, on-line learning, personal and professional development plans and bespoke training programmes.	Complete Implementation on-going

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				It brings together the training and support available for all aspects of a postdocs' career, enabling our post docs to develop transferable skills.	
✓	2. Provide an on-line suite of University leadership and management development activities for Senior Research Staff and those who have completed the Professional Skills for Research Leaders	2016	Human Resources	The University Leadership and Management Course for Senior Research Staff is now available	Complete Implementation on-going
✓	3. The UCC Department of Human Resources and Careers Service websites will be modified and include a section on "Resources for Research Staff"	2015	Human Resources and Office of the Vice President for Research and Innovation And the Office of Student Development and Employability	Please see link to newly developed HR Research website which includes information and links to information on all resources available to research staff. http://www.ucc.ie/en/hrresearch/	Complete and On-Going
✓	4. Enhance the employability of UCC's researchers across different sectors	2016	Human Resources, Office Of The Vice President For Research And Innovation, Office of Student Development and Employability and other Research Support Services in UCC	Working within the remit of the Science Foundation Ireland Industry Fellowship Programme the aim of Researchers towards Industry is to facilitate our highly talented researchers with directional movement from academia to industry.	Complete Implementation on-going
✓	5. Offer individual consultations to Postdoctoral researchers during the course of their employment. This will be an in-depth meeting to discuss CV preparation, career development, explore career options and interview	2014	Human Resources Office of Student Development and Employability	This happens on an on-going basis within the Careers Office. Researchers can avail of these consultations upon request.	Complete Implementation on-going

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	preparation.			HR also provides one-to-one CV and interview support to research staff on request and CV preparation courses are provided regularly through the Post Doc Development Hub.	Complete Implementation on-going
	6. The University will hold a Researcher Conference, to support career development for researchers	2013 2015 2016 2017	Human Resources	3 conferences hosted so far and one in preparation: <ul style="list-style-type: none"> • Researcher Careers April 2013 • Endurance in Research April 2015 • Chance favours the prepared mind April 2016 • The Mobile Researcher May 26th 2017 See link to conference programme and speakers here	Complete Implementation on-going
	7. Further development of policy for Research Assistants, Research Fellows, SRF's and Research Professor	2013	Human Resources	See UCC Employment and Career Management Structure Appointment procedures for Research Professor approved by Governing Body 2013	Complete Implementation on-going
	8. Review and modify the University Performance Development Review System and implement the process as mandatory for all staff.	2014	Human Resources	UCC uses the existing PDRS scheme and applies it to researchers. Information on the PDRS scheme is available on the UCC website.	Complete Implementation on-going

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	9. Identify an electronic/web based system to facilitate and support the career development planning process.	Dec 2020	Human Resources	PILOT e-PDRS system is currently being tested by Human Resources	In Preparation
	10. Provide briefing sessions and workshops on career planning to Postdoctoral researchers and to PIs to enable the role of the supervisor in developing training skills among researchers	2014	Human Resources, Office of the Vice President for Research and Innovation and the Office of Student Development and Employability	Workshops on Career Planning are run annually through the Careers Service and the Post Doc Development Hub.	Complete Implementation on-going
	11. To identify the career planning requirements of Post-Doctoral Researchers and where more work is required with regards to career planning questions in this regard are addressed in the researcher survey 2016.	Jan 2019	HRS4R Working Group HR Research Committee	To encourage open and frank discussions regarding the role of the supervisor in developing training skills among researchers the new Researcher Survey will provide a clear evidence base in this regard informed by the respondents to the Research Survey 2016.	In Preparation
	12. Establish synergies with external bodies to enable our Researchers to avail of best practice in transferrable skills training.	Dec 2018	Office of the Vice President for Research and Innovation Human Resources Wellcome Trust UK	The Wellcome Trust have developed The International Funders' Award in the Management Skills for Researchers (IFA), a programme which has the key objective to increase the productivity of research teams and lead to increased chance of success in grant applications in the future. Wellcome have partnered in this Award with the Bill and Melinda Gates Foundation, Medical Research Council, Institut Pasteur and BBSRC	In Preparation

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				Wellcome <i>have asked UCC to PILOT</i> the programme based on the success of UCC's PSRL programme.	
✓	13. Enhance the training provided to Post Docs and Research Fellows to develop transferrable skills training, leadership and people management skills	2015	Human Resources, Office of the Vice President for Research and Innovation and the Office of Student Development and Employability	<u>Professional Skills for Research Leaders</u> is an online programme designed to help individual researchers enhance their approach to leadership, management and engagement .	Complete Implementation on-going
	14. Roll out training in research function for all interested administrative staff in the University.	June 2018	Human Resources, Office of the Vice President for Research and Innovation and the Office	Design a programme for admin staff encompassing some of the more fundamental reasons for University engagement in research and informing participants about current university practice.	In Preparation
✓	15. Enhance all training provided to Post Docs and Senior Post Docs in UCC	2016	Human Resources Office of the Vice President for Research and Innovation and the Office of Student Development and Employability	<u>Post Doc Development Hub launched in Jan 2016</u> There are dedicated workshops are provided for career planning and developing skills among researchers.	Complete Implementation on-going
	16. The Staff Enhancement and Development Committee will establish a working group to identify institutional requirements and develop policy for researchers who wish to develop skills in teaching and learning.	Original completion date of 2014 delayed. New date June 2018	Academic Staff Enhancement and Development Committee	The Academic Council Staff Development and Enhancement Committee in UCC launched a survey in November 2016 . Results pending. Policy document to be drafted as a result of survey.	In Preparation
	17. Results of the two main researcher surveys	July 2019	Human Resources	Implement new and innovative training	In Preparation

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	will be available mid-2017. These results will inform our training and development opportunities for researchers.			and development programmes for research staff of all categories based on the results of our Researcher surveys.	
✓	18. Promote innovation and business through the IGNITE Programme	2013	IGNITE Team	The IGNITE Graduate Business Innovation Programme helps graduates to turn innovative ideas into successful technology based businesses. Please see their website http://www.ucc.ie/en/ignite/	Complete Implementation on-going
✓	19. To equip our researchers with further training a new UCC Research Skills Training Programme, will launch in 2017.	2017	OVPRI, Human Resources College of Business and Law College of Arts, Social Science and Celtic Studies and Boole Library	Launch of Research Skills Training Programme including workshops on Finding Funding, Impact, Dissemination, Project management and many more. See website for more details.	Newly launched Feb 2017
✓	20. To further inform research staff of UCC IGNITE initiative	2016	IGNITE Team and HR	IGNITE facilitated a workshop in the Post Doc Development Hub launched 2016 with plans for further workshops in 2017	Complete Implementation on-going