**University of Exeter: HR Excellence 4 Year Review**

**Action Plan**

**EQE = Education and Quality Enhancement**

**HR = Human Resources**

**RD = Researcher Development**

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| **Area** | **Action Required** | **Responsibility** | **Action By** |
| **CROS/PIRLS** |
| 1. CROS
 | To undertake CROS in 2015 | HR |  |
| 1. PIRLS
 | To consult RDSG as to whether PIRLS will be undertaken in 2015 and, if so, to undertake it | HR |  |
| **Further Improvements to PDR Process** |
| 1. |  |  |  |
|  |  |  |  |
| **RD Position Document & Plan** |
| 1. RD Position Document & Plan
 | To review and update the RD Position Document and Plan | RD – Head of RD  | July 2015 |
| 1. RD Position Document & Plan
 | To present the revised and updated plan to the RD Steering Group and RKT Management Group for approval | RD – Head of RD | December 2015 |
| **PGR Researcher Development Provision** |
| 1. PGR Exeter Core Programme Monitoring and Embedding
 | To monitor the continued rolling out and embedding of the revised and enhanced Core Programme and to produce engagement data termly with a full report at the end of each year. KPIs include:* At least 80% of session attendees stating that sessions met their learning outcomes and that they would recommend the session to their peers
* Continued year on year growth in the percentage of PGRs engaging with the RD PGR Programmes
* Sustaining or enhancing PRES results further with respect to relevant CPD-based questions
 | RD – RD PGR Programme Manager & Head of RD | Annually end of August |
| 1. PGR Cornwall Core Programme Monitoring and Embedding
 | To monitor the continued rolling out and embedding of the revised and enhanced Core Programme and to produce engagement data termly with a full report at the end of each year. KPIs include:* At least 80% of session attendees stating that sessions met their learning outcomes and that they would recommend the session to their peers
* Continued year on year growth in the percentage of PGRs engaging with the RD PGR Programmes

Sustaining or enhancing PRES results further with respect to relevant CPD-based questions | RD – RD PGR Programme Manager & Head of RD | Annually end of August |
| 1. Webinars
 | To increase the number and range of webinars offered as part of the provision for PGRs with the specific aim of improving provision for part-time and distance learners | RD – RD PGR Programme Manager | September 2015 |
| 1. Peer-to-Peer Mentoring
 | To extend the pilot of the PGR peer-to-peer mentoring training by engaging with an increasing number specific disciplines  | EQE – Student Skills Team | September 2015 |
| **ECR Researcher Development Provision** |
| 1. ECR Core Programme Monitoring and Embedding
 | To monitor the continued rolling out and embedding of the revised and enhanced Core Programme and to produce engagement data termly with a full report at the end of each year. KPIs include:* At least 80% of session attendees stating that sessions met their learning outcomes and that they would recommend the session to their peers
* Continued year on year growth in the percentage of ECRs engaging with the RD ECR Programme
* Sustaining or enhancing CROS results further with respect to relevant CPD-based questions
 | RD – RD ECR Programme Manager | Annually end of August |
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| **Management Provision and Collaboration with Key Partners** |
| 1. Interfaces with Colleges and other internal training providers
 | To continue to improve interfaces with Colleges and other training providers at Exeter through the RD Steering Group RD User Group (Cornwall) and engagement with PGR Liaison Forums and College-based ECR networks | RD | Ongoing – monitored Annually by end of August |