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

**Action Plan**

**EQE = Education and Quality Enhancement**

**HR = Human Resources**

**RD = Researcher Development**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
|  | | | |
| **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 |