



**HR Excellence in Research Award**  
**Progress Report: 2 Year Evaluation and Review**  
**January 2023**

**Context of Institution:**

This report focuses on progress made against the University of Lincoln Concordat Action Plan 2020-2022. It also outlines beneficiaries and strategic priorities aligned to a recently-launched UoL Strategic Plan 2022-2027.

The University of Lincoln became a signatory of the Concordat to Support the Development of Researchers in February 2020, and was awarded the HR Excellence in Research Award in December 2020. The University has 2,164 employees and over 19,000 students (500 of which are PGR students). Academics are based in the four Colleges; Arts, Lincoln International Business School, Science and Social Science.

At the University of Lincoln, all academics (up to Associate Professor) have the same contractual obligations. Within the academic contract, two role profile pathways exist: Teaching and Research (T&R), and Teaching, Scholarship and Professional Practice (TSPP). These role profiles allow an increased focus on specific areas of activity for individuals to ensure we achieve our strategic aims as a university. The TR role profile has been developed for individuals who have a focus on research alongside their teaching. The TSPP role profile has been developed for individuals who have a focus on scholarship and/or professional practice, alongside their teaching. Both profiles have the same promotion opportunities but with different criteria and output expectations. As of January 2023, there are currently 396 academics on the T&R profile and 579 academics on the TSPP profile. There are currently 114 employees on research only contracts at the University. Postgraduate researchers, employees on research only contracts and Early Career Researchers on both the T&R and TSPP profiles are the intended audience of ongoing engagement, consultation, development opportunities and the action plan for the Researcher Development Concordat.

**Internal Evaluation:**

Benchmarking activity took place following the results of the Culture, Employment and Development in Academic Research Survey (CEDARS) 2021. The University of Lincoln ran CEDARS throughout June 2021 and received 107 responses in total, representing 12% of the total academic population. Research-only staff represented 10% of all responses.

Quantitative analysis of the results was compared to:

## **Past Progress and Achievements:**

Since first gaining the HR Excellence in Research Award in 2020, continuous improvement has been made to the way in which we support research staff to make the most out of their time here at Lincoln. A main focus of the actions during this time has been on improving and establishing processes as well as offering development opportunities. Our achievements have been grouped according to the 2022 Researcher Development Concordat principles:

Environment and Culture

## Strategic Objectives and Implementation Plans:

A new HR Excellence in Research award action plan for 2023-26 has been created in consultation with the relevant stakeholders.

The University of Lincoln's [Strategic Plan](#) covers the period of 2022 to 2027, and marks a major point in our history as we focus on realising our long-term ambition of being seen as a university that contributes significantly to the nation's success through regional regeneration and international connectivity.

To support the success of the Strategic Plan, nine underpinning strategies have been developed, including a [Research and Knowledge Exchange strategy](#) (RKE), which focuses on growth, culture and collaboration:

- **Growth:** we will focus on intensifying research and knowledge exchange activity and areas of strength, and opportunity growing external income;
- **Culture:** we will provide an environment that nurtures a research, knowledge exchange, and impact culture that is ambitious, collegiate, focused, and agile, and upholds integrity; and
- **Collaboration:** we will ground research and knowledge exchange

The University will respect “...academic freedom and valuing excellent research of all forms, including challenge-led, disciplinary, interdisciplinary, fundamental, practice-based, individual, collaborative, and co-created research.” RKE Strategy, 2022

This will be targeted through the following actions:

- Encouraging opportunities for co-creation and collaboration through Doctoral School grants scheme and sharing successes of cross-collaborative research projects.