February 2021 
HR Excellence in Research: De Montfort University Two-year Self-assessment 
1. Introduction 
De Montfort University (DMU) is committed to providing an inclusive, equitable and supportive working 
environment for all staff. There are less than a handful of staff at DMU on research-only contracts, and 
are mostly Research Assistants (largely without a doctorate). About half of all academic staff are in receipt 
of research time allocations (academics have to apply to secure research time allocation; contractually 
teaching-and-research contracts come with a 0.1 (160 hour) scholarship allocation and all research time 
over and above this has to be applied for through a Research and Innovation Allowance scheme). As such, 
we at DMU are using the definition of ‘researcher’ to include all staff with a research time allocation. 
DMU secured the HR Excellence in Research Award in 2019 on the basis of an action plan to further 
improve the working environment for researchers. However, the feedback on that plan had indicated that 
DMU had not set out who it meant by ‘researchers’. The institution has had significant changes in staffing 
and structures since that Action Plan was written, including the departure of the individual who had been 
leading on the Action Plan. As such, the new team is picking up afresh, and bringing a new approach to 
that Action Plan and the plan going forwards. 
2. Institutional Context 2019-2021 
Since the launch of the action plan to support researchers at DMU, there have been significant leadership 
changes across all aspects of the institution. This included the resignation of the then DMU Vice-Chancellor in early 2019. The last two years have also seen changes in research leadership, including the 
creation of a Researcher Development team, led by a Researcher Development Manager (January 2020), 
who now has responsibility for implementing the Concordat Action Plan and delivering on the university’s 
commitment to the Concordat. 
As a result of these institutional changes, working groups, such as the Concordat Operations Group and 
the Researcher Development Forum have not met. Rather, the actions and responsibilities of these two 
groups are now being absorbed into the existing governance structures of the institution. S less Dhe 

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