Unit: Professional Support for Research

Head of Unit: Prof Kevin Ryan (*responsible for QIP implementation*)

1. Date on which QIP received from QSU: **14th March 2023**
2. Date on which unit met to discuss and ratify the QIP: **17th April 2023**
3. Date on which interim self-assessment of progress on level 1 recommendations (sections 5 and 6 in table) was returned to QSU: **11th March 2024**
4. Date on which QIP progress was presented to the Quality Committee: **20th March 2024**
5. Date on which implementation review meeting with DQ, VPR and PDP was held: **4th June 2025**

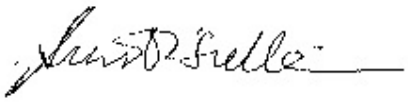
Summary status of recommendation implementation:

QIP implementation summary report

Rec no. (level)	Recommendation	Closed	Open	Commentary
1 (1)	At Executive Committee level, devote time to discussing and developing a clear concept of what being research-led means for UL, and formulate and communicate guidelines on what this means for the many units that support research.	x		
2 (1)	Create a working group to develop and implement best practices across all units to support excellence in research and develop an organisational culture that will support a research-led university.	x		
3 (1)	Review the recruitment process to support the delivery of the university's strategic research goal.		x	
4 (1)	Review the purchase and procurement process to support the delivery of the university's strategic research goal.		x	Draft Report on procurement processes Received (Mazars)- Requires investment
5 (1)	Review progression and promotion policies and practices in relation to their consistency with a research-led university system.		x	*Implementation of UL CoARA Action Plan to 2027 underway led by Implementation Committee* • AHSS Disciplinary Norms Document scheduled for review in 2025 • Reform of Research Assessment Implementation Committee established Q2 2025

Rec no. (level)	Recommendation	Closed	Open	Commentary
6 (1)	At university level, review practices that involve short-term and often cyclical contracts for research faculty and strive to ensure multi-annual and, wherever possible, tenure track employment for all researchers, particularly those at early stages of their career.	x		
7 (1)	Introduce research support KPIs for all the relevant units involved in research support.	x		
8 (1)	Allocate sufficient resources to all research support functions, recognising the goal of substantial growth in research activity beyond current levels.		x	***Escalated to Institutional QIP***
9 (1)	Establish structured communication processes between all support units to ensure an effective completion of the research project lifecycle.	x		
10 (1)	Ensure the interoperability of the different systems and IT tools that are in place and that are being considered to cover the entire grant journey from application to management.		x	• Deployment of award management module as part of Pure implementation underway. Focus on deployment functionality of Pure investment to support research lifecycle. Estimated rollout Q4 2025 • Submission to DGSC for prioritisation to next stage for Ethics system procurement with integration capability to Pure Q3 2025
11 (1)	Ensure that all policies and guidelines are developed in conjunction with relevant stakeholders and clearly communicated to target audiences. The user must be at the heart of this process.		x	**Escalated to Institutional QIP** – Review of Policy Framework underway
12 (1)	Considering that the research profile of candidates is fundamental to the recruitment and promotion of all faculty positions, work with senior management to ensure formal inclusion of research		x	Strategic Research Recruitment concept proposal in development which will seek to address this area further. Under consideration by EC.

Rec no. (level)	Recommendation	Closed	Open	Commentary
	faculty and/or representatives of the OVPR on recruitment panels.			
13 (1)	Develop a system of tri-annual benchmarking against international peer institutions with established reputations for excellence in research.		x	An internally-conducted benchmarking exercise will be carried out on a 3-yearly basis, starting 2026.
14 (1)	Ensure that issues of research excellence are recognised in all disciplines via the Work Allocation Model.	x		
15 (1)	Ensure support to researchers with non-traditional funding agencies, such as philanthropic organisations.	x		
1 (2)	Provide in-house training on formulating a research proposal.	x		
2 (2)	Identify and communicate recruitment timings and procedures to researchers.	x		
3 (2)	Offer and accommodate kick-off planning meetings at the start of the post-award stage, when requested.	x		
4 (2)	Recognise the need to support smaller research grant applications in the same way as larger ones.	x		
5 (2)	Communicate the pre-award support for researchers across the university.	x		



Director of Quality Date June 2025