Unit: Bernal Institute

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

1. Date on which QIP received from QSU: **26th November 2021**

2. Date on which unit met to discuss and ratify the QIP:

3. Date on which interim self-assessment of progress on level 1 recommendations (sections 5 and 6 in table) was returned to QSU: **9th March 2022**

4. Date on which QIP progress was presented to the Quality Committee: **11th January 2023**

5. Date on which implementation review meeting with DQ and Provost & Deputy President was held: **30th January 2024**

Summary status of recommendation implementation:

<p style="text-align:center">QIP implementation summary report</p>

Rec no. (level)	Recommendation	Closed	Open	Commentary
1 (1)	Work with UL senior management on aligning the research strategies of UL and Bernal and on understanding the role of the Bernal Institute in driving the research agenda at UL, underpinning this alignment with appropriate mechanisms and procedures to deliver on such strategy.	Closed		
2 (1)	Work with UL senior management on the effective implementation of robust Equality, Diversity & Inclusion (ED&I) aspects in all HR-related policies. This should be supported by clear promotions criteria for each academic grade and the formalised inclusion of promotion-readiness discussions during PDRS meetings.	Open		Progress stalled on implementation of Research institutes and centres policy (joint PDRS process) final part of the process is inclusion in the implementation plan of the WAM as guidance to departments. Final implementation required.

3 (1)	Work with UL senior management on strengthening the workload allocation model, by considering the introduction of both teaching-intensive and research-intensive options with appropriate career pathways.		Closed	
4 (1)	Work with UL senior management on developing a support package for early-career researchers at the start of their appointment, to include pump-priming funds, a reduced teaching load, a PhD studentship, a clearly identified mentor and a peer support network.	Open		Discuss plans/funding mechanisms with Dean for early careers (ineligible for certain funding mechanisms)
5 (1)	Work with UL senior management on mechanisms for the appointment of technical staff who can perform standard technical maintenance and help ensure the same service for laboratories inside and outside the Bernal building.		Closed	
6 (1)	Work with UL senior management on strengthening research administrative support particularly at the post-award stage.		Closed	
7 (1)	Devise mechanisms to communicate the Bernal vision and strategy more effectively within the institute with a view to strengthening the sense of identity and relationship building across key groups internally.	Open		New strategy to be delivered Q4 2024
8 (1)	Consider carefully and review regularly the number and prioritisation of the KPIs to concentrate on key research enablers – high-quality outputs and larger grants.		Closed	
9 (1)	Strengthen the involvement of early-career scientists and research support staff in the operation and research activities of the institute.		Closed	
10 (1)	Develop a mechanism to review the nature and purpose of the research clusters on a regular basis and evolve new clusters via community involvement, including the involvement of early-career researchers.	Open		To be developed in Q4 2024 as part of the new strategy 2024-2029
11 (1)	Strengthen the research culture and institute spirit by more effective use of		Closed	

	research seminars and visiting researchers.			
12 (1)	Strengthen the development of strategic alliances with companies and introduce more formal procedures for annual evaluation of these relationships.		Closed	
13 (1)	Develop a clear equipment maintenance/replacement funding strategy, including a regular formal review of the infrastructure usage to ensure that core instruments are available and that space is used effectively.	Open		Strategy SEM not complete. Faculty funds for replacement SE deferred by outgoing Dean in 2023. Source of funding for Installations costs for new infrastructure need to be identified and agreed in advance.
14 (1)	Strengthen the communications strategy and mechanisms both internally and externally.	Open		Reception area/foyer to be redesigned in 2024. Final website to be launched in 2024.
15 (1)	Strengthen the advisory role of the SVB both through its membership and terms of reference.	Open		New Advisory Board to be in place Q4 2024
1 (2)	Consider the involvement of PhDs and PDRAs in teaching as a career development tool and a way of relieving pressure on early-career PIs. This must be supported by appropriate reward structures.		Closed	
2 (2)	Consider regular annual stakeholder meetings to discuss emerging funding landscape opportunities and Bernal plans.	Open		Further engagement with RO and RSS needed, pre award support to be further discussed. Workshops targeted to particular funding calls to

				be discussed with RO and Faculty.
3 (2)	Evaluate the more effective use of students in social media for engagement with an outside audience.		Closed	
4 (2)	Develop an induction process and documentation for incoming PhD students and staff to support them in their transition into the institute.		Closed	
5 (2)	Develop a 10-year+ strategic direction together with the SVB and strategic stakeholders including companies.		Closed	

_____   30th January 2024
Director of Quality   Date