Proposed ACTIONS

Action 1

Integration of the national Policy on Research Integrity principles into DCU internal Code of Good Research Practice	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
	1. Research freedom	Q4 2015	Research Innovation Support	Website

Current Status	Remarks
COMPLETED	At the time of the last Action Plan, the DCU Research Integrity Policy, DCU Code of Good Research Practice, DCU Code of Practice on Authorship and DCU Policy for Responding to Allegations of Research Misconduct were in place and publicly available. Continuous monitoring & improvements have taken place in this area since then. In 2022 an externally commissioned review of the research integrity structures was undertaken by an external company BDO and its recommendations subsequently implemented. BDO conducted interviews with key stakeholders to understand the current governance structures and suggest improvements. The review covered DCU's policies on Research Integrity, the training and guidance provided, and the mechanisms in place to raise awareness and reduce research misconduct risks. An implementation plan was developed and put in place to strengthen the framework, involving collaboration across various units and regular updates to policies and training programs. In May 2023 the Research Misconduct Policy was revised to become the Research Integrity Policy, putting the focus on the correct professional behaviors and responsibilities (with associated procedures for responding to allegations of research misconduct). DCU codes were updated to reflect revised National and European policy/codes, and the webpage for The Research Integrity at DCU was improved and includes the DCU Research Integrity Policy, DCU Code of Good Research Practice, DCU Code of Practice on Authorship and DCU Procedures for Responding to Allegations of Research Misconduct available at https://www.dcu.ie/research/research-integrity-dcu along with additional information on training and further supports.

Proposed ACTIONS

Action 2

Develop and implement mechanisms to embed the principles of Ireland's National Policy on Research Integrity across DCU

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
1. Research freedom	Q3 2022	Research Innovation Support	Completion of 3 year pilot

Current Status	Remarks
COMPLETED	At the time of the last action plan, Research Integrity Online Training was provided and available at https://www.dcu.ie/researchsupport/research-integrity-training-dcu. Since then, Research Development and Support have continued to work with the Graduate Studies Office to improve the delivery of our Research Integrity Training Programme. Faculty Research Integrity Advocates have also been put in place to support our initiatives in this area. The National Forum on Research Integrity originally put in place a three-year pilot allowing access for Irish Research Performing Organisations (RPOs) to an online Research Integrity training programme offered by Epigeum Ltd (UK). The overall objective of this initiative was to add to the Irish Research Performing Organisations' activities to reinforce responsible conduct of research by providing a minimum level of training for research-active staff and postgraduate students across all state-funded RPOs. Following on from the pilot, the National Forum agreed to embed the training on a sectoral basis. Version 2 of the training was customised for the Irish environment and rolled out accordingly. Version 2.1, accommodating updates on key areas like AI, open research, predatory journals etc. was completed in October 2024 and is now available https://www.dcu.ie/researchsupport/research-integrity-training-dcu. All new early stage researchers (graduate research students, early career postdocs, research assistants, etc.) at DCU are required to complete modules 1 to 8 of the Comprehensive programme and to keep a copy of the completion certificate as part of their personal academic documents. All first year graduate students are required to complete the Research Integrity Training Programme which includes this online Comprehensive course as part of its blended learning approach. Research Development and Support continue to work with the Graduate Studies Office to improve the delivery of our Research Integrity Training Programme.

Proposed ACTIONS

Action 3

DCU undertakes to make public its internal processes in relation to ethics approval processes in DCU.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
2. Ethical principles	Q2 2016	Research Innovation Support	Website

Current Status	Remarks
COMPLETED	Both the Research Integrity webpage https://www.dcu.ie/research/research-integrity-dcu and the Research Ethics webpage https://www.dcu.ie/researchsupport/research-ethics continue to be publicly accessible and are updated on an ongoing basis with the relevant Ethics information and guidance in relation to approval processes in DCU.

Action 4

Improvement internal accessibility to guidelines and information in relation to the use of animals in research.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
2. Ethical principles	Q4 2016	RIS	Website

Current Status	Remarks
COMPLETED	The Policy for Research using animals was originally approved in 2016 and the website for internal processes was created with an establishment of a new Animal Welfare Body. In November 2024, a further review of the Policy on the Use of Animals for Scientific or Educational Purposes was completed and published on the website https://www.dcu.ie/policies/use-animals-scientific-or-educational-purposes-policy#:~:text=Dublin%20City%20University%20(DCU)%20places,for%20scientific%20or%20educational%20purposes.

Proposed ACTIONS

Action 5

Induction Information for new researchers to increase awareness of their professional responsibilities.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
3. Professional responsibility	Q1 2018	HR	Website

Current Status	Remarks
COMPLETED	Building on the previous supports for researchers, Induction information has been a key area of focus and continuous improvement for DCU. In October 2024, the newly created Digital Orientation Programme was Launched https://rise.articulate.com/share/mxIx-sWzuXC9BR-frFGlOWZrzAYCqTGB it encompasses supports for both research and non-research staff. The induction includes information specific to Researchers including a section on Learning & Development, Research Development & Support and Supports for Researchers and Academics. This Digital Orientation is supplemented by a regular networking orientation morning for all new staff which will help support researchers both to meet fellow new academics but to also get a greater understanding of the DCU community in general. In 2023 the DCU People (HR) website https://www.dcu.ie/people underwent a comprehensive redevelopment and was launched in October 2024 with significant changes. This redevelopment included a review and updating of the resources for researchers and the creation of a revised DCU Researcher Hub https://www.dcu.ie/people/grow/researcher-hub. The DCU Researcher Hub review was based on feedback from both the staff survey in 2021 and the HR Strategy for Researchers Working Group which was established in May 2024. The aim was to ensure the integration of easy accessibility information in one central location for researchers. The DCU Researcher Hub provides comprehensive supports for researchers in terms of development opportunities, orientation, policy starter packs, learning & development supports and links to relevant functions including the DCU Library, DCU Research Support, and the Teaching Enhancement Unit among other areas and is located in a central location. DCU People will continue to work with all stakeholders to update the DCU Researcher Hub with supports for Researchers.

Proposed ACTIONS

Action 6

New IT system to increase compliance with internal approval processes for research projects.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
4. Professional attitude	Q4 2016	RIS	TORA usage statistics

Current Status	Remarks
IN PROGRESS	TORA was introduced as a new Research Application and Award Management system. The system facilitates seamless integration from institutional approval of funding applications, through to the recording of successful awards and their associated budgets, and finally to the management of post-award financials. This system has increased internal approval process compliance. In 2024, the TORA system providers have announced the product will not be supported or maintained from the end of 2026. DCU are currently engaging with potential alternative providers to ensure we have a fit for purpose replacement. TORA will continue to be operational in the interim until 2026. career

Proposed ACTIONS

Action 7

Increase awareness among researchers of their obligations in relation to their funded research.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
4. Professional attitude	Q3 2016	RIS	Website and Newsletter

Current Status	Remarks
COMPLETED	PI's are alerted to researcher responsibilities upon award. In addition, our DCU Research Lifecycle web resource https://www.dcu.ie/research/lifecycle/homepage was developed in September 2021 to assist researchers in navigating the pre-award, project set-up and post award phases of their project and the requirements of each phase. This resource provides comprehensive information and supports and is regularly updated and accessible to all researchers. It maps the seven stages of an externally-funded research project and the supports available in DCU to assist researchers throughout the Research Lifecycle. To further support researchers the Research Development and Support Unit issue a regular research newsletter and provide information on key areas such as Funding opportunities, Events, Training, Project Updates etc and is available at https://www.dcu.ie/researchsupport/research-support-newsletter-0. The DCU Researcher Hub https://www.dcu.ie/people/grow/researcher-hub provides the Policy Links for New Researchers to related policies in the Starter Packs and are accessible https://www.dcu.ie/policies/policy-starter-packs#tab-318431-2.

Proposed ACTIONS

Action 8

Better procedures and guidelines for researchers re. responsibility for accountability in their research.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
6. Accountability	Q4 2017	RIS, Finance, Graduate Studies Office	Research Ethics Committee Feedback

Current Status	Remarks
COMPLETED	In addition to the introduction of the TORA Research Application and Award Management system which increased internal approval process compliance. The Research Project Administration unit assists researchers with pre-award budget build and provides a post award project management service which can be costed into PI's award. This assists with financial management and accountability of research projects and assist with compliance with the funding body's terms and conditions. The Code for Good Research Practice has been updated to align it with both National and European codes. The Research Ethics Committee (REC) continue to produce guidelines for researchers, most recently as regards the ethical use of AI. The REC have assisted in the establishment of Faculty Research Ethics Committees (F-REC). Both the Faculty of Humanities & Social Sciences and the Institute of Education have established a Faculty level REC for low-risk projects which has streamlined the REC approval process for researchers. A further two Faculty Research Ethics Committee's (F-REC's) are due to come online for academic year 2024-25, increasing capacity in this area. The establishment of the Faculty Research Integrity Advocate role assists in promoting training and associated supports to researchers, and provides feedback on areas that we would look to target with further initiatives. The link to the Research Ethics webpage is provided for comprehensive supports in relation to Research Ethics for Researchers https://www.dcu.ie/researchsupport/research-ethics

Proposed ACTIONS

Action 9

DCU will conduct an audit of current practices in relation to retention of research data - best practice

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
6. Accountability	Q4 2016	RIS, Library, ISS	Website

Current Status	Remarks
COMPLETED	Survey on research data management was completed and survey results were presented across faculties through FRC's. Data management is ongoing and a supported aspect of the Research Development and Support Unit proposal review and skills development offering. Specific call requirements are supported through targeted information sessions. Exemplars developed for circulation, stand alone workshops on data management developed with specific focus on proposal development and grant writing developed as part of capacity building programmes. The Research Development and Support Unit have ongoing engagement and training in data management best practice. A number of Research Data Management Resources are now available. The Research Data Management Plan: Guidance and Resources Guide was updated in February 2022 and is available https://www.dcu.ie/sites/default/files/inline-files/rdm_guidance_feb-2022_0.pdf. Wider sectoral engagement on best practice is through HEA Net and IUA. In addition the DCU Library provide comprehensive resource guides which are available at https://www.dcu.ie/library/open-research-fair-data and include guidance on all aspects of Data Management Plans https://dcu.libguides.com/dmp. A series of training and webinars are available at https://www.dcu.ie/library/open-research-training-and-support and further supports are available at https://www.dcu.ie/researchsupport/research-integrity-training-dcu and https://www.dcu.ie/graduatestudies/research-integrity.

**Proposed
ACTIONS**

Action 10	**GAP Principle(s)**	**Timing (at least by year's quarter/semester)**	**Responsible Unit**	**Indicator(s) / Target(s)**
Open access publication and DCU's process for exploiting research results-improved guidance	8. Dissemination, exploitation of results	Q3 2016	RIS, Library	Website

**Proposed
ACTIONS**

	Current Status	Remarks
	COMPLETED	In July 2022 the Open Access Policy and Initiatives: Intellectual Property Policy was published https://www.dcu.ie/policies/intellectual-property-policy. The Statement on Open Access is now also published on the website https://www.dcu.ie/library/information/researchers/researchers.shtml and further information is available on the DCU Open Research website https://www.dcu.ie/library/open-research-open-access. A taskforce on open research was established which provides further guidance. DCU has established its own open access repository, DORAS, which PhD students are required to submit their thesis to at completion. Faculty are encouraged to deposit their publications in this repository. DCU Press is Ireland's only Open Access Academic Press https://www.dcupress.dcu.ie/. The DCU Library has created a guide to all OA publishing agreements available here: https://www.dcu.ie/library/open-research-open-access. Through the team of Subject Librarians, there are regular updates to all Faculties on new OA deals, etc. The Library also promotes these agreements via sessions for staff, at Research Centre meetings, etc. The new DCU Strategy 2023-2028 sets out a clear ambition to increase the impact of DCU research, in both international academic debates and in social, economic and cultural outcomes. While there are many aspects to this, an important avenue to increasing impact is to ensure our research is more open and accessible. The DCU Open Research website was developed https://www.dcu.ie/library/open-research to provide a single access point to information on practices and supports for the DCU community. It's development was informed by the recent staff survey on Open Research. The survey on DCU's Open Research was conducted in September 2023 with the aim of gaining insight into the current knowledge, practices and needs in relation to Open Research amongst all researchers at DCU. The survey findings highlighted the need to further raise awareness of Open Research practices and principles and to enhance and promote the supports available to the DCU research community. This directly informed the development of the Open Research Website and will direct the work of the DCU Open Research Steering Group. A presentation of the survey findings was delivered at the DCU Open Research Landscapes event on 31st October 2023 https://www.dcu.ie/research/research-newsletter-issue-89-open-research. Institutional Repository: DCU maintains DORAS (DCU Online Research Access Service), an institutional repository that provides free and open access to the university's research outputs. This repository includes a wide range of research materials, such as journal articles, conference papers, theses, and more. Research Integrity and Data Management: DCU's efforts in research data management (RDM) align with its open access goals. The university offers comprehensive guidelines and resources to support researchers in managing and sharing their data responsibly. Key resources include: Research Integrity webpage https://www.dcu.ie/research/research-integrity-dcu Research Data Management Guidance Document https://www.dcu.ie/sites/default/files/staff/2022-02/rdm_guidance_feb-2022.pdf. Support and Training: DCU provides robust support and training for researchers regarding open access and data management. The university organizes workshops, webinars, and information sessions to educate researchers on the importance of open access and best practices for data management. The DCU Library plays a crucial role in promoting open access. It offers

Current Status	Remarks
	comprehensive resource guides and training through various formats, including webinars and online guides. The library's efforts ensure that researchers are well-informed about open access options and the benefits of making their work publicly available https://www.dcu.ie/library/open-research-open-access.

Action 11

Conduct periodic audits to ensure terms and conditions letters are issued for funded Post Graduate Researchers

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
5. Contractual and legal obligations	Q1 2016, 17, 18, 19, 20	GSO	Audit outcomes

Current Status	Remarks
COMPLETED	Audits conducted every year. Satisfied that this action can be closed now. These are Regulated requirements as per PGR Regulations.

Action 12

See actions 1 and 2

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
7. Good practice in research	As per action 1 and 2	RIS	Website and 3 year pilot outcome

Current Status	Remarks
COMPLETED	Please see actions 1 and 2.

Proposed ACTIONS

Action 13

Communication of research to non-expert audiences - increase awareness of existing training ops

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
9. Public engagement	Q 2 2016	HR, RIS	Newsletter

Current Status	Remarks
COMPLETED	Maximising your Research Profile + Communications Training for Researchers and Academics courses are available. The Research Communications Officer also guides researchers in communicating their outputs and impact more effectively. In terms of involving non-expert audiences in research, the DCU Engaged Research Forum aims at building an inter-and trans-disciplinary community of thought and practice across all faculties at DCU. The regular monthly lunchtime seminars discuss conducting research in partnership with communities and participants.

Proposed ACTIONS

Action 14

Ensure full implementation of existing PMDS, Probation procedures and support systems and continue to monitor completion rates for PMDS and Probation reviews.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
11. Evaluation/ appraisal systems	Q4 2024	HR	Working group outcomes

Current Status	Remarks
IN PROGRESS	A new Performance Review and Development (PRD) Scheme was initially introduced in the University in 2021 under a pilot scheme. A further review was completed and a new and enhanced PRD (Performance Review Development) Scheme was launched on a phased basis across the University in 2024. Further details are available on the DCU People website https://www.dcu.ie/people/grow#performance. The PRD scheme is an integrated automated PRD process on the Core platform called CoreTalent. Reporting is available on the stages of the process and completion rates. The scheme caters for Researcher staff with a dedicated PRD template which is aligned to the researcher competencies as outlined on the Research Career Framework and job descriptions. The PRD researcher template is available at https://www.dcu.ie/sites/default/files/hr_editor/2024-03/prd-researcher-form-in-word-format-new.docx The PRD process aims to provide researchers with a structured framework through which conversations regarding performance, professional development and career aspirations can take place. It is designed to support excellence in both employee and organisational performance where colleagues get a better understanding of how they contribute and support the delivery of the University Strategy through individual and team responsibilities. The new PRD information webpages https://www.dcu.ie/people/grow#performance have been developed to provide comprehensive information and supports including training and guides for all staff and managers including the researchers. Following feedback from our HRS4R, RCF Working Groups and DCU People team, a review of the Probation Policy and Operational Processes within the University has been established. This work is underway and is planned to be delivered by in 2025.

Proposed ACTIONS

Action 15

Conduct an initiative to encourage the adoption of the Guide of Good Practice in the Recruitment and Selection of Research Students.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
13. Recruitment (Code)	Q2 2016	GSO	website

Current Status	Remarks
COMPLETED	The Guide of Good Practice in the Recruitment and Selection of Research Students was reviewed and updated by Graduate Research Studies Board in March 2024 to take account of AI developments and was disseminated to Associate Deans for Research for dissemination at Faculty Research Committees. This revised guide was published on the Graduate Studies Office website https://www.dcu.ie/sites/default/files/inline-files/guide-to-good-practice-in-the-recruitment-and-selection-of-research-students-2024.pdf and forms part of the Continual Professional Development (CPD) training information to new supervisors, that is facilitated by the Dean of Graduate Studies. The Graduate Research Guide is updated annually the 2024/2025 is available at https://www.dcu.ie/graduatestudies/policy/graduate-research-guide. The guide has been included in training sessions and will be included for all future sessions. The guide is easy to find on the Graduate Studies Office website https://www.dcu.ie/graduatestudies

Proposed ACTIONS

Action 16

Integrate Unconscious Bias training into the initiatives that support the recruitment and selection process.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
14. Selection (Code)	Q2 2016	HR	Learning and Development records

Current Status	Remarks
COMPLETED	Unconscious Bias training is a focus of our Equality, Diversity & Inclusion 'Essential eLearning' tool. As part of the recruitment process interview board members are requested to complete Unconscious Bias Training and are provided with an Unconscious Bias checklist as part of the recruitment process. Training for any new APC and Faculty Review Panel board members are completed annually. In September 2024 the DCU Business School delivered training to the DCU People Team on Unconscious / Gender Bias.

Proposed ACTIONS

Action 17

Revise professional development (Interviewing, Supervision) for PIs to include reference to the DCU Guide of Good Practice in the Recruitment GSO, HR and Selection of Research Students

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
14. Selection (Code)	Q2 2016	GSO	website

Current Status	Remarks
COMPLETED	The Guide of Good Practice in the Recruitment and Selection of Research Students was reviewed and updated by Graduate Research Studies Board in March 2024 to take account of AI developments and was disseminated to Associate Deans for Research for dissemination at Faculty Research Committees. This revised guide was published on the Graduate Studies Office website https://www.dcu.ie/sites/default/files/inline-files/guide-to-good-practice-in-the-recruitment-and-selection-of-research-students-2024.pdf and forms part of the Continual Professional Development (CPD) training information to new supervisors, that is facilitated by the Dean of Graduate Studies.

Proposed ACTIONS

Action 18

Complete the process to communicate the explicit aims, purpose and benefits of the Research Career Framework (RCF), including the context in which the RCF operates, to ensure continuous and sustained understanding by all stakeholders.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
21. Postdoctoral appointments (Code)	Q1 2020, 21, 22	HR	RCF review outcomes from HR Business Partners and PIs

Current Status	Remarks
IN PROGRESS	There is ongoing engagement with each of the Faculties on the Researcher Career Framework. Focus on embedding the Framework has continued over the last number of years this has included:- -The creation of the DCU Researcher Hub which has subsequently been reviewed and updated in 2024 to provide a central location for key information for researchers including the link to the RCF webpages and supports and is available at https://www.dcu.ie/people/grow/researcher-hub - The launch of the Researcher Development Guide in 2022 which was followed by a further review and update in 2024 which assists researchers in navigating the supports and career development opportunities. It is currently under review and planned to launch a revised web-based guide and self assessment tool by end Q4 2024. -The alignment of Professional development courses, workshops and resources with the levels of the Researcher Career Framework available at https://www.dcu.ie/sites/default/files/2020-12/alignment-rcf.pdf This is currently under review and planned to launch a revised version by end Q4 2024. -The inclusion of the Research Career Framework in key processes such as Recruitment, Onboarding, Induction, Training & Development and Performance Review and Development (PRD) means that the aims, purpose and benefits are continuously communicated and linked to the way colleagues develop in the University. Further details on the Research Career Framework are available at https://www.dcu.ie/people/grow/dcu-researcher-career-framework and also available via the DCU Researcher Hub. As part of the newly re-established Research Career Framework working group in 2024, further improvements have been identified to further strengthen the communication of the Research Career Framework. This implementation is planned to be delivered in 2025.

Proposed ACTIONS

Action 19

Improve communication to researchers of the researcher training and development opportunities offered by the University.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
23. Research environment	Q1 2019,20,21	HR, RIS	Newsletter

Current Status	Remarks
COMPLETED	Learning & Organisational Development together with Research Development and Support issue regular communications via the Research newsletter and specific mailing lists containing funding information, events, training and development opportunities and key supports and is available here https://www.dcu.ie/researchsupport/research-support-newsletter-0 In addition, Research Development and Support issue updates on the All Staff weekly email in relation to training and supports for researchers. L&OD conduct regular reviews with PIs and Post Docs with the focus on their Personal Development needs and effectiveness of the current research development programme. The new updated DCU Researcher Hub contains links to relevant training & development opportunities https://www.dcu.ie/people/grow/researcher-hub. In addition, the new redesigned DCU People website contains a section on "Content for Academics & Researchers" https://www.dcu.ie/people/content-academics-and-researchers and a new section on A-Z Courses are now available on the DCU People website. The Graduate Studies Office communicates via their website and email to research students of their skills training. We will be implementing an Learning Management System (LMS) into the University in 2025 to allow us to target and track researchers training more effectively.

Proposed ACTIONS

Action 20

DCU will develop and implement a research infrastructure management plan

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
23. Research environment	Q1 2016	RIS	Website

Current Status	Remarks
COMPLETED	Research Infrastructure Policy is available on the Researcher Hub https://www.dcu.ie/people/grow/researcher-hub under the section Link Policies for New Researchers and it is also available on Policies section of the DCU website https://www.dcu.ie/policies/research-infrastructure-policy The DCU's research infrastructure is made up of 6 Core Technologies, that are housed between the Life Science Research Facility (LSRF) and the Nano Research Facility (NRF). The multidisciplinary equipment in these 6 cores are managed independently of research projects and is open access, meaning it can be used by researchers from any school or faculty in DCU. The cores are also open to external researchers from academia and industry https://www.dcu.ie/research/CoreTechnologies

Proposed ACTIONS

Action 21

Review actions identified for HR and RIS that arise from the submission for the Athena SWAN award.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
27. Gender balance	Q1 2018, 19, 20, 21	HR, RIS	Keeping the Athena Swan Award

Current Status	Remarks
COMPLETED	DCU awarded the Athena Swan Bronze in March 2017. In January 2017 a Head of Diversity and Inclusion was appointed to manage this process under the direction of HR Director and VP for Research. The review of actions is ongoing and a working group was established to maintain the award and work towards Silver status. In addition to maintaining the Institutional Bronze Award in 2021, four schools were awarded departmental Bronze awards: The School of Communications (Sept 2021), the DCU Business School (Mar 2021), School of Mathematical Sciences (Sep 2022) and School of Biotechnology (Sep 2022). An additional 4 schools have been awarded departmental Bronze Awards: The School of Physical Sciences (Nov 2022), School of Nursing, Psychotherapy & Community Health (April 2023), School of Applied Languages & Intercultural Studies (April 2023) and the School of Psychology (Nov 2023). One School is awaiting results and a further 2 Schools are applying in Nov 2024, 3 applying in April 2025 & 3 applying in 2025. DCU has committed to ensuring all academic departments apply for an Athena Swan award by 2026. Plans are also being developed to support professional support units wishing to apply for a departmental award. DCU applied for the Athena Swan SILVER Award in April 2024 and were successful in achieving the Athena Swan SILVER Award in September 2024. As part of this application process a thorough self-assessment was conducted which involved active engagement from academic, professional and research staff within the University. This self-assessment led to the development of a new five year action plan targeting areas including recruitment, career progression, career development supports, and dignity and respect. Several actions within this 2024 - 2029 action plan focus on the researchers, including plans to strive for gender balance at senior research grades, enhance the engagement with the researcher career framework and enhance the development supports available to researchers. These actions are owned by the Vice President for People, Equality, Diversity and Inclusion and the Vice President for Research. Athena Swan is embedded in the University and work will continue as part of the action plan on an ongoing basis.

Proposed ACTIONS

Action 22

Include the research community in the University's Mentoring Scheme.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
28. Career development	Q4 2017	HR	Mentoring scheme results, include feedback from stakeholders

Current Status	Remarks
COMPLETED	DCU mentoring scheme was extended to all staff in September 2016. A mid-term evaluation was conducted with the mentoring pairs in June 2017 and a final evaluation was conducted in December 2017. Additional training session on mentoring for postdoctoral researchers was run in June 2017. HR Mentoring has been expanded significantly in the last number of years at the University, including a specific call out to Researchers to get involved in mentoring linked to our Professional Skills for Research Leaders (PSRL) Programme https://www.dcu.ie/people/grow/professional-skills-research-leaders-psrl-programme In the 2024 DCU Staff Mentoring Programme 21% are Researcher Mentees and 12% are Researcher Mentors. Researchers are actively embedded in the Programme and matched with academics and other researchers. Further plans are in place to target each of the University cohorts more directly and to use testimonials from the current cohorts to increase numbers https://www.dcu.ie/people/grow/mentoring

Proposed ACTIONS

Action 23	**GAP Principle(s)**	**Timing (at least by year's quarter/semester)**	**Responsible Unit**	**Indicator(s) / Target(s)**
Enhance career support services for all researchers.	28. Career development	Q4 2016,17,18,19,20	HR, GSO, RIS, SSD	Annual review outcomes

**Proposed
ACTIONS**

	Current Status	Remarks
	COMPLETED	The four University functions of Human Resources, Research and Innovation Support, Graduate Studies and Student Support and Development continue to make good progress on career supports for researchers. The University Research Development Programme, aimed at supporting the professional development on researchers and academic staff in research is revised year on year and new modules added to address the needs of the institution. For example, new modules have been added post-incorporation to address the needs of the newly acquired staff who have different needs in relation to their research activity. The Professional Skills for Research Leaders (PSRL) runs annually and is a blended-learning programme covering a wide array of professional development topics including Developing & Consolidating a Research Career, Grant Writing, Team Management and Communicating Your Research and other relevant topics. Further information is available at the DCU Researcher Hub https://www.dcu.ie/people/grow/researcher-hub and the PSRL webpage https://www.dcu.ie/people/grow/professional-skills-research-leaders-psrl-programme The Research Lifecycle has been developed and is available to researchers which guides researchers on all pre and post award processes. It also helps them access proper support in relation to each aspect of the research funding lifecycle https://www.dcu.ie/research/lifecycle/homepage A Researcher Development Guide is available on the DCU Researcher Hub https://www.dcu.ie/people/grow/researcher-hub and the webpage https://www.dcu.ie/sites/default/files/staff/2022-01/Researcher%20Development%20Guide%20Dec%2021.pdf it provides career guidance and training opportunities for Post Doctoral Researchers. All postdocs can now access a wide variety of training and development courses via the DCU Researcher Hub https://www.dcu.ie/people/grow/researcher-hub. In 2024 a review of the Researcher Development Guide was completed and is due to launch by end 2024 in a web based format. In addition, a self assessment tool is being developed for researchers to help and support them with their career planning. Research Masters and PhD Students can avail of career consultations with the Careers Service. There are both 30-minute and 1-hour appointments available for students depending on the nature of their query and their availability. These are available both on campus or online. The 1-hour career consultations allow for a more substantial reflection and to discuss particular career circumstances, concerns, challenges, or ideas in depth. The aim is to enable research students to gain more clarity so they can move forward with career decisions and action taking. PhD and research students receive notes and an agreed action plan following the consultation and a follow up appointment(s) is scheduled if required. In the academic year 2022/2023 4 availed of career consultations and in 2021/22 21 Phd/Research Students availed of the consultations and in 2022/23 13 Phd/Research Students availed with to date in the academic year 6 PhD/Research Students have availed of career consolations. Online Career Resources - From the 2024/25 academic year there is a specific section on the Careers Service Loop page for our PhD/research students which includes a Career Discovery booklet covering both career planning as well as academic and industry CV writing. The section also includes links to Vitae.ac.uk (an online platform supporting the professional development of researchers), our appointment booking

**Proposed
ACTIONS**

	Current Status	Remarks

system MyCareer as well as other external links to useful resources recommended by our career consultant team for these students. Our PhD/research students also have access to an AI CV Checker tool 'CareerSet' which is also accessible through Loop since September 2024. This offers a CV review tailored to research or longer form CVs. Career related skills sessions and events are also organised for PhD/research students through the Careers Service and vary depending on students needs. In May 2024, following feedback from a Careers Service survey sent to our research students in March 2024 (44 respondents), we held a Research Careers Event which included a panel of internal and external speakers discussing the labour market, transversal skills and job opportunities for PhD/research students in both academia and industry. This event also included networking opportunities for students with both our research student community and also employers/professionals. We also delivered two career skills sessions which covered Career Planning, Job Searching and Effective Job Applications 28 students attended this event. The Careers Service also delivers bespoke career related sessions and workshops in collaboration with our faculty colleagues. In 2023-24 academic year, we delivered career related sessions within SALIS (Introducing the Careers Service for Research Students), DCU Business School (Doctoral Colloquium), Humanities and Social Sciences (DCU Centre for Climate & Society: Introduction to the Careers Service for Research Students) 32 students attended across these 3 events. Further information is available at https://www.dcu.ie/graduatestudies/workshops-and-events-research-students and https://www.dcu.ie/careers/digital-tools

Proposed ACTIONS

Action 24

Analyse further, data from the Performance Management Development Scheme to ensure researcher professional development needs are being met

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
30. Access to career advice	Q1,2,3,4 2019,20,21	HR	Working group outcomes

Current Status	Remarks
COMPLETED	The university has undertaken a major initiative to introduce a more robust Performance Review & Development (PRD) scheme. This scheme utilises new modules on the Human Resources Information System (Core Talent), which improves the ability to monitor uptake, integrate university strategic priorities with individual performance objectives. It also further enhances the identification and prioritisation of the learning and development needs of academic/research staff. We intend to utilise non-attributable and aggregated data from the PRD process to help inform the creation of developmental supports on an ongoing basis.

Proposed ACTIONS

Action 25

DCU will update and monitor its policies in relation to intellectual property to ensure consistency with national best practices and update as required.	**GAP Principle(s)** 31. Intellectual Property Rights	**Timing (at least by year's quarter/semester)** Q1 2018	**Responsible Unit** RIS	**Indicator(s) / Target(s)** Website

Current Status

COMPLETED

Remarks

The Intellectual Property Policy is located on the Policies section of the DCU website https://www.dcu.ie/policies/intellectual-property-policy and was reviewed & updated in July 2022. The Invent Team continue to implement the policy and streamline internal processes to better support the capture and management of potential commercial potential (e.g. introduction of online IDF (Invention Disclosure Form in May 2024). The Team provide continued training and workshops around commercialization and IP. For example in March 2024 DCU Invent hosted a Lunch & Learn Series: Unlocking Intellectual Property - A Guide for Researchers (https://dcuinvent.ie/events/unlocking-intellectual-property-a-guide-for-researchers) and 44 researchers attended the session. The existing IP Policy is aligned with National policy on Research Integrity in Ireland. DCU is represented at the National Research Integrity Forum, with access to expertise and resources on best practices. A dedicated eLearning module on Managing Intellectual Property is available to help support Research colleagues with knowledge on this topic.

Proposed ACTIONS

Action 26

DCU will complete institutional guidelines on authorship that will include reference to co-authorship and a complaints procedure to mediate author disputes.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
32. Co-authorship	Q4 2015	RIS	Website

Current Status	Remarks
COMPLETED	Action completed and approved by the Research Committee. DCU's Code of Practice on Authorship was approved by the University on 18 November 2015. A further review and update took place with an updated version of the Policy in December 2022. The Code of Practice on Authorship is available on Policy Section of the University website and the DCU Research Hub https://www.dcu.ie/policies/code-practice-authorship

Proposed ACTIONS

Action 27

In co-operation with the Teaching Enhancement Unit (TEU), further develop existing professional development supports for teaching and learning.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
33. Teaching	Q2 2016	RIS, Teaching Enhancement Unit	Continuation of courses

Current Status	Remarks
COMPLETED	The Teaching Enhancement Unit (TEU) and Research Development and Support are currently offering series of interactive workshops on discrete parts of funding applications, including narrative CV and data management plans. L&OD offer a range of courses targeted to Researchers and Academics, including two workshops in which they collaborate with the Teaching Enhancement Unit on Developing your professional portfolio in teaching and learning https://www.dcu.ie/hr/learning-development/developing-your-professional-portfolio-teaching-and-learning and Starting out teaching https://www.dcu.ie/hr/learning-development/starting-out-teaching. L&OD have collaborated with the TEU to include an adaptation of how the Reflect portfolio can be used by researchers (included in Researcher Development guide and L&OD website). The TEU also provide a specific Graduate Training Elements (GTE) for Researchers to avail of: "Postgraduate Tutoring Principles and Practice" (GS602). https://www101.dcu.ie/registry/module_contents_archive_years_plus.php?subcode=GS602&function=2&module_archive_year=2020 The Teaching Enhancement Unit courses are also open to all Researchers, although specific data on Researcher uptake is not available.

Action 28

Conduct an audit of School's policies for post graduate research learning support activities

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
33. Teaching	Q2 2016	GSO	Feedback from Heads of School collated by GSO

Current Status	Remarks
COMPLETED	Each School now has in place a "structured pathway" which directs students to a range of module and training modules. Now entitled: 'Structured/Doctoral Research Pathway'. Updated by the schools annually and published on the GSO website. Each school provides its own pathway that draws on the most relevant and appropriate modules from the faculty programme for that particular discipline (with the exception of the DCU Institute of Education which has a faculty-wide pathway). Link: https://www.dcu.ie/graduatestudies/graduate-studies-office-graduate-training Structure Doctoral Pathways are noted at Graduate Research Studies Board annually. In March 2024 GRSB revised and edited the Guidelines for the Development, Approval and Review of Graduate Training Element (GTE) and is available at https://www.dcu.ie/sites/default/files/inline-files/guidelines-for-the-development-approval-and-review-of-graduate-training-element-gte-modules-and-structured-doctoral-pathways-1.pdf. Each school provides its own pathway that draws on the most relevant and appropriate modules from the faculty programme for that particular discipline. Modules and Structured Doctoral Pathways are held by the schools and reviewed by their Faculty Research Committee, with annual noting by GRSB. These pathways are published to students and supervisors on their own faculty websites.

Proposed ACTIONS

Action 29

Ensure PIs and Supervisors utilise existing Performance Management Development Scheme to identify appropriate training and development requirements for researchers

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
36. Relation with supervisors	Q2 2024	HR	Working group assessment

Current Status

IN PROGRESS

Remarks

A new Performance Review and Development (PRD) Scheme was introduced in the University in 2024 on a phased basis. The scheme caters for Research staff with a dedicated template for Researchers which aligns to the Researcher competencies and the Research Career Framework. To date 5 researchers have fully completed the PRD process in 2024 with a further 73 researchers currently in progress. As part of the launch of the PRD Scheme training and supports were provided for managers / PI's to support PRD conversations including setting objectives, giving & receiving feedback. The RCF (Research Career Framework) working group was re-established and identified further support requirements for PI's. The review is ongoing with a planned implementation and operationalisational of the findings by end of 2025. These include further training and development supports for PI's and further supports in the DCU People Team for Researchers to work with the PI's and the Learning & Development function. To further support training and development the DCU People department identified the requirement for the introduction of an LMS (Learning Management System) to help track, create, deliver and manage all training programmes. The platform has been sourced and implementation is planned for 2025. This will help support PI's to identify appropriate training and development requirements for researchers.

Proposed ACTIONS

Action 30

Review the communication of the roles and responsibilities of the key stakeholders in the RCF

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
36. Relation with supervisors	Q2 2024	HR	Working group assessment

Current Status	Remarks
IN PROGRESS	The RCF (Research Career Framework) working group was re-established in 2024 and identified key areas of improvement to help support key stakeholders in the RCF ie. recruitment & selection, training & development, process changes etc. Further sub groups have been established. The review is ongoing and the planned implementation and operationalisation of the findings is due in 2025 and will be communicated as part of a re-launch of the Research Career Framework.

Proposed ACTIONS

Action 31

Enhance Leadership and Management Training and Development interventions for Senior Researchers and PIs

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
37. Supervision and managerial duties	Q4 2017	HR	Learning and Development Team assessment

Current Status	Remarks
COMPLETED	Professional Development programmes in place including Professional Skills for Research Leaders (PSRL) (blended learning) https://www.dcu.ie/people/grow/professional-skills-research-leaders-psrl-programme and the University Explore Programme (Leading & Managing in DCU) https://www.dcu.ie/people/grow/explore-leading-and-managing-dcu, Project Management for Researchers. Includes Supervision/Examining/Chairing/Panel related training. Further supports have been identified by the RCF workgroup and the HRS4R working group for PI's. The review is ongoing and the implementation is planned for 2025.

Action 32

See action 21

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
10. Non discrimination	see action 21	see action 21	see action 21

Current Status	Remarks
COMPLETED	See action 21

Proposed ACTIONS

Action 33

No action identified

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
15. Transparency (Code)	N/A	N/A	N/A

Current Status	Remarks
COMPLETED	No action identified

Proposed ACTIONS

Action 34

Implement and enhance OTM-R principles

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
12. Recruitment	Q1 2023	HR	Implementation of new R&S policy which includes OTM-R principles

Current Status	Remarks
COMPLETED	The OTM-R principles align with our existing values of Open, Collegial, Collaborative, Inclusive, Ambitious and Student Focused, which are outlined in the DCU Strategy 2023-2028 https://www.dcu.ie/strategy - Transformation for an Unscripted Future. A significant review of the Recruitment & Selection Policy was undertaken and updated in January 2024 and has embed these values and the OTM-R principles in the Recruitment & Selection Policy. The policy is available at https://www.dcu.ie/policies/recruitment-selection-policy In January 2024 the DCU Jobs Portal (e-recruit) was launched in the University and includes advertised jobs for Academic, Professional and Research Roles and facilitates internal and external applicants. Applicants apply directly on the DCU Jobs Portal. In addition research jobs are advertised on external platforms ie. Euraxess, Jobs.ac.UK etc. DCU continues to work and expand the functionality of its DCU Job Portal and recruitment processes and enhancing the OTM-R principles. In 2024 the DCU People Team completed a comprehensive mapping on our Recruitment Process and are currently finalising a set of Recruitment Toolkits integrating the OTM-R principles further. We already have specific recruitment and selection practices for Research Career Framework positions and the principles of Open, Transparent and Merit Based recruitment are explicit within this practice. A further review is ongoing on the RCF working group on the recruitment processes. In March 2024 the Guide to Good Practice in the Recruitment & Selection of Research Students was reviewed and updated https://www.dcu.ie/sites/default/files/inline-files/guide-to-good-practice-in-the-recruitment-and-selection-of-research-students-2024.pdf The University's Athena SWAN Silver Award signifies the University's commitment to equal opportunities and promoting gender equality in all it's practices.

Proposed ACTIONS

Action 35

No action identified

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
16. Judging merit (Code)	N/A	N/A	N/A

Current Status	Remarks
COMPLETED	No action identified

Action 36

No action identified

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
17. Variations in the chronological order of CVs (Code)	N/A	N/A	N/A

Current Status	Remarks
COMPLETED	No action identified

Proposed ACTIONS

Action 37

No action identified

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
18. Recognition of mobility experience (Code)	N/A	N/A	N/A

Current Status	Remarks
COMPLETED	No action identified

Action 38

No action identified

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
19. Recognition of qualifications (Code)	N/A	N/A	N/A

Current Status	Remarks
COMPLETED	No action identified

Proposed ACTIONS

Action 39

No action identified

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
20. Seniority (Code)	N/A	N/A	N/A

Current Status	Remarks
COMPLETED	No action identified

Action 40

No action identified

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
22. Recognition of the profession	N/A	N/A	N/A

Current Status	Remarks
COMPLETED	No action identified

Proposed ACTIONS

Action 41

Constant review of working conditions in relation to work life balance and flexible working

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
24. Working conditions	Q2 2023, 2024, 2025	HR	Outcome of HR review on effectiveness on new maternity supports following feedback from stakeholders

Current Status	Remarks
IN PROGRESS	While no gap was initially identified the university is ambitious in making further progress in this area as evidenced by its commitment to Athena Swan Silver Award. We have introduced new supports to all staff in relation to Paternity and Maternity leave. We have introduced a maternity buddy system for all staff https://www.dcu.ie/people/grow-maternity-and-paternity-buddy-scheme and specifically for academic/research staff and have introduced teaching buy out and "mac days" (maternity leave support days). We are constantly reviewing the effectiveness of our support structure. Family Leave policies are available on the DCU People Benefits webpage https://www.dcu.ie/people/benefits A number of new changes in legislation in Republic of Ireland have strengthened and introduced new family leave policies and we continue post-covid to offer flexible working and working from home. A Remote Working Pilot was introduced on 1 October 2022 for 12 months. It was further reviewed in October 2023 and extended for 12 months. On 1st November 2024 the Remote Working Policy was introduced. The policy states employees may be approved for up to 2 days of remote working per week (or an appropriate pro rata amount for those part time). No employees can avail of more than 2 days of remote working in a week during any period. Researchers will liaise with their PI regarding remote work arrangements, any such arrangement are in line with the general provisions of this policy. Details of the Remote Working Policy is available at https://www.dcu.ie/people/remote-working-policy During the period 2022-2024, 5% of researchers availed of Family Leave Policies including Parents Leave, Parental Leave, Paternity Leave and Maternity Leave. We will continue to review working conditions in relation to work life balance and flexible working.

Proposed ACTIONS

Action 42

Continue to review employment legislation and how it will affect research staff

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
25. Stability and permanence of employment	Q1 2020, 21	HR, RIS	Continued monitoring

Current Status	Remarks
IN PROGRESS	Where possible DCU commits to the stability of the employment contract for research staff. For instance the university promotes the full use of the funding available for research contracts - if three years funding exists a contract of such duration should be offered. However neither the university, nor the international higher education sector has solved the issue of the precarious nature of funding for research staff. The university does adhere to fixed term employment legislation and continues to monitor the overall issue. In 2024 a Research Career Framework Working Group was established and a review is ongoing to identify further improvements.

Action 43

Continued monitoring of research salaries

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
26. Funding and salaries	Q1 2020, 21	HR, RIS	Continued monitoring

Current Status	Remarks
COMPLETED	The University assures adherence to the Irish Universities Association Research Salaries guidelines and that such guidelines are fairly and consistently applied. The University also ensures sick leave, pensions and family leave benefits are applied to research staff the same as any other category of staff. Collective agreements are also applied to all research staff. The University constantly monitors this situation to ensure that best practice applies.

Proposed ACTIONS

Action 44

No action identified

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
29. Value of mobility	N/A	HR, RIS	N/A

Current Status	Remarks
COMPLETED	No action identified

Action 45

No action identified

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
34. Complains/ appeals	N/A	HR, RIS	N/A

Current Status	Remarks
COMPLETED	No action identified. There is a very comprehensive suite of policies in place to deal with disputes of such nature.

**Proposed
ACTIONS**

Action 46

No action
identified

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
35. Participation in decision-making bodies	N/A	HR, RIS, GSO	N/A

Current Status	Remarks
COMPLETED	No action identified

Action 47

See actions
19,23,24,29,31

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
38. Continuing Professional Development	N/A	HR, RIS, GSO, SSD	N/A

Current Status	Remarks
IN PROGRESS	See actions 19,23,24,29,31

Proposed ACTIONS

Action 48

See action 19

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
39. Access to research training and continuous development	N/A	HR, RIS	N/A

Current Status	Remarks
COMPLETED	See action 19

Action 49

See actions 22 and 31

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
40. Supervision	N/A	HR, GSO	N/A

Current Status	Remarks
COMPLETED	See actions 22 and 31

Proposed ACTIONS

Action 50

Analyse further data from the Annual Staff Survey to ensure researcher professional development needs are being met.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
30. Access to career advice	Q4 2023	HR, RIS, GSO, Careers Service	Staff Survey

Current Status	Remarks
IN PROGRESS	Following the analysis of the The Staff Engagement, Diversity & Inclusion Survey in 2021. 782 responses were received of which 36 Postdoctoral researchers contributed (17 men & 19 women). Feedback from researchers was very positive towards the Research Career Framework. 94% of researchers confirmed they are aware of the Training & Development opportunities available to them. 72% confirmed they were satisfied with the Career Development Supports they received from their PI and 19% were neutral. 100% men and 88% women have been made aware of the Learning & Development opportunities available to them. Women are less satisfied with support from PIs (68% v 90%). We are continuing to identify the career supports requirements for female post-docs and have planned additional training & development for PI's on people management and development conversations to be delivered in 2025. The review of the DCU Researcher Development Guide scheduled for completion in 2024 will help provide further supports for Post Doctoral Researchers.

Action 51

	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Further to the Athena Swan achievements in the University, there is a need to examine the leave arrangements for Postgraduate Students who are taking leave for Maternity reasons.	27. Gender balance	Q2 2023	HR, RIS, GSO	Maintenance of Athena Swan Bronze