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6th March 2020

FAO Chair of the Concordat Strategy Group

Letter of Commitment to the Concordat to Support the Career Development of Researchers

As Pro-Vice-Chancellor for Research at the University of York, I am pleased to sign this confirmation of our institutional commitment to the Concordat to Support the Career Development of Researchers. The University of York fully supports the Principles of this revised Concordat and we intend to uphold our obligations and responsibilities as a signatory.

The Principles of Employment, Professional & Career Development and Environment & Culture map to our Equality, Diversity and Inclusion strategy and HR policies and to our institutional commitment to provide a working and learning environment which is fair, welcoming and inclusive and where staff and students can fulfil their potential. We will bring together colleagues from academic departments (at all career stages), professional services and our research staff liaison officers to ensure the creation and implementation of an ambitious and robust action plan.

We agree to work collectively and engage with initiatives to address systemic challenges in progressing towards a UK research system where researchers work in healthy and supportive environments. We agree that researchers should be recognised and valued for their contributions in research and beyond, supported in their professional and career development, and equipped and empowered to succeed in their chosen careers.

Regards

A handwritten signature in black ink, reading 'Deborah F. Smith'.

Professor Deborah F. Smith
Pro-Vice-Chancellor, Research

University of York
Heslington Hall
York
YO10 5DD

A handwritten signature in black ink, reading 'Charlie Jeffery'.

Professor Charlie Jeffery
Vice-Chancellor and President

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