

FAO Chair of the Concordat Strategy Group

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Office of the Vice-Chancellor

**Professor Karen Cox**

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Dear Sir/Madam

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

I, Professor Karen Cox on behalf of the University of Kent, confirm our commitment to the Concordat to Support the Career Development of Researchers.

The University of Kent fully supports the Principles of this revised Concordat and we intend to uphold our obligations and responsibilities as a signatory.

As part of our current reorganization, the University has agreed that our Graduate School will become the Graduate and Researcher College (GRC) from the start of academic year 2020. The new GRC will have an expanded remit to support postgraduate students and now also staff across the whole academic career span, including but not exclusively our Early Career Research Staff. The GRC brings together expertise from five support services across the University to provide holistic researcher support across all career stages. It will be central to planning and progressing our commitment to developing our research staff, working across the University with colleagues, Divisions and departments to ensure that the tenets of the Concordat are fulfilled.

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.

Yours sincerely



Professor Karen Cox