

Lancaster University first received the European HR Excellence in Research Award (HR EiR) in 2011. Since the 2019 submission there have been, and continues to be, considerable changes to the senior leadership team within the Institution with the appointment of a new Vice-Chancellor and Pro-Vice-Chancellors.

The past two years have been as impactful at Lancaster as elsewhere, but the institution has carried on teaching, research, and knowledge exchange activities throughout, including the launch of its new Institutional Strategic Plan for 2021-2026. With a primary goal



- Satisfaction rates (measured through CEDARS) focusing on management and research leadership showed an upturn in positive responses.

New promotion policies now in place, with researchers and research leaders on all the focus groups. Three clear routes available, Research, Teaching and Engagement with leadership running through all three. These are supported by clearer guidance and easier access to promotional activities. The processes were introduced to the broader researcher community at a week-long promotions event in September 21.

The Prosper Project partnership

