



# SFI Agenda 2020 Annual Review 2018

Key Performance Indicators

10/12/2018

SFI Strategy Team

## Executive Summary

Science Foundation Ireland is making progress towards meeting the targets set out in Agenda 2020. Many of these targets are likely to be reached; some have been reached and exceeded already. However, there are several KPIs that, from the current trajectory, are unlikely to be met. SFI will need to take action to ensure that these targets are met.

## Introduction

This document evaluates Science Foundation Ireland's performance in Q4 2018 against the objectives and targets set out in its Agenda 2020 strategy.

Agenda 2020 aims to ensure that government investment in science is beneficial, both in terms of societal and economic impact, and in provision of trained expertise to the labour market. Each primary objective has a number of ambitious targets with 47<sup>1</sup> associated supporting key performance indicators (KPIs). These objectives are evaluated on a semi-annual basis in order to ensure that the ambitious targets are on track to being achieved.

Science Foundation Ireland is making good progress towards meeting the targets set out in Agenda 2020. Many of these targets are likely to be reached; some have been reached already. However, there are several KPIs that, from the current trajectory, are unlikely to be met. SFI will need to take action to ensure that these targets are met.

In this document, we follow the structure of the Agenda 2020 strategy. The most recent information available has been used; the data are from 2018 unless otherwise indicated. Details of Science Foundation Ireland programmes and awards are up-to-date; data arising from the Science Foundation Ireland Research Outputs exercise will be from 2017. 2018 Research Outputs data will be available in Q2 2019.

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<sup>1</sup> Including 19 new KPIs introduced during the 2017 refresh of Agenda 2020's KPIs.

***Pillar A: To be the best science funding agency in the world at creating impact from excellent research and demonstrating clear value for money invested***

**A1: Invest in research excellence in areas identified by National Research Prioritisation Exercises.**

**KPI: A1.3.1 Proportion of SFI expenditure in the areas identified in the 2012 Report of the Research Prioritisation Steering Group, and/or in areas of demonstrable potential economic impact for Ireland, and/or in areas of significant partnership with major research entities, and/or to support the development of young researchers**

**Baseline:** 99% [2012]

**Target:** 100% by 2020

**End of Year status [2017]:** 98.8% in 2017 (€126m). 1.2% in other areas (€1.5m) [SFI Finance data Q4 2017]

**Current Status, Nov 2018:** 98.8% in 2018 (€124m). 1.2% in other areas (€1.5m) [SFI Finance data Q4 2018]

**KPI: A1.3.2 Ireland's place in international bibliometric rankings of repute**

**Baseline:** 20 [2011]

**Target:** Inside Top 20 for period to 2020

**End of Year status [2017]:** 11<sup>th</sup> [InCites Q4 2017]

**Current Status, Nov 2018:** 11<sup>th</sup> [InCites Q4 2018]<sup>2</sup>

**KPI: A1.3.3 Presence of a top-tier international prizewinning scientist (e.g. Nobel Prize, Fields Medal European Science Prize, Lasker Prize) leading an SFI-funded team in Ireland**

**Baseline:** 0

**Target:** 1 (by 2020)

**End of Year status [2017]:** None as of Q4 2017

**Current Status, Nov 2018:** 0

**Action:** The Research-Professorship Programme relaunched in May 2018. The 2018 Future Research Leaders call is currently underway. Further details are in A1.3.7(a).

**KPI: A1.3.4 The winning of a prestigious international prize (e.g. Nobel Prize, Fields Medal, European Science Prize, Lasker Prize) by an SFI researcher/team**

**Baseline:** 0

**Target:** 1 (by 2020)

**End of Year status [2017]:** None as of Nov 2017.

**Current Status, Nov 2018:** 0

**Action:** The Research-Professorship Programme relaunched in May 2018. The 2018 Future Research Leaders call is currently underway. Further details are in A1.3.7(a).

<sup>2</sup> This figure was calculated using InCites Essential Science Indicators<sup>SM</sup> (Clarivate Analytics). Countries were ranked based on papers published in Web of Science; the ranking is according to citations per paper.

**KPI: A1.3.5 The level of early-career research support**

**(a) 40 awards per annum between SIRG and CDA**

**Baseline:** not applicable

**Target:** 40 awards per annum between SIRG and CDA

**End of Year status [2017]:** €8.9m projected 2017 spend. 7% of spend. [SFI Finance data Q4 2017]

Current Status, Nov 2018: 20 SIRG awards have been approved in 2018. The CDA programme was not run in 2018.

Action: This Innovation 2020 action has not yet been delivered, as SFI does not currently have sufficient Grants budget to implement the requisite number of funding calls and awards.

**KPI: A1.3.5 The level of early-career research support**

**(b) Hold one career workshop for early career researchers per annum by 2020**

**Baseline:** 0

**Target:** 4

**End of Year status [2017]:** 1 (Research Careers Forum – Q3 2017)

Current Status, Nov 2018: 2 since start 2017. SFI held an Industry Fellowship Information & Networking Event on Thursday 4th October 2018 at the Aviva Stadium.

**KPI: A1.3.5 The level of early-career research support**

**(c) Fund 100 PhD students positions in new PhD studentship programme by 2020**

**Baseline:** 0

**Target:** 100

**End of Year status [2017]:** 0

Current Status, Nov 2018: The deadline for the inaugural 2018 SFI Centres for Research Training Call was 5<sup>th</sup> September 2018. Awards will be made in early 2019. It is envisaged that four to six CRTs will be funded under the current call and up to 30 postgraduate students will be enrolled annually per award (i.e. 600 PhD student positions total)

**KPI: A1.3.6 The number of European Research Council awards secured by SFI researchers**

**Baseline:** 3 SFI-funded<sup>3</sup> of 7 Starting Grant winners, 2 of 2 Advanced Grant winners, totalling €8.4 million [2011]

**Target:** SFI researchers to secure €20 million per annum from the ERC by 2020

**End of Year status [2017]:**

8 x European Research Council awards awarded to date (€7.6m), comprising: 4 x Proof of Concept (€0.6m), 1 x Advanced Grant (€1.9m), 1x Starter Grant (€1.3m). 2 x Consolidator Grants (€3.8m).

Current Status, Nov 2018: 3 x European Research Council awards awarded to SFI researchers, totalling (€5.55m): 2 x Advanced Grant (€5.4m) and 1 x Proof of Concept Grant (€0.15m)

Action: The Research Professorship programme relaunched in May 2018 and is specifically aimed at attracting ERC Advanced Grant awardees; joint appointments will be encouraged, to attract high level scientists from the UK. Further details in A1.3.7(a).

**KPI: A1.3.7 The attraction to Ireland of leading iconic scientists**

**(a) SFI Research Professorship and SFI Future Research Leader schemes**

**Baseline:** 0

**Target:** Average 10 awards per year by 2020 in each scheme

**End of Year status [2017]:** SFI Research Professor: One approved award is currently being finalised.

Future Research Leaders (FRL): Four awards made, one currently being finalised (Q4 2017)

Current Status, Nov 2018: Three Research Professorships and four Future Research Leaders awarded in 2018. No further awards are expected in 2018.

Action: SFI does not have the budget to make ten awards in each scheme in 2019.

The Research Professorship programme relaunched in May 2018. Ten Eols have been received and reviewed; six have been asked to submit a full proposal by end of 2018.

Future Research Leaders (FRL): The Future research Leaders (FRL) 2018 call is currently underway and ten full proposals are due to be submitted by Nov 8th 2018.

**KPI: A1.3.7 The attraction to Ireland of leading iconic scientists**

**(b) Add two iconic scientists in Advanced Manufacturing by 2020**

**Baseline:** 0

**Target:** 2 (by 2020)

**End of Year status [2017]:** 2

Current Status, Nov 2018: 2: Professor Fengzhou Fang, UCD and Professor Paul Weaver UL.

<sup>3</sup> SFI-funded refers to those that held significant PI-like awards in the year of or preceding the application. Totals show the euro value sum of ERC awards of SFI-funded Researchers only.

**KPI: A1.3.7 The attraction to Ireland of leading iconic scientists**

**(c) Relocate two UK iconic scientists using European Research Council development and support schemes**

**Baseline:** 0

**Target:** 2 (by 2020)

**End of Year status [2017]:** 0

**Current Status, Nov 2018:** 1, Prof Neil O'Connell (UCD).

**KPI: A1.3.7 The attraction to Ireland of leading iconic scientists**

**(d) Add at least one female Research Professor by 2020**

**Baseline:** 0

**Target:** 1 (by 2020)

**End of Year status [2017]:** 0

**Current Status, Nov 2018:** 0

**KPI: A1.3.8 Increased representation of women in Science, Engineering and Technology (SET) in Ireland**

**Baseline:** 19% Female Award Holders [2008-2012]

**Target:** 30% of SFI award holders by 2020.

**End of Year status [2017]:** 23%<sup>4</sup> Female Award Holders [RO 2016].

35% of all team members are Female [RO 2016].

**Current Status, Nov 2018:** 26% Female Award Holders [RO 2017].<sup>5</sup>

37% of all team members are Female [RO 2017].

**KPI: A1.3.9 Challenge-based funding**

**Baseline:** not applicable

**Target:** Launch scheme by 2020.

**End of Year status [2017]:** 0

**Current Status, Nov 2018:** 1

SFI Future Innovator Prize call launched in September 2018 with a deadline in November 2018.

<sup>4</sup> Corrected figure from 2017 Annual Review of Agenda 2020.

<sup>5</sup> Corrected figure from 2018 Mid-term Review of Agenda 2020.

## A2: Invest in SFI's translational research capability to enhance the progression of research from discovery to delivery.

### KPI: A2.3.1 Proportion of invention disclosures, patents, licences and spin outs recorded by Enterprise Ireland that are linked to SFI research

**Baseline:** 2011 – 2015 Averages: Patents filed & awarded: 111; spinouts: 9

**Target:** 222 patents and 18 spin-outs per annum by 2020.

**End of Year status [2017]:** 66 Patents Filed / Awarded, 3 spinouts [RO 2016]

**Current Status, Nov 2018:** 114 Patents Filed / Awarded, 10 spinouts reported by SFI researchers [RO 2017]

Action: A collaborative initiative with Enterprise Ireland is working to analyse this issue and better track the progress of SFI-funded IP. Progress has been limited due to personnel resourcing constraints inside SFI.

### KPI: A2.3.2 Ireland's level of public-private co-publications

**Baseline:** 25.8 [2012]

**Target:** 50 publications per million population by 2020

**End of Year status [2017]:** : No updated data available from EIS; 34 is the latest (2015 data).

51 [SFI calculation based on RO 2016]

**Current Status, Nov 2018:** No updated data available from EIS; 34 is the latest (2015 data).

55 [SFI calculation based on RO 2017]

### KPI: A2.3.3 Support Entrepreneurship

**Baseline:** 0

**Target:** 12 awardees per annum in SFI-NSF Innovation Corps Programme by 2020, 48 by end 2020

**End of Year status [2017]:** 12

**Current Status, Nov 2018:** 19 total since 2017. Thirteen applications to the SFI-NSF I-Corps@SFI Entrepreneurial Training Programme 2018 Call were reviewed and seven awards were made.

## A3: Invest strategically in a set of centres that have the excellence and scale to be recognised internationally and act as attractors of international research talent and international capital.

### KPI: A3.3.1 Presence of internationally recognised research centres of scale in Ireland

#### (a) SFI Research Centres

**Baseline:** 0

**Target:** 20 by 2020

**End of Year status [2017]:** 16 Research Centres have been funded to date. SFI funded four new Research Centres awards in 2017

**Current Status, Nov 2018:** 17 Research Centres have been funded to date.



**KPI: A3.3.1 Presence of internationally recognised research centres of scale in Ireland**

**(b) Fund a successful SFI Research Centre in Advanced Manufacturing**

**Baseline:** 0

**Target:** 1 by 2020

**End of Year status [2017]:** 2

**Current Status, Nov 2018:** 2

**KPI: A3.3.2 Major non-exchequer investment into such centres – for example from corporate R&D entities and international funders such as EU**

**Baseline:** 0

**Target:** Minimum of 50% of overall centres' funding by 2020

**End of Year status [2017]:** Non-exchequer investment stands at 46% of the overall Centre budget.

**Current Status, Nov 2018:** Non-exchequer investment equals 47.8% of the overall Centre budget.

**A4: Drive increased hiring of SFI-trained researchers by Industry.**

**KPI: A4.3.1 Increased hiring of SFI-trained researchers by industry**

**(a) % SFI trainees moving to industry as a first destination**

**Baseline:** 25% of leavers [2009-2011]

**Target:** 50% by 2020.

**End of Year status [2017]:** 23% [RO 2016]. Eventual destination 40% via LinkedIn tracking [SFI calculation based on RO 2016 & LinkedIn data]

**Current Status, Nov 2018:** 23% [RO 2017].

Eventual destination 45% via LinkedIn tracking [SFI calculation in May 2018 based on LinkedIn data]

**KPI: A4.3.1 Increased hiring of SFI-trained researchers by industry**

**(b) Increase industry Fellowship awards to 50 per annum**

**Baseline:** 0

**Target:** 200

**End of Year status [2017]:** 44 awarded since 1 Jan 2017(Cumulative)

**Current Status, Nov 2018:** 44 awarded to date since 1 Jan 2017. The 2018 SFI Industry Fellowship Programme Call is currently open, with a deadline of 23<sup>rd</sup> Nov 2018. Awards will be made in early 2019. SFI has budgeted for between 40 and 50 awards.

***Pillar B: To be the exemplar in building Partnerships that fund great science and drive it out into the market***

**B1: Build Strategic Partnerships.**

**KPI: B1.3.1 Joint funding instruments with key agencies (Irish and International) and companies**

**(a) SFI spend on agency and industry partnerships**

**Baseline:** With agencies: €1.4m or 0.9% of spend [2012]. With companies: €0.0m [2012]

**Target:** 4% of spend on agency funding partnerships, 2% of spend on industry funding partnerships

**End of Year status [2017]:** With agencies: €7.4m or 6% of spend [Q4 finance data 2017 to date]. With companies: €3.4m or 3% of spend [Q4 finance data 2017 to date]

Current Status, Nov 2018: With agencies: €7.0m or 6% of spend. With companies: €4.6m or 4% of spend [Q4 finance data Jan 1<sup>st</sup> 2018 to Oct 31<sup>st</sup> 2018]

**KPI: B1.3.1 Joint funding instruments with key agencies (Irish and International) and companies**

**(b) JPI and ERA-Net participation**

**Baseline:** not applicable

**Target:** Participate in 12 JPIs or ERA-Nets by 2020 (three per annum)

**End of Year status [2017]:** 8 in Horizon 2020 (5 ERA-Nets, 3 JPIs)

Current Status, Nov 2018: 8 in Horizon 2020 (5 ERA-Nets, 3 JPIs).

**KPI: B1.3.1 Joint funding instruments with key agencies (Irish and International) and companies**

**(c) Partnerships with UK funders**

**Baseline:** not applicable

**Target:** Maintain at least three partnerships with UK funders ongoing by 2020

**End of Year status [2017]:** 4 Partnerships with UK: SFI-RS, SFI-BBSRC, SFI-ESPRC, SFI-HRB/WT

Current Status, Nov 2018: 4 Partnerships with UK: SFI-RS, SFI-BBSRC, SFI-ESPRC, SFI-HRB/WT.

**KPI: B1.3.1 Joint funding instruments with key agencies (Irish and International) and companies**

**(d) Partnership with NI funder**

**Baseline:** 0

**Target:** One partnership with NI funder ongoing by 2020

**End of Year status [2017]:** 0 (funded awards under previous collaboration ongoing)

Current Status, Nov 2018: 0

Action: The Investigators Programme partnership with the Department for Employment and Learning, NI, cannot be restarted until either the Northern Ireland Executive is in place or further delegated authority is provided to either the Northern Irish civil service or central UK government.

**KPI: B1.3.1 Joint funding instruments with key agencies (Irish and International) and companies**  
**(e) US-Ireland R&D Partnership awards**

**Baseline:** 0

**Target:** At least Three US-Ireland R&D partnership awards per annum by 2020

**End of Year status [2017]:** In 2017 3 US-IRL R&D partnership awards have been made with a 4th award LoO to be issued in Q4 2017

**Current Status, Nov 2018:** 6  
 5 investigator-led and 1 Centre-to-Centre awards in 2018.

**KPI: B1.3.1 Joint funding instruments with key agencies (Irish and International) and companies**  
**(f) SFI-NSF-GROW visits**

**Baseline:** 0

**Target:** 12

**End of Year status [2017]:** 4

**Current Status, Nov 2018:** 6 cumulative since 1 Jan 2017.

**KPI: B1.3.2 Relationships developed with Ireland's international strategic partners, as identified**  
**Government policy**

**Baseline:** 122 academic collaborations and 12 non-academic collaborations on average per annum [2010-2012 ISCA Countries]

**Target:** 200 academic collaborations per annum in total between US, UK and ISCA countries

**End of Year status [2017]:** 154 Academic Collaborations (134 with the US and UK, 20 with ISCA countries) [RO 2016] 81 non-academic collaborations (73 with the US and the UK, 8 with ISCA countries) [RO 2016]

**Current Status, Nov 2018:** 252 Academic Collaborations (206 with the US and UK, 46 with ISCA countries); 88 non-academic collaborations (79 with the US and the UK, 9 with ISCA countries) [RO 2017].

**KPI: B1.3.3 Level of leadership roles in major European initiatives, in particular Horizon 2020**

**Baseline:** 22 leaders on average per annum [2009-2011]

**Target:** On average 35 leaderships per annum by 2020

**End of Year status [2017]:** 23 EU leadership roles [RO 2016]

**Current Status, Nov 2018:** 21 EU leadership roles [RO 2017].

**Action:** Focus has shifted away from the numbers of EU initiatives led, towards the leadership and winning of larger value projects. SFI is now prioritising large-scale H2020 wins by its funded researchers (in SFI Research Centres, in particular).

**KPI: B1.3.4 Enterprise liaison positions in SFI**

**Baseline:** 0

**Target:** 2

**End of Year status [2017]:** 0

**Current Status, Nov 2018:** 1

Action: The appointment of Dr Aoife Ryan as Science Foundation Ireland's International Development Manager has progressed this agenda. Dr Ryan's role includes responsibility for enterprise liaison in the United States.

**B2: Diversify the Funding Sources for Ireland's Scientific Base.**

**KPI: B2.3.1 Research income secured by SFI researchers from international funding entities such as the EU**

**Baseline:** €60m on average per annum [2008-2011]

**Target:** €120m per annum by 2020

**End of Year status [2017]:** €84<sup>6</sup>m [RO 2016]

**Current Status, Nov 2018:** €81m [RO 2017]

Action: Focus has shifted to leading and winning larger value projects. This is also being addressed via the new Research Centres model of 1/3 funding from SFI, 1/3 from industry, and 1/3 from non-exchequer research funding such as Horizon 2020.

**KPI: B2.3.2 Major test beds established in Ireland**

**Baseline:** 0

**Target:** Average of one major new test bed per year

**End of Year status [2017]:** No Research Infrastructure call to be run in 2017. Large investment made by SFI in 2016.

**Current Status, Nov 2018:** The SFI Research Infrastructure call was launched in Feb 2018 and 88 proposals were submitted by the May 1<sup>st</sup> deadline. €22m will be awarded to five applications by the end of 2018. One of these is a major testbed.

<sup>6</sup> Corrected figure from 2017 Annual Review of Agenda 2020

### KPI: B2.3.3 Funding profile of SFI researchers

**Baseline:** 60% dependent [2011]

**Target:** Reduce to 30% the number of SFI researchers that rely on SFI for the majority of their funding by 2020

**End of Year status [2017]:** 37%<sup>7</sup> Dependent [RO 2016]

**Current Status, Nov 2018:** 44% Dependent [RO 2017]

Action: This is being addressed via the new Research Centres model of 1/3 funding from SFI, 1/3 from industry, and 1/3 from non-exchequer research funding such as Horizon 2020.

### KPI: B2.3.4 Partnership funding with industry

**Baseline:** Not Applicable [2012]

**Target:** Co-fund at least two partnerships per year to 2020

**End of Year status [2017]:** 18 Strategic Partnerships with industry (including 9 Pfizer awards), 16 SFI Research Centres Spokes and 145 Industry Fellowships.

**Current Status, Nov 2018:** 19 Strategic Partnerships with industry (including 9 Pfizer awards), 17 SFI Research Centres Spokes and 169 Industry Fellowships.

## *Pillar C: To have the most engaged and scientifically informed public.*

**KPI: C1.3.1 Level of coverage of SFI/Science by the media in news coverage, via documentary coverage, kids programmes e.g. Elev-8**

**(a) television and radio broadcasts**

**Baseline:**

**TV series:** 0 [2012]

**Target:** By 2020, the presence of at least one science programme/series in the peak schedule of the national broadcaster, annually.

**End of Year status [2017]:** 32 radio and television broadcasts

**Current Status, Nov 2018:** 117 radio broadcasts, 9 TV broadcasts [Q1 2018 to Oct 26 2018]. 2 in peak schedule: Big Week on the Farm, and Growing Up, Live.

<sup>7</sup> Corrected figure from 2017 Annual Review of Agenda 2020

**KPI: C1.3.1 Level of coverage of SFI/Science by the media in news coverage, via documentary coverage, kids programmes e.g. Elev-8**

**(b) newspaper articles**

**Baseline:** 606 newspaper articles on average per annum [2009-2012]

**Target:** 1200 newspaper articles referencing SFI

**End of Year status [2017]:** 825 newspaper articles referencing SFI [2016 data]

Current Status, May 2018: 791 [Q1 2018 to Oct 26 2018]. This figure does not include Science Week coverage and will increase significantly by the end of 2018.

Action: SFI's Communications Team will have a renewed focus on proactive communications in 2019.

**KPI: C1.3.1 Level of coverage of SFI/Science by the media in news coverage, via documentary coverage, kids programmes e.g. Elev-8**

**(c) establish measurable presence in new media/online space**

**Baseline:** 1,316,028 Discover/SFI webpages visits, 21,397 various account holders [2012]

**Target:** Total web-page views 600,000

**End of Year status [2017]:** 543,000 (Q1 2017 to Q4 2017)

Current Status, May 2018:

Total page views: 616,684 [Q4 2017 to Oct 26 2018]

**KPI: C1.3.1 Level of coverage of SFI/Science by the media in news coverage, via documentary coverage, kids programmes e.g. Elev-8**

**(d) public awareness of STEM**

**Baseline:** not applicable

**New media:** 1,316,028 Discover/SFI webpages visits 21,397 various account holders [2012]

**Target:** (d) Increase public awareness of STEM from 49% to 60% of the population (350,000 additional people)

**End of Year status [2017]:** 49%

**Current Status, Nov 2018:** 49% (2015). Awaiting update of *Science in Ireland Barometer*

**KPI: C1.3.2(a) Level of take-up of STEM subjects at secondary school**

**Baseline:** Secondary Level: 221,919 [2007-2011]

**Target:** Arrest decline observed over 2007-2011 and subsequently drive an increase to 300k by 2020

**End of Year status [2017]:** Secondary Level: 264,613

**Current Status, Nov 2018:** Secondary Level: 263,960

Action: All of SFI's Education and Public Engagement activities will continue striving to meet this very indirect target.

**KPI: C1.3.2(b) Level of application to and take-up in STEM courses at third level**

**Baseline:** Third Level: 26% [2007-2011], 29% [2012]

**Target:** Arrest decline observed over 2007-2011 and subsequently drive an increase to 35% by 2020

**End of Year status [2017]:** Third Level: 30%

**Current Status, Nov 2018:** Third Level: 29%

Action: All of SFI's Education and Public Engagement activities will continue striving to meet this very indirect target.

**KPI: C1.3.3 Open access to SFI publications**

**Baseline:** not applicable

**Target:** Achieve 60% of SFI publications by 2020 declared in Research Outputs to be openly accessible

**End of Year status [2017]:** 43% [RO 2016]

**Current Status, Nov 2018:** 43% [RO 2017]

Action: SFI has signed up to the Plan S initiative and is working with the other European national funders to finalise implementation plans. SFI will commence implementing and rolling out elements of Plan S in 2019.

***Pillar D: To represent the ideal modern public service organisation, staffed in a lean and flexible manner, with efficient and effective management.***

**KPI: D1.3.1 Cost of administration**

**Baseline:** 3.87% (€7.9m/€205m) [2012]

**Target:** Below 5% annually

**End of Year status [2017]:** 2.2% (€9.57m / €427.6m [SFI Finance data Q2 2017]).

**Current Status, Nov 2018:** 2.2% (€10.35m / €458.0m [SFI Finance data Q2 2018]).

**KPI: D1.3.2 Efficiency of grant review and management process (time-to grant and time-to-manage metrics)**

**Baseline:** Average of 7 months, 18 days [2012]

**Target:** Average time to notification of five months

**End of Year status [2017]:** Average of 6.7 months in 2017

**Current Status, November 2018:** Average of 5.5 months in 2018<sup>8</sup>

<sup>8</sup> The average time taken between proposal application deadline and letter of offer for SFI awards with a start date in 2018 (calculated on Nov 15<sup>th</sup>).

**KPI: D1.3.3 Attractiveness of SFI as an employer and employability of SFI staff**

**Baseline:** Internships, 2 [2012]; SFI Roles, >50 applicants per role [2013]; Leavers, 4 of 8 leavers to senior roles [2012]

**Target:** Average number of applicants to SFI roles of 40. 50% of leavers to senior roles by 2020.

**End of Year status [2017]:** 530 highly qualified individuals applied to work in SFI during 2017 with 26 positions being filled throughout the year.

**Current Status, Nov 2018:** Average number of 21 applicants to 10 externally advertised roles to date in 2018 (competition open for 4 roles as of 15<sup>th</sup> Nov 2018). Leavers, three of 9 leavers to senior roles in 2018.

**KPI: D1.3.4 Develop a concordat to support research integrity**

**Baseline:** 0

**Target:** 1

**End of Year status [2017]:** Concordat developed in 2013.

**Current Status, Nov 2018:** Complete

**KPI: D1.3.5 Developed audit of SFI funded HEIs to include areas such as research integrity, compliance with legal, ethical and licensing obligations, IP integrity, transparent, robust and fair processes to deal with allegations of research misconduct**

**Baseline:** Not Applicable

**Target:** Finalise process and regularly carry out audits by 2020

**End of Year status [2017]:** *omitted for brevity*

**Current Status, Nov 2018:** SFI is in the final stages of developing its quality assurance review / non-financial audit. a) The wording of SFI's Agreed Upon Procedure (AUP) has been finalised and a site visit to road test the AUP is scheduled at two Research Performing Organisations during December 2018. b) SFI's Data Provenance review pilot, which comprises a 'data integrity check' step undertaken during a mid-term progress review, is also close to completion where 5 pilots have been completed across a range of awards during 2018. Both processes will likely be incorporated into the programmes of Financial Audit and Progress Reviews for 2019.