## **Industrial Relations Research Centre (IRRU)**

**1 Establishment of the Unit**

The Industrial Relations Research Unit was established by the then Social Science Research Council in 1970 at the University of Warwick. In 1984 the Unit was reconstituted within the University's Business School, embracing the Council's (now the Economic and Social Research Council) Designated Research Centre in Industrial Relations Research and the research activities of Business School staff with interests in the field of industrial relations.

**2 Focus and Aims**

(a) The focus of IRRU is research into all aspects of industrial relations, which is defined broadly to include the whole of the relationship between employers and employees in the conduct of work, together with the social, economic and political factors which shape this relationship.

(b) The aims of IRRU are:

(i) to be an international as well as national centre which attracts researchers, research students and visiting scholars; encourage teaching and research collaboration with other leading centres throughout the world, and provides for a concentration of resources and continuity of work;

(ii) to encourage the development and dissemination of research, in particular theoretically-informed empirical enquiry which is independent of interest groups, and to secure funding for such research from sources compatible with this aim;

(iii) to contribute to the improvement of the quality of data and analysis available to industrial relations policy-making by government, employers and trade unions;

(iv) to contribute to research-led teaching in industrial relations within Warwick Business School.

(c) Where appropriate, these aims will be pursued through the location within IRRU of any ESRC-funded research centre in the field.

**3 Membership**

(a) Full members are those members of Warwick Business School who are actively engaged in industrial relations research and who are not attached to other research centres or units within Warwick Business School. They shall elect members of the Advisory Board and Management Committees as described below. Membership will be approved by the Management Committee. There shall be a meeting of all staff at least twice a year.

(b) Other categories of membership are:

(i) associate fellows, who are normally scholars from other institutions of higher education involved in projects jointly with the Unit.

(ii) visiting fellows, who are scholars or practitioners visiting the Unit in the course of their own work.

(iii) student members, who are normally doctoral students or equivalent research students attached to the Unit.

(c) Associate fellows and visiting fellows shall be appointed by the University on the recommendation of the Unit's Management Committee.

**4 The Director**

The Director of the IRRU shall be appointed by the Board of the Faculty of Social Sciences on the recommendation of the Dean of the Warwick Business School and appointment shall be typically for a period of two years and be ordinarily renewable. The Director shall consult with the Advisory and Management Committees over the planning and direction of the Unit's work. Where IRRU has an ESRC-funded research centre, the Director of the Centre shall normally be the Director of IRRU.

**5 Advisory Committee**

(a) There shall be an Advisory Committee consisting of:

(i) the Director of IRRU;

(ii) the convener of the Industrial Relations and Organisational Behaviour (IROB) Group of Warwick Business School or, where the convener is not also a member of IRRU, a nominee who is a member of IRRU;

(iii) the Dean of the Warwick Business School;

(iv) two members, chosen by and from the academic staff of the Unit, of whom one will be from the staff at the level of senior lecturer or principal research fellow and above, and one from below this level. Where IRRU has an ERSC-funded centre, two further representatives shall be chosen, one from the senior and one from the junior staff;

(v) three senior members of the academic staff of other departments of the University;

(vi) up to five appropriately-qualified members external to the University, of whom at least one shall normally represent an international body in the field. Appropriate qualifications may include practical as well as academic experience. Where the Unit has an ESRC-funded research centre, ESRC may exercise the right to nominate a third of the membership of the committee if it does not contain at least a third drawn from the research user community and from academics from other universities; should this right be exercised, any nominees will not be expected to represent the views of ESRC.

(vii) one nominee from each of ACAS, the CBI, the Department for Business Innovation and Skills and the TUC.

(viii) one of the members external to the University shall be elected as Chair.

(b) The terms of reference shall be:

(i) to advise the University and Unit on the development of the research programme and academic plans of the Unit;

(ii) to receive and comment on the Bi-Annual Report

**6 Management Committee**

(a) There shall be a Management Committee comprising:

(i) the Director of IRRU;

(ii) the convenor of the IROB Group of Warwick Business School or, where the convenor is not also a member of IRRU, a nominee who is an IRRU member;

(iii) two members, chosen by and from the academic staff of the Unit, of whom one will be from the staff at the level of senior lecturer or principal research fellow and above, and one from below this level. Where IRRU has an ESRC-funded centre, two further representatives shall be chosen, one from the senior and one from the junior staff.

(b) The Management Committee will be chaired by one of its members, who will normally be the Director of IRRU.

(c) The terms of reference of the Management Committee shall be to:

(i) decide on membership;

(ii) plan the Unit's research strategy; encourage new research initiatives; and oversee the development of the research programme.

(iii) oversee the production of the Unit's Bi-Annual report;

(iv) decide on the allocation of discretionary funds;

(v) manage IRRU at an operational level, without prejudice to the rights and responsibilities of the director and research staff of any ESRC-funded research centre within IRRU.

(d) The Management Committee shall meet as necessary, normally at least three times a year, and shall have a quorum of three quarters.