**SUPPORT OVERVIEW FOR 2018-2019**

The Learning & Development Centre provides learning and development support and opportunities for Research Active Staff (RAS) on Research-focussed, Teaching-focussed, and Research & Teaching contracts, under these main thematic areas:

- Leadership Development
- Career Development
- Skills Development
- Research Impact & Public Engagement
- Enterprise & Entrepreneurship
- Equality, Diversity & Inclusion

Please send any of your RAS needs through to the following inbox: researcherqueries@warwick.ac.uk

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**Monash Warwick Alliance Funding for ECRs**

The **Monash Warwick Alliance** has recently launched another round of **Catalyst Funding**.

The fund supports initiatives between colleagues at Monash and Warwick to foster collaborations that combine complementary aspects of each institution towards novel research outcomes. Activities supported by the fund include: initial planning meetings; pilot research studies or fieldwork, and a Visiting/Third-Party Fellow.

Funding of up to **$30,000** is available, for expenses incurred by Monash, and **£15,000** for expenses incurred by Warwick. We welcome applications from ECRs who would like to strengthen their research links with colleagues at Monash and contribute to their ongoing career development.

The deadline for applications is on **Monday 13 May**. If you have any questions about the Catalyst Fund, please contact the Alliance Project Team at: mw-alliance@warwick.ac.uk

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**THIS MONTH:**

**EVENT NEWS:**

- Academic Writing
- Career Development
- Collaborative Events
- Public Engagement
- PGA Technology Enhanced Learning
- RAS Network Funding Events

**SUPPORT:**

- Monash Warwick Alliance
- RAS Resource Bank Pages
- Research Staff Forum (RSF)
- RAS Network Funding
- RAS 1-to-1 Support
- HR Excellence in Research
- Eutopia Alliance
- R.I. Concordat
- 3rd BME Conference

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http://www2.warwick.ac.uk/services/ldc/researchers
FOCUS ON: UPCOMING OD/LDC EVENTS FOR RAS

Academic Writing:

Raising your Article Quality
This session is taking place on Thursday 2 May 2019, between 9.30-15.00 (with an optional hour after the event to gain advice from an Academic Writing expert), in Wolfson 3, The Research Exchange, 3rd Floor, The Library.

For further information and/or to book a place please click here.

Academic Writing Retreat—‘Bootcamp’
Take time to start or finish your academic writing. The academic writing retreat runs for 2-days and provides Research Active Staff the opportunity to focus exclusively on their academic writing, in the ‘protected’ time. In the 2018-2019 academic year two ‘Bootcamps’ will be running:

Thursday 4 & 5 July 2019, between 9am –5pm in Argent Court, AC.02 & AC.03.

For further information about the benefits and/or to book a place please click here.

Career Development:

Managing your Research/Academic Career
This session will be taking place on Tuesday 14 May 2019, between 9am - 4pm (tea/coffee will be available at 8.30am. Lunch will be provided) in Argent Court, AC.02.

In order to view further details and/or to book a place please click here.

Introduction to Unconscious Bias
*Open to all staff*
The next session will be taking place on Tuesday 18 June 2019, between 2pm—4pm. This session will be taking place in Argent Court, AC.02.

In order to view further information and/or to book a place please click here.

Collaborative Events

Planning your Publication Strategy (Led by the Library):

Planning your Publication Strategy - Social and Informal Publishing
What is involved in the publication process and how is this changing? What are the new requirements researchers have to think about when publishing? This series of workshops is for research students and RAS who would like to find out more about the publication process.

Thursday 25 April 2019, 10.30am-12pm, Wolfson 1 and 2, The Research Exchange, Floor 3, The Library.

For more information and/or to book a place click here.

Public Engagement (Led by Widening Participation and the Public Engagement Team):

Engaging Diverse Audiences with your Research or Subject area incl. Widening Participation
Public engagement, outreach and widening participation (WP) are all terms we hear a lot, but you might not be clear as to what the differences are, and why it matters. This session aims to address the confusion, and help you develop your own session for engaging different audiences with your research or subject area.

We’ll talk about tailoring content for these audiences, having to take a flexible approach to engagement and thinking on your feet, as well as evaluation and best practice. This single session gives you the opportunity to build your skills, create your own session, and receive feedback on the session from your peers.

This session will be taking place on Thursday 9 May 2019, between 9.30am—12.30pm in OCO.01, Oculus Building, Main Campus.

For more information and/or to book a place please click here.

Open Access (A collaboration with The Library and Student Careers and Skills):

The Essentials
Open Access is changing the face of academic publishing and is bringing opportunities and challenges to researchers in all disciplines.

This session will give attendees a grounding in the mechanisms, variety, opportunity and pitfalls of open access, open data and related activities.

The next session will be taking place on Thursday 23 May 2019, between 1pm - 2.30pm in Wolfson 1 & 2, The Research Exchange, 3rd Floor, The Library.

For further information and/or to book a place/register your interest please click here.

If you have any questions please email: researcherqueries@warwick.ac.uk

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Date for your Diary:

Effective Collaborations for Research Active Staff
This 2-day, Vitae course, supported the Research Councils, which has been adapted for Warwick, is due to take place on Thursday 20 & 27 June 2019, in Arden House.

Further details will follow in April/May.

http://www2.warwick.ac.uk/services/ldc/researchers/
Focus on: Feedback from Previous Events

Leadership in Action (LiA)

“Leadership in Action was a fantastic course through which I gained a lot of practical skills which have since helped me be more effective in meetings, and working and communicating with others. Since the course my time and task management has also significantly improved! Thanks Sandy!”

Dr. Kathryn Woods, Senior Teaching Fellow and Director of Student Experience in the Faculty of Arts.

To view more quotes, collated feedback with responses, reasons for attending, various leadership-related resources, and the LiA PPT slides, please go to the Resource Bank Page.

The Leadership follow-up meeting has been scheduled for Thursday 6 June 2019, between 11am-1.30pm over in Argent Court, AC.02. Further details to follow. Please note that this will only be open to Preparing for Leadership and Leadership in Action 2018/19 candidates.

Unconscious Bias
On Thursday 28 February 2019, Sandy Sparks delivered a workshop on Unconscious Bias.

“I found it very useful and it made me aware of how every decision I take might be affected. I found it motivating and enjoyable!”

Dr. Angelo Gallo, PDRA in the Department of Chemistry.

To view more quotes, collated feedback with responses, various Unconscious Bias-related resources, including the PPT slides from the session, please go to the Resource Bank Page.

The next Unconscious Bias workshop will be taking place on Tuesday 18 June 2019—please view the article on page 2 for further details and information on how to sign-up.

Academic Writing Retreat—’Bootcamp’
On Thursday 14 & Friday 15 March 2019, Sandy Sparks ran a 2-day academic writing retreat. This provided Research Active Staff the opportunity to focus exclusively on their academic writing.

“I cannot believe that two days of work in this setting enabled me to finish an article I first presented at an international conference in spring 2013. Once proof-read, I submitted it last Monday. I still cannot get over it, and I cannot wait for the next Bootcamp.”

Dr. Alex Homolar, Associate Professor in the Politics department.

Further quotes and collated feedback with responses, are available on the ’Bootcamp’ webpage. The next ’Bootcamp’ will be taking place on Thursday 4 & 5 July 2019. Please view the article on page 2 for further details and information on how to sign-up.

Research Staff Forum & Representatives
The last RSF Meeting took place on Wednesday 27 February 2019 and was chaired by Sandy Sparks. The Research Staff Forum focussed on a variety of different items, including:

⇒ HR Excellence in Research (see page 4)
⇒ Concordat to Support the Career Development of Researchers and Recommendations (see useful information on page 4)

Dr. Aruni Fonseka, who is a Research Fellow in the Physics department, and who had never attended a RSF Meeting before, provided the following feedback:

"I feel that the RSF is a very relaxed and rather informal setting where researchers from across the university gather to share and learn about different networks that exist in the university and what they do. I have just started representing the contract research staff at the department of physics and I am very much interested in building collegiately amongst this group. I was surprised to find out that large number of departments across the university have done just the same and variety of ways this can be done. The fact that there is funding available for this purpose was new to me and names of number of sources came up during the last meeting, which I intend to research and try myself. Another major advantage is the ability use this forum as an arena to discuss common challenges that are faced by the research staff; to find out if other departments/schools face similar challenges and to learn from each other as regards to what measures have been taken to overcome them.”

In order to view the notes from this meeting please click here. You can also see the statistics of the number of Research Active Staff per department and the Research Staff Forum representatives. In addition to this there is a webpage dedicated to the previous RSF Meetings, which includes meeting agendas, notes and links to some of the information/resources discussed in the session. Please click here to view this.

The next RSF Meeting is taking place on Wednesday 22 May 2019, between 12pm — 2pm (light lunch available from 11.30am), in Wolfson 3, The Research Exchange, 3rd floor, The Library.

If you would like to attend or have any queries about the RSF Meeting, please email Jane Cooper (LDC admin support) at researcherqueries@warwick.ac.uk.

Other Resource Bank Pages
⇒ Autism Awareness and Communication and Management for Research Active Staff
⇒ Linkedin—Your Handy Guide
⇒ Introduction to Unconscious Bias

http://www2.warwick.ac.uk/services/ldc/researchers/
HR Excellence in Research

Warwick successfully achieved the HR Excellent in Research Award—confirmed on the 6 March 2019.

The University has held the HR Excellence in Research award for the last six years and has just undertaken a six year review.

This review has involved an internal self-assessment of progress against achieving the actions/outcomes set out in the four year action plan that was submitted as part of the successful four year review. A three page report covering:

⇒ How the internal evaluation was undertaken (including how researcher’s views were taken into account during the review and, where relevant, how the review links with existing QA and other implementation/monitoring mechanisms)
⇒ Details of key achievements and the progress against the strategy, indicators and actions identified in the original action plan
⇒ Outline next steps and the focus of the strategy for the next two years, including success measures

In addition to the report, there was a requirement to update the four year action plan with progress made and also provide a new action plan from January 2019, including actions, accountability and timeframes, to cover the next two year period.

Contained within the HR Excellence in Research webpage you can access the following documents:

⇒ Three page report
⇒ Progress against four year action plan
⇒ New action plan for the 2 years beginning 1 January 2019

If you have any questions please contact: equality@warwick.ac.uk

Concordat to Support the Career Development of Researchers

Some useful information includes:

1) Review of the Concordat to Support the Career Development of Researchers
2) The Concordat Strategy Group response to the Independent Review of the Concordat to Support the Career Development of Researchers
3) The Researchers14 position on the Concordat Review

The research councils are signatories to the Concordat to Support the Career Development of Researchers. This sets out the expectations and responsibilities of researchers, their managers, employers and funders. It aims to increase the attractiveness and sustainability of research careers in the UK and to improve the quantity, quality and impact of research for the benefit of UK society and the economy.

The Concordat will ensure today’s researchers are nurtured and supported during their career development. By setting out clear expectations for researchers, research managers, research institutions, and funders of research, the Concordat aims to enhance the research workforce and thereby sustain research excellence in the UK, bringing benefits to the health, economy and wellbeing of our nation.

The Concordat Strategy Group is carrying out a ten-year review of the Concordat.

RAS 1-1 Support

LDC is committed to providing Research Active Staff (RAS) on Research-focussed, Teaching-focussed, and Research & Teaching contracts with the right kind of learning and development opportunities and support for RAS needs.

In addition to the RAS programme of funding and events/workshops/programmes, we are currently providing the funding for individual 1-1 support with the aim of providing focussed/specific support to meet RAS needs. The 1-1 support is funded by LDC (RAS). The budget is limited and 1-1’s will be assessed on need and the University’s strategic priorities. Please note that RAS members are usually allowed up to two sessions.

There are different 1-1’s available to Research Active Staff. Please click on the relevant link below if you are interested in booking a place:

⇒ Academic Writing Support
⇒ Career Development Support
⇒ Coaching and Mentoring Support
⇒ Specialist 1-1 Support
  a) Emotional Intelligence (TEQUie)
  b) Myers Briggs Type Indicator (MBTI)
  c) Strengths Profile

For further information on each of these and/or to book a 1-1 please click here.

To view the Impact Report for the RAS 1-1 support 2017-2018 please click here.

Concordat for Research Integrity

The consultation closes on Friday 5 April 2019.

You can access the consultation by clicking here. Further information can be found on the website.
RAS Networking Funding

All of the funding for Research Active Staff Networks has now been allocated for the 2018-2019 academic year across 11 Networks. The total amount allocated is £9663.50.

Borders, Race, Ethnicity & Migration (BREM)
Dr Vicki Squire and Dr Ana Aliverti

Centre for Exoplanets and Habitability Research Network
Dr David Armstrong, Dr Hendrik Schaefer, Professor Catherine Constable, and Dr Michael Bycroft

Circular Economy Researchers’ Network
Dr Maryam Masood, Professor Kerry Kirwan and Dr Stuart Coles

Education and Psychology Research Active Network (EPRAN)
Samantha Flynn

Health Economics Journal Club
Dr Mandy Maredza and Asmaa El-Banna

Latin America at Warwick Network (LAWN)
Dr Tom Long and Dr Stephanie Panichelli-Batalla

Medical Sociology Interest Group
Dr Carol M Bryce and Dr Sophie Rees

Qualitative and Mixed Methods Interest Group (QMIG)
Dr Carol Bryce and Dr Sophie Rees

Researcher Integrity
Dr Greg Moorlock, Kirstie Shearman, Professor Heather Draper and Dr Anne-Marie Slowther

WMG Researcher Forum
Dr Vannessa Goodship, Dr Sumit Hazra, Dr Bethany Middleton, Dr Valentina Donzella and Dr Helen Ascroft

WMS Medical Statistics Book and Journal Club
Dr Deepak Parashar and Dr Chen Ji

You can click here for further details of the RAS Networks.

RAS Networking Funding Events

⇒ Qualitative and Mixed Methods Interest Group

On Tuesday 2 April 2019, Prof. Kate Seers will be leading a journal club called 'Integrating data in mixed methods studies'. This will be taking place between 1pm-2pm in MD1.08/1.10 (MTC Building). Lunch will be available from 12.45pm.

If you would like to attend please contact Sophie Rees and/ or Carol Bryce. Please let us know if you require lunch and if you have any dietary requirements.

⇒ WMG Researcher Breakfasts

The next WMG Researcher Breakfast will be taking place on Friday 19 April 2019 in the International Digital Laboratory (IDL) building boardroom, WMG, with both commencing at 9.15am. All contracted Research Active Staff (from any department) are welcome to attend these. If you wish to confirm your attendance or have any questions please email V.Goodship@warwick.ac.uk.

⇒ Education and Psychology Research Active Network (EPRAN) Research Seminar

On Thursday 23 May 2019, between 12pm-2pm, in Wolfson Room 3, Dr Caroline Richards, a Lecturer in Neurodevelopmental Disorders in the School of Psychology at the University of Birmingham, will be delivering seminar about her research about self-injury in people with autism. Lunch will be provided.

Self-injury in autism: extending an associative learning account:
Self-injury is common in autism spectrum disorder (ASD) and has negative consequences for individuals and their families. In this talk I will discuss the prominent associative learning account of self-injury. I will present data from large cross sectional and longitudinal survey studies alongside single case experimental designs and fine grained temporal analysis to demonstrate the limitations of the current operant model. An alternative risk-informed model of self-injury will be proposed, highlighting cognitive and affective mechanisms that underpin behaviour, extending the associative learning account to guide early intervention for individuals with neurodevelopmental disorders.

Please note that spaces for this seminar are limited. If you are interested in attending the seminar, please email Alison Baker: a.j.baker@warwick.ac.uk to book a place and please include any special dietary needs.

⇒ Joint event Qualitative and Mixed Methods Interest Group and Medical Sociology Interest Group

On Tuesday 28 May 2019 we are delighted to have Dr Oli Williams speaking about his work using creative methods to create impact from his important work on equity and health. This will be taking place between 1pm-2pm in A0.39 (WMS building). Lunch available from 12.45pm.

If you would like to attend please contact Sophie Rees and/ or Carol Bryce. Please let us know if you require lunch and if you have any dietary requirements.

http://www2.warwick.ac.uk/services/ldc/researchers/
Public Engagement Network Update

Become a Maths Busker

Thursday 9 May 2019, 10am - 4pm - MB0.08, Mathematical Sciences Building

Engage new audiences of all ages with the wonders of mathematics by joining our training to become a maths busker. Maths busking is the art of using street performance that surprises and delights passers by with entertaining routines deep rooted in maths.

This training is available to staff and students of all levels with an interest in engaging people with maths. We welcome applicants from both maths and statistics, as well as those working in other departments who may still have an interest in maths as a subject.

For further information and/or to book a place please click here.

New Scientist Live

New Scientist Live have just put out their call for speakers/workshops (as well as exhibiting a stand). There are several ways to get involved:

You can nominate a speaker (or put yourself forward) by clicking here.

You can book a stand by contacting: Jacqui.McCarron@newscientist.com

Eutopia Alliance

On Thursday 28 February 2019 the University joined our EUTOPIA alliance partners to launch a new European university alliance strategy at the Solvay Library in Brussels. Click on the image above for further information.

3rd BME Early Career Researcher Conference - How to Stay in Academia

This conference is taking place on Friday 26 April 2019 between 9.30am-6.30pm and is being hosted by the University of East London.

For further information please see the promotional video.

For further information and/or to book a place please go to the relevant webpage. Please also feel free to contact bernadine.idowu@kcl.ac.uk if you have any questions.

http://www2.warwick.ac.uk/services/ldc/researchers/