SUPPORT OVERVIEW FOR 2018-2019

The Learning & Development Centre is currently looking to develop the Research Active Staff (RAS) provision 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

Wishing you a Happy New Year!

Leadership in Action Programme—Places Available!

This workshop enables Research Active Staff (RAS) on Research-focussed, Teaching-focussed and Research & Teaching contracts to explore & develop their leadership skills. It is run once a year.

This 2-day workshop will be taking place on Monday 25 February 2019 and Monday 4 March 2019 (attendance is required on both days), between 09.00 - 17.30 in the Arden Conference Centre. Refreshments will be available 30 minutes before the start of the workshop and lunch will be provided.

The deadline for nominations is Monday 11 February 2019.

In order to view further information and/or to complete the nomination form please click here. Over the page there is information on the Leadership in Action impact reports...

http://www2.warwick.ac.uk/services/ldc/researchers
Leadership in Action (LiA) is an experiential leadership course written and developed by Vitae, the national organisation to support the development of researchers in the UK. LiA has been run at the University of Warwick since June 2015. The course remains a key component of the leadership training provision for academic, teaching and research staff at the University, providing participants two afternoons of leadership training away from the office/lab environment.

Research Active Staff (RAS) include Research-focussed, Teaching-focussed and research & teaching contracts aligned to the new academic promotions process. The benefits of this structure include providing time for reflection on learning between each workshop session, offering an opportunity to practice newly learned skills and providing an opportunity for feedback/update on progress and your leadership style.

In February 2018 this 2-day programme ran on Tuesday 5 and Tuesday 12 February at a cost of £110.40 per participant.

21 participants from 11 different departments (Classics, Engineering, IER, Law, Maths, PAIS, Physics, R&IS, Sociology, WMG and WMS) were in attendance. There were 8 females and 13 males, split across grades 6-8—along with 6 co-funded and 1 ‘other’ participant.

At the end of the programme, participants were asked to provide feedback and the impact of the LiA programme, some of which has been provided below:

**Impact Level 1: Reaction**

“[The course was] very interactive and hands on”

**Impact Level 2: Learning**

“I learnt about the importance of language when establishing targets for a team/project across multiple disciplines or distance.”

**Impact Level 3: Behaviour**

“These [leadership skills] have been incredibly useful as I’ve taken a more active leadership role both in my academic work and in exploring commercialisation opportunities.”

**Impact Level 4: Outcomes**

“One person accepted a promotion.”

“One person accepted a leadership role.”

“A collaborative application for a research fund as a co-investigator was made.”

“Research grant application proposal completed as a PI.”

The impact reports for 2017-2018 are now available to view online:

- Detailed LiA Impact Report (2017-2018)
- Summary Diagram of LiA Impact Report (2017-2018)
- Overview and Highlights between June 2015—July 2018

For details of the impact reports created for previous academic years please click here.

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**Autumn Term 2018-2019 — Looking Back**

**Preparing for Leadership**

Preparing for Leadership (PfL) is a two-day professional development programme. The workshop is for Research Active Staff (RAS) on Research-focussed, Teaching-focussed and Research & Teaching contracts.

- Took place on the 19 & 26 November 2018
- 19 delegates attended (9 female/10 male)
- Impact Reports (up to July 2018)
- Resource Bank Page
- Collated Feedback (from Nov 2018)

**Managing your Research/Academic Career**

A one-day workshop that provides Research Active Staff (staff on Research-focussed, Teaching-focussed and Research & Teaching contracts) with a day of active reflection and discussion on a wide range of issues that face Research Active Staff (RAS) in the management of their careers.

- Took place on the 21 November 2018
- 15 delegates attended (9 female/6 male)
- Resource Bank Page
- Collated Feedback (from Nov 2018)

This workshop runs again in term 3.

**Unconscious Bias**

This workshop is an introduction to the concept of Unconscious Bias and will look at how Unconscious Bias impacts on behaviour and decision-making.

- Took place on the 17 October 2018
- Resource Bank Page
- Collated Feedback (from Oct 2018)

This session runs termly and open to all staff to attend.
TERM 2

Academic Writing—Workshops

Being a Prolific Writer
This session is taking place on Thursday 31 January 2018, between 9.30-15.00 in Argent Court, AC.03. Refreshments will be available from 09.00 and lunch will be provided.
Delegates have the option to continue until 16.00, giving the opportunity to either network with the other delegates or continue working.
For further information and/or to book a place please click here.

Writing for Impact
This session is taking place on Thursday 14 February 2019, between 9.30-15.00 (with an optional hour after the event to gain advice from Rochelle Sibley), in Argent Court AC.01.
For further information and/or to book a place please click here.

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 Rochelle Sibley), 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 14 & Friday 15 March 2019 and Thursday 4 & 5 July 2019, between 9.00 – 17.00 in Argent Court, AC.02 & AC.03. For further information and/or to book a place please click here.

Career Development

Managing your Research/Academic Career
This session will be taking place on Thursday 28 February, between 09.00 - 16.00 (tea/coffee will be available at 08.30. 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
The next sessions will be taking place in the spring and summer terms — on Thursday 28 February 2019, between 12.00-14.00 and on Tuesday 18 June 2019, between 14.00-16.00. Both of these sessions will be taking place in Argent Court, AC.02.
In order to view further information and/or to book a place please click here. For a whole range of resources relating to Unconscious Bias, including feedback from previous participants and the Unconscious Bias Moodle, please click here.

Research Staff Forum (RSF)
A University Forum for Research Active Staff has been established to serve a general networking function and to provide a focus for gathering Research Active Staff views on issues such as induction, learning and development opportunities and sharing good practice and ideas.

The last RSF Meeting took place on Wednesday 31 October 2018. For further information on these meetings, including a link to the notes from the RSF Meeting, please click here.

RSF Meetings will be taking place in the spring term (Wednesday 13 February 2019, between 12.00-14.00 in the Wolfson Research Exchange, Room 2) and in the summer term (Wednesday 22 May 2019, between 12.00-14.00 in the Wolfson Research Exchange, Room 3). Please note that this date may be changing.

The meetings are open to new or current Research Active Staff that would like to attend. If you would like to attend one of these meetings, please email Jane Cooper (LDC admin support) at researcherqueries@warwick.ac.uk for catering purposes.

Collaborative Events

Planning your Publication Strategy (Led by the Library):

Journals (Science & Medicine)
This workshop will be taking place on Wednesday 16 January 2019 between 13.00 - 14.30 in Wolfson 2 & 3, Research Exchange, Floor 3, The Library. For further information and/or to book a place please click here.

Journals (Arts, Humanities & Social Sciences)
This workshop will be taking place on Wednesday 30 January 2019, between 13.00 - 14.30, in Wolfson 1 & 2, Research Exchange, Floor 3, The Library. For further information and/or to book a place please click here.

Research Data Management (Led by the Library):

Tool for Data Management
This workshop will be taking place on Thursday 24 January 2019, between 09.30 - 11.00, in Wolfson 1 & 2, Research Exchange, Floor 3, The Library. For further information and/or to book a place please click here.

Events Led by the Public Engagement Team:

Evaluating your Public Engagement Activity
Wednesday 6 February 2019, 12.30 - 15.30, R0.04, Ramphal Building, Main Campus. For more information and/or to book a place please click here.

Giving Great Public Engagement Presentations
Wednesday 20 March 2019, 12.00 - 15.00, Wolfson 1 & 2, The Research Exchange, 3rd Floor, The Library. For more information and/or to book a place please click here.
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 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.

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 £8798.25.

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

Education and Psychology Research Active Network (EPRAN)
Samantha Flynn

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

Qualitative and Mixed Methods Interest Group (QMIG)
Dr Rebecca Johnson

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

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

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

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

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

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

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

You can click here for further details of the above RAS Networks. Details of some upcoming network events can be found below:

The Centre for Exoplanets and Habitability
Monday 7 January 2019 at 16:30 in PLT, Physics, 2nd Floor. Being delivered by Prof Charles Cockell, Director of the UK Centre for Astrobiology, Edinburgh. For further information please contact: D.J.Armstrong@warwick.ac.uk.

The Circular Economy Researchers’ Network (CERN)
CERN invites you all to its launch event on Tuesday 12 February 2019, between 12pm—2pm, which is taking place in Oculus OC1.04. The network aims at bringing together all academics within the University working on various aspects of the circular economy. For further information and/or to register please click here.

Education and Psychology Research Active Network (EPRAN)
On Thursday 14 February 2019, between 12-2pm in Wolfson Room 3, Corinna Grindle from the Centre for Behaviour Solutions Ltd. will be discussing her work with children with intellectual disabilities. For further information please contact: S.Flynn.1@warwick.ac.uk.

Researcher Integrity Meeting
Wednesday 27 February 2019 at 12:30 in rooms 005/007 in the Medical Teaching Centre, Gibbet Hill Campus. Lunch will be provided to those who confirm their attendance by emailing: g.moorlock@warwick.ac.uk.

An Impact Report has been created, which looks at the RAS Network Funding benefits in 2017-2018.

HR Excellence in Research

The HR Excellence in Research Awards are the most sought after and prestigious in the industry. We have maintained our award since first applying in 2012 - the University successfully achieved its four year review in 2017. The 2-year, award action plan (covering 01/01/2019—31/12/2020) is currently being updated and will be uploaded to the HR website on Thursday 31 January 2019, which will also include a retrospective report and achievements up to the 31 December 2018. For details of these please click here.

http://www2.warwick.ac.uk/services/ldc/researchers/
Online consultation launched:
Concordat to Support the Career Development of Researchers

The Concordat Strategy Group (CSG), has launched a consultation to inform a revision of the Concordat to Support the Career Development of Researchers.

The online consultation will be open until **12 noon on Monday 7 January 2018**, at:
https://www.surveymonkey.co.uk/r/Concordat2018

Details of these activities will be available at:
www.vitae.ac.uk/events

Counselling Service

The University of Warwick Counselling Service offers a series of staff workshops on Stress and Anxiety Reduction, Building Confidence and Self-esteem, Coping with Bereavement, Discovering Yourself Through Drawing, Emotional Resilience, Listening Skills, Transforming anger using principles of Non-Violent Communication (NVC) and Understanding Perfectionism.

There are currently dates available for all sessions. If you are interested in attending, then we recommend you register early as places do fill up quickly. Further details can be found [here](http://www2.warwick.ac.uk/services/ldc/researchers/).

Japan Society for the Promotion of Science (JSPS)

**Summer Programme 2019**
Fellowship to take place during fixed period: **11 June to 21 August 2019**.

For the 2019 Summer Programme, 18 fellowship places are available for UK nationals. Applications should be sent to the British Council, Tokyo. A link to application guidelines and form are available on the JSPS London website by clicking [here](http://www2.warwick.ac.uk/services/ldc/researchers/).

Also reports written by former UK JSPS Summer Programme Fellows about their experiences of this programme can be found on the JSPS London website by clicking [here](http://www2.warwick.ac.uk/services/ldc/researchers/).

For any Enquiries please e-mail: science@britishcouncil.or.jp

3D Atomic-imaging Technologies from Materials to Biology

This event is taking place on **Monday 4 February 2019**, between **9:30-17:00** at the **Embassy of Japan in the UK, 101-104 Piccadilly London**.

For further details and/or to register please click [here](http://www2.warwick.ac.uk/services/ldc/researchers/).

LDC EVENTS

Click on the titles below for more information and booking forms for the events confirmed for this academic year, or visit our [events page for the full programme](http://www2.warwick.ac.uk/services/ldc/researchers/events_news/ras_events/)

**Spring Term:**

16 January 2019*
Planning your Publication Strategy: Journals (Science & Medicine)

24 January 2019*
Research Data Management: Tools for Data Management

30 January 2019*
Planning your Publication Strategy: Journals (Arts, Humanities & Social Sciences)

31 January 2019
Academic Writing: Being a Prolific Writer

6 February 2019*
Evaluating your Public Engagement Activity

13 February 2019
Research Staff Forum Meeting
(This date may change)

14 February 2019
Academic Writing: Writing for Impact

Monday 25 February & Monday 4 March 2019
Leadership in Action Programme
(Nomination deadline: Monday 11 February 2019)

28 February 2019**
Introduction to Unconscious Bias

14 & 15 March 2019
Academic Writing Retreat: Bootcamp

20 March 2019*
Giving Great Public Engagement Presentations

*Collaborative Events

**Open to all staff