

## RESEARCH ACTIVE STAFF

July 2020



## NEWS

### NEW & FEATURED

How to keep motivated and resilient when  
uncertainty stretches ahead

Updates from the Library

Return to Campus

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Research Staff Forum

Research related concerns and  
stay connected survey

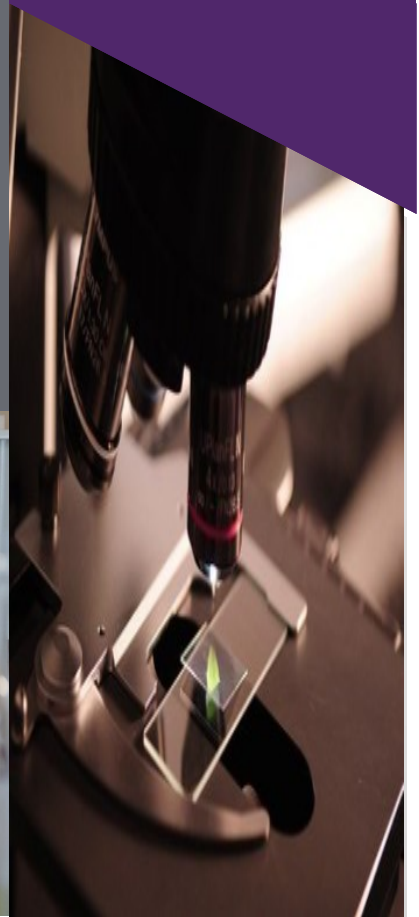
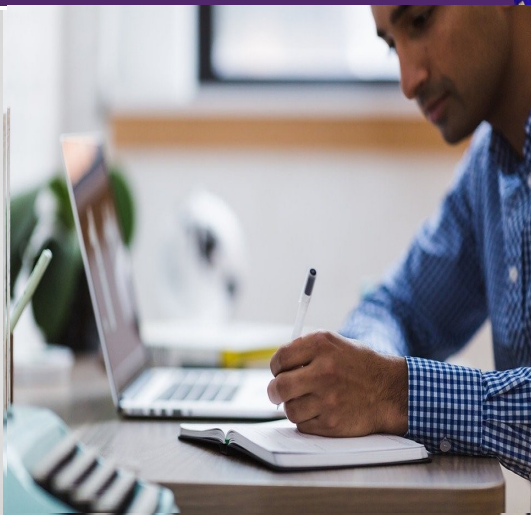
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A close-up photograph of a microscope with a slide containing a green specimen. The image is split vertically, with the left side having a purple overlay.

# News

## Research Staff Forum – 25<sup>th</sup> June

The Research Staff Forum was chaired via Teams by Anna Chapman over an extremely hot lunchtime on 25<sup>th</sup> June. The purpose of the Forum is to share knowledge, information and learning and development opportunities relevant to Research Active Staff, and to provide an update on the Research Committee.

During the meeting there was a helpful discussion on how people are keeping in touch with colleagues at an informal and work-related level. It was generally agreed that colleagues are missing the informal chats and discussions that happen when working on campus, and that whilst we are able to contact each other using Teams, often the informal chats don't happen.

There is still much concern amongst the research community about the impact of Covid-19/lockdown. The responses to the 'Have Your Say' research active staff survey have been compiled into a report and Pam Thomas will be attending a future Research Staff Forum to discuss the findings (date to be arranged).

Anna Chapman gave an update from Organisational Development. There will be very limited resources for next year and Anna asked for views from the Forum on what OD should be focussing on in terms of development for research active staff next year. This led to some helpful suggestions particularly around support for mid-career researchers and co-writing, which Anna will follow up.

The Forum received an overview of the results of the Pulse Survey, which highlighted key areas relevant to research focused colleagues. Areas in which research focused staff results were significantly above the Warwick overall figure were:

- Satisfaction with my job
- Being treated with fairness and respect
- How the University manages change.

Areas in which research focused staff results were significantly lower than the Warwick overall figure were:

- Feeling a strong sense of belonging
- Senior leaders set out a clear vision
- Feeling supported to challenge inappropriate behaviours
- Fairness of the academic promotions procedure.

Further detailed analysis of the Pulse results for the research community will take place and be shared in due course. Full results of the Pulse Survey were shared in insite inbox last Friday. [View the results and see next steps](#)

## Research related concerns and stay connected survey

Thanks to everyone that shared views as part of the recent Research Active Staff Engagement Survey.

Professor Pam Thomas, Pro-Vice-Chancellor (Research), received this feedback and arranged for it to be raised at the University Research Committee, of which Professor Thomas is the Chair.

A great deal of work is underway to support all researchers during this period, and Professor Thomas will attend a July meeting of the Research Staff Forum (date to be confirmed) to discuss this with colleagues and to hear your views with regards to research at the University.

Action has already taken place to address many of the concerns raised. This includes promotion delay, probation extension and reassurance that our Promotions framework allows us to recognise impact of current crisis on mix of activity. Further details of these are available in the regular updates provided by Chris Ennew, Provost. An update in relation to Academic Promotions and the use of Zoom can be found [here](#).

The RAS Engagement Survey Report can be accessed [here](#)



# New & Featured

## But we couldn't have predicted this!

### How to keep motivated and resilient when uncertainty stretches ahead

We've heard time and again that we're living in unprecedented times. It explains a lot and gives us comfort that we might not know exactly what to do. It gives us opportunities in some areas and pause for thought in others. Some people are managing very well, and some aren't. But the problem with not having been able to foresee any of this is a bit of a red herring, because the thought renders us a bit powerless. The past is done, we don't have the future yet anyway, so all we ever have is 'now'. And yet with a bit of a positive mindset, we can start to guide our thoughts in a direction that will serve us well for the unknown, and unknowable, future ahead.

True, we have enormous amounts of information, uncertainty and competing demands to process. Life is overwhelming and demanding. The trick sometimes isn't knowing what to pay attention to but knowing what to tune out! It doesn't matter what others are doing, it matters that you have strategies in place to notice when you're feeling less on top of things and know when to put these strategies to good use.

The exercise below is especially useful if you're tempted to compare yourself to someone else – someone you believe to be coping better, more successful or productive, better at home schooling, diet and exercise, I could go on, but I won't! I want you to feel better, not worse...

So, whenever you're tempted to compare yourself to someone else, resist the temptation.

Instead, compare yourself to who you were five years ago.

Only you know what you've achieved in the last five years. I encourage you to write it all down. Here's an example from me.

In the last five years I have:

- ⇒ given birth for the second time
- ⇒ looked after a new-born and a toddler
- ⇒ returned to work
- ⇒ questioned everything
- ⇒ been promoted
- ⇒ questioned everything
- ⇒ put my head above the parapet
- ⇒ taken voluntary severance
- ⇒ started a successful business

I've met people I never knew existed, said things I didn't know I knew, helped people to grow (people I wouldn't have been allowed \*near\* in an employed capacity, coz, hierarchy) and had some amazing feedback that what I'm doing is worthwhile.

Yet if you'd told me that five years ago, I wouldn't have believed you. Five years ago, I was at home potty training a three year old, and starting a baby on solid foods. My world was small, and I couldn't see a way back to the identity I had prior to being at home with two small children. And yet here we all are. It's really important to acknowledge the distance you've travelled!

So, look at your list of achievements. If that's what you've achieved in the last five years, imagine what you can achieve in the next five?

**Article by Naomi Irvine**



# New & Featured

## Updates from the Library

### Automatic renewals for members of staff

If you currently have books on loan, these have automatically been renewed until July 2021\*, unless there is a hold. You will still receive automated courtesy and overdue notices if a held item goes past its due date, but we are not currently charging fines (these were suspended on 18 March 2020).

We recommend holding on to any items you have on loan until the Library reopens, but if you do need to return items (for example, because you are leaving the University), please contact the Customer Support Team at [library@warwick.ac.uk](mailto:library@warwick.ac.uk).

\* This applies to staff members who are entitled to 1-year loans. Different arrangements may apply to temporary / contract staff. Contact [library@warwick.ac.uk](mailto:library@warwick.ac.uk) if you are not sure of your entitlement.

### New Wiley Open Access Agreement

The Library has recently signed up to a new Read & Publish agreement with Wiley which will allow Warwick-affiliated authors to publish primary research and review articles in their fully OA and 'hybrid' journals under a Creative Commons licence at **no extra charge**. To take advantage of the scheme, authors should select this option when their article is accepted for publication. There is more information on the Wiley [Author Resources](#) pages and on the [Library news feed](#).

We already have a similar agreement with Springer. There is more information about this on our [Going Open](#) page.

### Charities Open Access Fund (COAF) comes to an end 30 September 2020

The Wellcome Trust is introducing a [new Open Access policy](#) on 1 January 2021. This means that the OA policies of the six

partner charities in [COAF](#) will no longer be aligned and, as a result, the fund will close at the end of its current financial year on 30 September 2020. All six charities have pledged to continue to support Open Access and are working to put [new arrangements](#) in place.

If your research is supported by any of the COAF partners and you would like to discuss your options for publishing Open Access after 1 October, please contact the Open Access team at [openaccessfund@warwick.ac.uk](mailto:openaccessfund@warwick.ac.uk).

### Online support for researchers

We are pleased to confirm that Module 1 of the new [Communicate Your Research](#) course is now live and the supporting Q&A session / webinar will take place on [Thursday 9 July](#). A further 7 modules will be added over the Summer, each with an accompanying 'live session' approximately two weeks later.

Full details will be made available for each module via the [RAS events](#) page, along with sign-up forms for the webinars. Research students can also sign up via [SkillsForge](#). We welcome feedback from the research community so we can incorporate this into the 2020/21 version of the course. Please email any comments to [scholarlycomms@warwick.ac.uk](mailto:scholarlycomms@warwick.ac.uk).

A quick reminder that the podcast from the February roundtable, featuring members of the Open Research Group and two of the co-authors of the [Leiden Manifesto for Research Metrics](#), is available to stream or download from the [Library website](#). And we are still looking for examples of good practice around Open Research that we can share with the Warwick community. If you are working openly and would like to tell us about your experiences, please contact us at [scholarlycomms@warwick.ac.uk](mailto:scholarlycomms@warwick.ac.uk)



# New & Featured

## Library Continued... & Return to Campus

The new Copyright for Research and Teaching course will be available shortly, but in the meantime there is a new [Copyright](#) page on the Library website, which includes copyright and IPR advice for authors, as well as for teaching, learning and research.

Finally, a quick reminder that your [Academic Support Librarian](#) and the [Scholarly Communications Team](#) are still available to answer your queries and for online consultations. You can also send general enquiries about the Library to [library@warwick.ac.uk](mailto:library@warwick.ac.uk).

### University of Warwick Press

Following the successful launch of the [polisemie](#) journal in April, the [University of Warwick Press](#) is pleased to announce that we are also working with [WICID](#) to host their [Methods Lab](#) toolkits series. The first two publications in the series are [freely available to download](#) now on our Open Monographs platform.

### Research Data Management Resources

For researchers who are preparing Data Management Plans, two excellent resources have recently been updated. [DMPonline](#) provides templates and guidance for DMPs relating to a most key funders, whilst the [Jisc RDM Toolkit](#) is a great starting point for reliable resources on research data management for researchers. Questions about using the tools, or Research Data Management more generally, can be sent to [researchdata@warwick.ac.uk](mailto:researchdata@warwick.ac.uk).

### #Open Research Warwick

A quick reminder that the podcast from the February roundtable, featuring members of the Open Research Group and two of the co-authors of the [Leiden Manifesto for Research Metrics](#), is available to stream or download from the [Library website](#). And we are still looking for examples of good practice around Open Research that we can share with the Warwick community. If you are working openly and would like to tell us about your experiences, please contact us at [scholarlycomms@warwick.ac.uk](mailto:scholarlycomms@warwick.ac.uk).

## Return to Campus

In the coming months, we will be gradually and safely re-starting activities on campus. We will re-open our services and buildings. Discover how to stay safe on campus, and what you need to do to prepare for your return by viewing the new 'Stay Safe at Warwick' website. <https://warwick.ac.uk/coronavirus>

Please direct any departmental websites to this new website rather than create duplicate information that could become out of date.

# Development & Support Opportunities



## Online Coaching

Organisational Development has been offering one-to-one coaching sessions since the beginning of lockdown. The coaching is designed to support colleagues with the transition to, and ongoing, remote working. Situations for which the coaching might be helpful include:

- ⇒ Adapting your leadership style during times of change and uncertainty
- ⇒ Motivating yourself during the continued remote working
- ⇒ Prioritising your work
- ⇒ Personal resilience and coping with change

The coaching is continuing throughout the summer so if you feel it would be of benefit, further details can be found [here](#).

## Looking back

### Research Careers 5 Series

17 colleagues attended a 'Making an impact in CVs and applications' webinar delivery by Naomi Irvine on 3<sup>rd</sup> June. The feedback was good with colleagues referring gaining new approaches to their CV and job opportunities in general.

### Academic Writing

On 19<sup>th</sup> May Davina Whitnall delivered an Academic Writing webinar 'Creativity and Ideas Generation for Writing'. This was well received with participants gaining a range of tools and techniques for enhancing their writing.