

FOR RESEARCH ACTIVE STAFF

AUGUST 2014 E-NEWSLETTER

SUPPORT OVERVIEW

Learning and Development support for all Research Active Staff at Warwick focuses on five main areas of support:

- ⇒ **Career Development**
- ⇒ **Enterprise & Entrepreneurship**
- ⇒ **Equality & Diversity**
- ⇒ **Leadership**
- ⇒ **Skills**

Please contact Sandy Sparks: Sandra.Sparks@warwick.ac.uk with any queries or to discuss your needs.

Visit the website for Research Active Staff (below) for details on current support.

The Learning and Development provision for research active staff (research, academic and teaching) for 2014/15 is currently being developed.

Learning & Development

Research Active Staff

About



Current Development Opportunities



Events and News



Resource Bank



Funding Opportunities



The Research Community at Warwick



Your Employment at Warwick



FAQs

Over the summer details will be confirmed about the range of support, funding and events taking place in the upcoming academic year.

The focus for 2014/15 will be on leadership and management development, academic and bid writing, as well as research data management.

Some new provision will be added whilst others will not run in the coming year or will cease completely.

One project that has come to an end is the Statistics Support & Seminar Series.

From September 2012 to February 2014 a series of lunch-time seminars and 1-1 support meetings were offered in response to research active staff requests for statistical support training.

The seminar series was filmed and all sessions are available online in the Resource Bank. The project site has been archived, with all resources (including links to the seminar video's) remaining available for continued use at:

http://www2.warwick.ac.uk/services/ldc/researchers/opportunities/development_support/mathstats/

NEW THIS MONTH:

EVENT NEWS:

- ⇒ **PGA in Technology Enhanced Learning**
- ⇒ **Women in Science Day**

SUPPORT UPDATE:

- ⇒ **Areas of Support at Warwick**
- ⇒ **Warwick Conference Support Awards**

FOCUS ON: AREAS OF SUPPORT AT WARWICK

Warwick offers a huge range of resources and support to staff across the university. Whilst such support may not be specific to research active staff, this makes it no less relevant or useful to work in the research environment. This month's 'Focus On' looks at three areas of interest.

Coaching and Mentoring

Coaching and mentoring are potentially valuable processes to help someone to enhance their performance, improving working relationships, develop their capability or manage their career. The meetings can be tailored to the precise challenges facing the individual today. Visit LDC's Coaching and Mentoring site for details on the options available: <http://www2.warwick.ac.uk/services/ldc/coachmentor>

Equality and Diversity in the workplace

It is the responsibility of us all to be aware of equality and diversity issues in the workplace.

Full details of all the university's policies, resources and support for equal opportunities can be found at:

<http://www2.warwick.ac.uk/services/equalops/>

Two areas which have seen recent developments are **Dignity at Work and GEM.**

Through the **Dignity at Work and Study** policy the university developed an approach to tackling harassment and bullying by emphasising positive behaviour and challenging inappropriate behaviour. Support going forwards includes Dignity Contacts to provide a confidential listening service. Training for Dignity Contacts under the new **Dignity@Warwick** policy took place on 5 and 15 July 2014, with further provision planned for the autumn term.

For more information please visit: <http://www2.warwick.ac.uk/services/humanresources/newpolicies/dignity/>

The Gender Equality Charter Mark (GEM) aims to address gender equalities in the arts, humanities and social sciences. An Introduction to GEM was given at a Window on Warwick session on 8 July 2014. For further information

and to view the presentation file from the session visit: <http://www2.warwick.ac.uk/services/equalops/gem/>

Following the 'Focus On' **Unconscious Bias** in May's e-newsletter you may be interested to know that a webpage has been developed, bringing together resources on this subject and copies of recent training session presentations to a range of Warwick audiences: http://www2.warwick.ac.uk/services/ldc/researchers/opportunities/development_support/e_and_d/unconscious_bias/

Mediation

As a process of alternative dispute resolution, mediation helps individuals to clarify the issues involved and explore options for resolution. Parties in dispute are helped by an impartial mediator from outside of the local team or department to explore each others position, find common ground and agree a way forward which is satisfactory to all parties.

If you are in a situation where you think mediation is needed, talk to your HR Advisor in the first instance, who will discuss the issues with the mediation team and identify the way forward.

Visit the Mediation website for more information: <http://www2.warwick.ac.uk/services/humanresources/newpolicies/mediation>

Did you know ... up to £100 for childcare costs is available for staff, associated with attendance at conferences?

For more information or to make an application please visit the Athena Swan pages: <http://www2.warwick.ac.uk/services/equalops/athena/warwickconference/supportawards/> or contact Sandra Beaufoy: s.beaufoy@warwick.ac.uk



Warwick Conference Support Awards

Contribution to child-care costs associated with conference attendance

Did you know..... Up to £100 is available to academic, research active staff and those in appropriate support or administrative posts to help support the extra child-care costs associated with attendance at conferences?

For more information or to make an application please go to the Athena Swan pages - <http://www2.warwick.ac.uk/services/equalops/athena/warwickconference/supportawards/>

Or contact Sandra Beaufoy - HR - Equality and Diversity - s.beaufoy@warwick.ac.uk



PGA in Technology Enhanced Learning: Enrolling for September 2014

This course has been designed to offer staff the opportunity to develop technology enhanced learning knowledge and skills by working on a project that directly supports you to meet student needs within your context.

In 2014-15 LDC are hoping to offer the course in three different modes of delivery:

- ⇒ A week long face to face version
- ⇒ A year long course delivered online
- ⇒ A year long course delivered face to face

The course is open to all staff with a role in teaching, development or learning support. Applications must be submitted by 9 September 2014. If you have any queries please contact

Emma King—
e.l.king@warwick.ac.uk on extn. 75341

Or Jess Humphreys—
j.m.humphreys@warwick.ac.uk on extn. 73249

Further details can be found at: <http://www2.warwick.ac.uk/services/ldc/development/pgatel>

Coming up in the new academic year ...

Women in Science A Day With ... 2014

Warwick Women in Science (WIS) are delighted to announce the 2014 event which will be held on **Wednesday 24 September in the Wolfson Research Exchange, 9.30am -4.30pm.**

In addition to talks from expert speakers, breakout sessions and networking the event will also launch the new Seasonal WIS network series. Keep the date in your diary, the full programme and booking details will be available later in the summer at:

www.warwick.ac.uk/womeninscience

Warwick Academic Shadowing Programme: Leadership in Action.

This pilot is aimed at preparing academics for a new position of leadership. Applications are now being accepted for this initial small-scale pilot programme. Further details can be found at:

<http://www2.warwick.ac.uk/services/equalops/athena/warwickacademicshadowingprogramme/>

About the Warwick Institute of Advanced Study

The Warwick Institute of Advanced Study (IAS) is dedicated to enriching the University's research environment.

A range fellowships and funding opportunities are available from IAS. Take a look at the website for further information and deadlines:

http://www2.warwick.ac.uk/fac/cross_fac/ias/funding_opportunities/

IAS Speculative Lunches to discuss potential research collaborations

Speculative lunches offer a forum for informal discussion to enable Warwick staff to discuss research ideas at an early stage of formulation, with a view to establishing new research collaborations.

The IAS can host up to two lunches per term around the table of the IAS seminar room in Millburn House. They are open to all members of staff, postdoctoral fellows and postgraduate students across all faculties. Coordinators are free to structure the sessions as they wish.

No outcomes are required, but such discussions can and have led to bids for IAS Incubation Awards and the exploration of other funding opportunities.

For further details visit the IAS website at:
http://www2.warwick.ac.uk/fac/cross_fac/ias/funding_opportunities/speclunch/



The latest Vitae Midlands Hub blog looks at the value of networking and collaboration in a research career. This was a key focus of the recent **Career Development and Networking Day for research staff across the Midlands region.** The day proved to be an excellent opportunity for building new networks and potential collaborations.

To read this and other
blog posts in full visit:
Vitaemidhub.wordpress.com
Follow us on twitter
[@MidlandsHub](https://twitter.com/MidlandsHub)

