

FOR RESEARCH ACTIVE STAFF

MAY 2014 E-NEWSLETTER

SUPPORT OVERVIEW

From April 2013 our remit continues to include learning and development support for all Research Active Staff at Warwick.

To focus effectively on staff development opportunities for Research Active Staff the five main areas of support will be:

- ⇒ 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 information on current support.

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

Activity Planning for Research Active Staff—2014/15

The Learning Development Centre's activities for 2014/15 are currently being planned to provide the best possible L&D support for research active staff.

Have your say ...

Following some initial feedback and considering the strategic concerns of the university, the following areas are being developed:

- ⇒ Research Leaders Programme
- ⇒ Equality and Diversity in the Research Environment
- ⇒ Enterprise and Entrepreneurship

However, we would also like to know YOUR priorities for training and support next year.

If you have any views please raise them at the Research Staff Forum on 21 May, or contact Sandy directly by email.

Event Attendance

Another consideration for planning next year is the low attendance rates that have been experienced at some events this year. The programme of career development and skills training is under review.

NEW THIS MONTH:

EVENT NEWS:

- ⇒ Call from British Council—Researcher Links Workshop
- ⇒ Final call: funding still available to attend 'Women in Science and the Media' course.

SUPPORT UPDATE:

- ⇒ Unconscious Bias
- ⇒ Research Staff Forum on 21 May

FOCUS ON: UNCONSCIOUS BIAS

Definition: ‘Unconscious bias refers to a bias that we are *unaware of*, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgements and assessments of people and situations, influenced by our **background, cultural environment and personal experiences**’ (ECU: 2013 Unconscious Bias in HE)

“Good practice benefits all staff and students. Bad practice adversely affects women’s careers more than men’s.”

Professor Paul Walton, lead on the first successful Athena SWAN Gold department submission (Institute of Physics Good Practice Briefing).

The term unconscious bias refers to the way in which the brain routinely and rapidly sorts people into different groups, bypassing normal rational and logical thinking. As the Institute Of Physics briefing goes on to say, these unconscious biases can lead us to favour people who look like us, sound like us and share our interests and overlook those that are different from us, but who may well be equally talented or qualified.

Understanding and counteracting such biases are important considerations in the HE environment, not least in academic research. Good practice in staff recruitment, appraisals, promotion and workload allocation all benefit from effective procedures and processes based on awareness and self-awareness of biases. Sandy Sparks has trained through the Equality Challenge Unit and has begun to provide training and information sessions on this emerging subject, benefitting 70 people at Warwick so far:

- ⇒ 11 March 2014—presentation at the Physics for International Women’s Day
- ⇒ 15 April 2014—Introduction to Unconscious Bias (Windows on Warwick)
- ⇒ 28 April—Understanding Unconscious Bias at the Equality & Diversity Network meeting

Upcoming workshop—11 June 2014, 12–4pm

This workshop has been designed for research active staff, to introduce the concept of unconscious bias, how it can be reduced and advice for the academic research environment. Further information and the booking form can be found at:

http://www2.warwick.ac.uk/services/ldc/researchers/events_news/ras_events/unconscious_bias/

Further information

If you’re interested in taking one of the Harvard Hidden Bias tests on a range on topics visit: <https://implicit.harvard.edu/implicit/> ... they can be an eye-opener.

The latest Vitae Midlands Hub blog looks at the topic:

‘Unconscious Bias’, sometimes known as implicit bias, has become quite a buzz-phrase in training recently: a thought-provoking consideration in any working environment, including higher education and research. Issues pertinent to equality and diversity have found new focus with the Athena SWAN award (<http://www.athenaswan.org.uk/content/awards>) links to funding in STEMM subjects, plus the more recent trial of the Gender Equality Charter Mark (GEM) for Arts, Humanities and Social Sciences (<http://www.ecu.ac.uk/our-projects/gender-charter-mark>).

So, what is unconscious bias?

In psychological terms it is a bias we are unaware of, or is outside of our control, triggering automatic judgements and assessments influenced by our background, cultural environment and personal experiences. This can have an effect at work, not least in recruitment, interviews, appraisals and promotions. We all have such biases but their effects can be reduced by positive awareness on a personal level and positive strategies in the workplace.

Be aware.

By understanding the existence of our unconscious biases we can mitigate their impact. On an individual level, if you are being interviewed but feel that a disability of situation in your life may count against you, volunteer the information to overcome any assumptions that may be made by the panel. In the wider workplace, processes, policies and procedures can be reviewed to mitigate shared or potential biases. For instance, build in diversity as a requirement on recruitment panels or even research project advisory groups.

Take action.

Ultimately, even if you are aware of your biases, and those of the people you work with, it is up to the individual WHAT action they choose to take. Vitae have a programme of resources linked to equality and diversity issues in the HE research environment.

‘Every Researcher Counts’ materials can be found at: <https://www.vitae.ac.uk/doing-research/every-researcher-counts-equality-and-diversity-in-researcher-careers>, primarily for use by researcher developers to support research staff and academics leading projects. Please register (free) with Vitae to see the full range of resources available, or contact the Midlands Hub manager (midlandshub@vitae.ac.uk) for ideas on how best to use the case studies and other programme material, to further the understanding of equality and diversity issues at your institution.

For other blog posts visit:
Vitaemidhub.wordpress.com
Follow us on twitter
[@MidlandsHub](https://twitter.com/MidlandsHub)



Microtubules: Experimental Theoretical Perspectives

Wednesday 7 May, 9.15am-5.00pm
Room GLTI, Medical School

Investigating microtubules is a complex problem with the potential for inter-disciplinary approaches. We hope to welcome colleagues from the Medical School, Life Sciences, Maths, Systems Biology, Physics, Chemistry, Engineering and MOAC (Molecular Organisation and Assembly in Cells).

For further information and to register for the event visit:
http://www2.warwick.ac.uk/fac/cross_fac/ias/current/grf/meadows/microtubulesworkshop/

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Research Staff Forum

21 May 2014 12.00–2.00pm

The forum is an excellent opportunity to:

- ⇒ find out what is happening across Warwick's research community and share practice and knowledge.
- ⇒ get updates on the support available
- ⇒ discuss issues of importance with relevant support staff and PVC's.

The next meeting is being held on 21 May 2014 from 12.00 -2.00pm in Room 1 of the Wolfson Research Exchange.

Details about the forum can be found at: <http://www2.warwick.ac.uk/services/ldc/researchers/community/rsf/>

View the list of department representatives, or consider joining the Forum. For further information or to book a place on the next forum meeting please email: researcherqueries@warwick.ac.uk

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Create Your Own Online Game Thursday 22 May 2014, 12–2pm Teaching Grid, Collaboration Space

Thanks to Strategic Project Funding from IATL, Judith Brown (Life Sciences) and Adam Lack (Physics) as the workshop facilitators have been able to develop an online resource, based in SiteBuilder, for users to create their own online pairs-matching memory game. This workshop will take you through the simple process of creating your own game.

For more details contact Judith.brown@warwick.ac.uk or visit the project website: http://www2.warwick.ac.uk/fac/cross_fac/iatl/funding/fundedprojects/strategic/brown/

LDC EVENTS

Please note that most of these events will not be repeated so book now: a new programme of development events is being devised for 2014/15.

Select the links below or visit the **Programme of Events for Research Active Staff** for details on all these events:

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

6 May 2014

Publishing World Changing Research

<http://www2.warwick.ac.uk/services/ldc/development/worldchangingres>

8 May 2014

Career Development: Practise Interviews

http://www2.warwick.ac.uk/services/ldc/researchers/events_news/ras_events/career_development_practise_interviews/

14 May 2014

Academic Writing: Training Yourself to be a Prolific Writer

http://www2.warwick.ac.uk/services/ldc/researchers/events_news/ras_events/prolific_writer/

4 June 2014

Academic Writing: Dissemination for Impact

http://www2.warwick.ac.uk/services/ldc/development/awp_engagement/

5 June 2014

Career Development: Preparing CVs for non-research/non-academic jobs

http://www2.warwick.ac.uk/services/ldc/researchers/events_news/ras_events/career_dev_cv/

11 June 2014 **new date**

Unconscious Bias

http://www2.warwick.ac.uk/services/ldc/researchers/events_news/ras_events/unconscious_bias/

26 & 27 June 2014

Academic Writing Away Days

<http://www2.warwick.ac.uk/services/ldc/development/awpbootcamp/>

Women in Science and the Media Communication and Personal Impact Training for Early Career Female Scientists

30 July—1 August 2014
Cumberland Lodge, Windsor and
BBC Broadcasting House, London

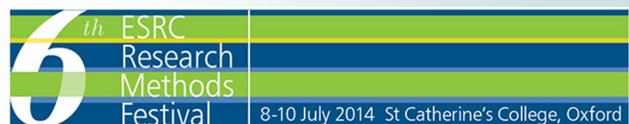
This innovative course uses science media to help postdoctoral academics improve their ability to communicate with different audiences, from other researchers and grant reviewers to journalists and members of the public. It focuses on the barriers facing female scientists in their careers and how developing effective presentation skills and personal impact can help.

Funding is still available to cover the £330 course costs (accommodation extra) for University of Warwick researchers.

Funding is available on application via the registration page. For more information please visit:

<http://bit.ly/womenscis>

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6th ESRC Research Methods Festival

8-10 July 2014
St. Catherine's College, Oxford

The Festival offers a varied programme with over 50 sessions and 200 speakers. Festival Themes:

- ⇒ Cross-national methods and international knowledge exchange.
- ⇒ Secondary data analysis initiatives
- ⇒ Methodological innovations
- ⇒ Social media and creative methods
- ⇒ Careers and skills development

For more information visit:

<http://www.ncrm.ac.uk/RMF2014/home.php>

JSPS London Pre/Postdoctoral Fellowship for Foreign Researchers (Short Term)

Application Deadline: Wednesday 4 June 2014
Fellowships must start between 1 November 2014 to 31st March 2015.

Japan Society for the Promotion of Science (JSPS) is the leading research funding agency in Japan, established by the Japanese Government for the purpose of contributing to the advancement of science.

Our Pre/Postdoctoral Fellowship for Foreign Researchers (Short Term) provides the opportunity for researchers based outside of Japan to conduct collaborative research activities with leading research groups at Japanese Universities and Research Institutions for visits of between 1 to 12 months. Eligible applicants need to be either within 2 years of finishing their PhD at the time of applying to start their fellowship in Japan or have obtained their PhD after 2 April 2008. Eligible research fields are not limited. Please visit the JSPS London website here for further information:

<http://www.jspso.org/funding/2014/03/prepostdoctoral-fellowship-for-foreign-researchers-short-term.html>

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British Council Researcher Links Workshops: Call Now Open

British Council Researcher Links provides opportunities for early career researchers from the UK and partner countries to interact, learn from each other and explore opportunities for building long-lasting research collaborations.

Researcher Links is calling upon leading researchers to propose themes for bilateral workshops to be held in one of the 18 partner countries, which will bring together early career researchers to discuss their research and start to build international relationships.

Unless specified otherwise in the guidelines, all research areas are covered, including the natural sciences, humanities and social sciences.

The deadline for applications is 9 June 2014.

For further details visit:

<http://www.britishcouncil.org/society/science/funding-opportunities/researcher-links-workshops-call>