

FOR RESEARCH ACTIVE STAFF

NOVEMBER 2016 E-NEWSLETTER

SUPPORT OVERVIEW FOR 2016-2017

The Learning & Development Centre is currently looking to develop the Research Active Staff (RAS) provision under these main thematic areas:

- ⇒ **Leadership**
- ⇒ **Career Development**
- ⇒ **Skills**
- ⇒ **Enterprise & Entrepreneurship**
- ⇒ **Research Impact & Public Engagement**
- ⇒ **Diversity & Inclusion**

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

Learning & Development Centre

Research Active Staff

About



Current Development Opportunities



Events and News



Resource Bank



Funding Opportunities



The Research Community at Warwick



Your Employment at Warwick



FAQs

“Researchers need to show impact & so too do I!”

Sandy Sparks has created two impact reports on learning and development initiatives for Research Active Staff.

The first report is a 4-year review of what has been undertaken to gather the impact of network funding for research active staff and to showcase the benefits personally and professionally of the research active staff as well as the University.

The second report focuses on the impact of the leadership course ‘Preparing for Leadership’, and looks at the impact on the research active staff after six months.

THIS MONTH:

Event News:

- ⇒ **Unconscious Bias**
- ⇒ **Preparing for Leadership**
- ⇒ **Leadership in Action**
- ⇒ **Academic Writing**
- ⇒ **Managing Your Research / Academic Career**
- ⇒ **Other Events**

Support Update:

- ⇒ **Network Funding**
- ⇒ **Coaching & Mentoring**
- ⇒ **Epigeum Training**

Network Funding for Research Active Staff

Context

The funding for Research Active Staff networks started under Roberts' funding and had continued annually for RAS. Sandy Sparks, who leads on the Research active staff Learning & Development Provision at the University of Warwick has designed and managed the research active staff network funding initiative.

Purpose

The funding is a 'pump-priming' initiative for research active staff and its purpose is to provide a learning and development opportunity for career development. Some examples being starting/ leading a network, bids or grant funding applications, career progression, networking and knowledge sharing opportunities.

The initiatives are research active staff led. Funding is applied for annually by completing an application form (part A) and supported by the Head of Department/ Division. The funding application form includes the purpose, planned activity and budget required. Within three months of the activity if a one-off or by the end of the financial year, a summary report (part B) is submitted with the achievements / outcomes, learning as well as the budget used. Each year Sandy had created a summary report of the activities and achievements:

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

Process for the 4-Year Impact report

Sandy Sparks commissioned Dr Kate Mahoney to gather initial information from the RAS network funding application forms and reports for the last four years. Staff were then contacted and they were requested to provide further information on the impact of the network funding; its achievements both personal and professional, as well as on the impact for the institution. A summary report was created with an individual document for each network. The summary as well as their individual network report was shared with each network lead(s) requesting their comments and/ or amendments. The 4-year report has been collated and shared. This showcases the incredible achievements and the impact of the networks and also the benefits of investing or providing funding for research active staff led initiatives.

The final 4 year research active staff network funding impact review report for 2012 – 2016 can be found [here](#).

Some of the headlines are:

- Supported 30 Research Staff Network initiatives
- Awarded c.£48.5K, of which c.£36K was spent by research active staff networks / leads
- Twelve networks have continued for more than one year, including two networks running for four years

- Applications for network funding were received from a range of departments in the University
- Applications were either submitted by individuals, or a few people or collaborations across departments.
- The projects funded encouraged inter-disciplinary and collaborative working across the university, and in many cases supported networks which fostered links with external partners or other universities both locally, nationally and in some cases internationally
- Eleven networks (between them receiving £11,430) attracted 49 external collaborators/contributors, including nine from outside of the UK. Examples are Malmö University in Sweden and Coventry Refugee and Migrant Centre.
- The LDC network funding has created over 3636 opportunities for researchers to engage in peer led personal and career development activities, which include:
 - ⇒ Journal/book clubs
 - ⇒ Networking lunches / programmes of regular meetings
 - ⇒ Subject specialist seminars / Special interest workshops including cross-faculty collaborations on a specific theme
 - ⇒ Conferences
 - ⇒ Researcher forums
 - ⇒ Career development training
- 20 of the 30 project proposals and subsequent projects/networks were submitted or led by women, ensuring that the LDC Research Active Staff Network Funding remains an important provider of opportunities for the university in their drive to encourage the development of women in research and contribute towards the University's Athena Swan Award
- Research active staff / attendees felt that, in addition to increased subject knowledge, the LDC funding had provided a number of personal and career development benefits

This 4-year impact review showcases the incredible achievements and the impact of the networks and also the benefits of investing or providing funding for research active staff led initiatives.

The final 4-year research active staff network funding impact review report for 2012 – 2016 can be found [here](#).

Preparing for Leadership— Pilot Review and Impact Report

Background

The 'Preparing for Leadership' course ran in February 2016 and was adapted and facilitated by Sandy Sparks.

'Preparing for Leadership' is a two-day professional development programme written and developed for researchers who are starting to take leadership roles or who wish to take on more leadership roles in the future.

It has been designed by Vitae and is supported by the Research Councils. It uses an experiential, coaching and action-learning approach to guide early career researchers through aspects of leadership, such as leading yourself, intellectual leadership, and team leadership.

'Preparing for Leadership' is suitable for researchers of all disciplines and was run at the University of Warwick in February 2016. The next course will take place in November 2016.

The course has a good track record and is known to help participants to:

- ⇒ Assess their current position
- ⇒ Identify where they would like to progress to and what it takes to be in that role
- ⇒ Have a plan to get there

Through the programme, participants are provided with the opportunity to do things like:

- ⇒ Appreciate the critical situations that have led them to be successful to date
- ⇒ Consider what leadership might mean
- ⇒ Have an insight into their preferences

The course allowed participants to gain a real insight into the leadership challenges facing Research Active Staff at the University of Warwick, an understanding of the leadership and governance structure of the University and offered them practical Warwick-centred examples of leadership situations. The course drew from a variety of faculties, ensured a mix of subject area specialisms and potential opportunities for collaboration.

Review and Evaluation

Sandy Sparks again commissioned Dr. Kate Mahoney to gather initial information from the research active staff that attended this leadership course. All delegates completed a nomination form, which required the support of their line manager. The delegates, all staff of Warwick University, were contacted and they were requested to provide information on the impact of the leadership training on their personal and professional development.

The impact briefing draws on the work of the Vitae Impact

and Evaluation Team and utilises an adapted Impact and Evaluation Framework to demonstrate the impact of Preparing for Leadership (PfL) six months after the first pilot was completed.

For details of the various impact levels (0-4: Foundation; Reaction; Learning; Behaviour; Outcomes)

A summary impact report has been created with the addition of a graphic representation, showing the impact of the leadership course on research active staff.

Some of the headlines are:

- * Successfully securing a new academic post at WMG
- * Started mentoring scheme as a launch pad for active pursuit of career goals
- * Research paper proposals
- * Facilitated a research ideas generating workshop
- * Wrote NIHR Fellowship Application
- * Applied to a new academic opening at the University

Review

'Preparing for Leadership' is a successful course.

Participants were able to comment on all the areas outlined in the learning objectives at the start of the course. It is a testament to the quality of course and facilitation that a number of participants were able to report level 4 impacts within six months of completion. The major themes to report from the success of this course are reflection, confidence and networking

Recommendations

Participants were satisfied with the course organisation, time of year and length of time between day one and day two of the course. There was agreement the mix of reflection time and activity met the needs of the group.

In order to view a copy of the full report, which includes positive feedback from people who attended in February 2016, along with an Impact Summary document, please go to the 'Preparing for Leadership' webpage and scroll down to the bottom:

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

Preparing for Leadership—Programme

The next Preparing for Leadership programme will be taking place on **Monday 14 and Monday 21 November 2016** in the **Arden Conference Facility (Westwood Campus)**, between **9am and 4pm** on both days (arrive at 8.45am for refreshments).

Please note that there are currently a **few spaces** are still available on this workshop. Please ensure you make your booking by **Wednesday 9 November**.

Leadership in Action—Programme

Following on from 'Preparing for Leadership' we will be running a 'Leadership in Action' programme. This is taking place on **Monday 27 February, Monday 6 March and Monday 13 March 2017**.

The workshop will enable Research Active Staff to explore and develop their leadership skills. This event will be taking place between **12.30pm and 5.30pm**. However, candidates can meet in the foyer outside Arden House Restaurant at 11.45am for lunch. For further details on this programme and to complete the relevant nomination form please click [here](#).

The deadline for applications is **Monday 6 February 2017**.

A Review and Impact Report on the previous 'Leadership in Action' programmes will be available by mid November 2016, it will be on the LDC RAS website but will also be shared in December's e-newsletter.

Respect Day



Practice the pause.

"Pause before judging. Pause before assuming. Pause before accusing. Pause before you're about to react harshly and you'll avoid doing and saying things you'll later regret."

Lori Deschene

The annual Dignity at Warwick event for 2016 will be themed around 'Respect'. The event will be held on **Wednesday 16 November 2016**.

As in previous years there will be approximately 11 stands at key locations around campus, with volunteers also out on campus to ensure we engage with the wider campus community.

The aim of the annual event is to:

- ⇒ Raise awareness of [Dignity at Warwick](#)
- ⇒ Enable members of staff and students to volunteer and get involved in the event
- ⇒ Raise awareness of different aspects of the policy by having a different key theme each year

In previous years the themes were:

⇒ [Say NO to bullying and harassment](#) and the launch of the revised Dignity at Warwick policy

⇒ [Dignity in Mental Health](#)

For 2016, the theme is **#WarwickRespects** and during the event eight behaviours will be communicated to staff and students. If you would like to volunteer to support the event at one of the locations listed below, or out on campus engaging with staff and students, please complete this [form](#). Any further enquiries about the event, please contact Claire Algar by emailing c.algar@warwick.ac.uk.

CALL FOR PAPERS— Exchanges: The Warwick Research Journal

This is the biannual online, double-blind, peer-reviewed, open access interdisciplinary research journal of the Institute of Advanced Study (IAS), University of Warwick. We are inviting high-quality interdisciplinary submissions from researchers at all stages of their careers in all academic fields. For the April 2017 edition of the journal, we particularly welcome submissions which will contribute to a themed section on 'Collaboration'.

Collaboration is essential to research within and across many disciplines. To tackle global issues and make a positive impact on society, researchers form networks not only with each other but also with a wide range of organisations at national and international level to share expertise and resources (funding, specialised equipment, etc.) and to generate and analyse large amount of data.

Despite the many opportunities it affords, collaborative work can sometimes be problematic. *Exchanges* reflects on the promises, achievements, and pitfalls of collaboration and how some of the shortcomings and issues arising from it can be overcome. Submissions which do not engage with the theme 'Collaboration' are also welcome. We publish a variety of content and a breakdown of these can be found by clicking on the link below.

Please submit online at <http://exchanges.warwick.ac.uk> by **30 November 2016**. If you have any queries, please email the Senior Editor, Yuexi Liu, at exchangesjournal@warwick.ac.uk.

Epigeum Training

Warwick's Research Integrity Online Training was launched earlier this year and can be accessed by clicking [here](#). Further information on the online course can be found by going to the relevant [webpage](#). Rebecca Green, who is the Research Support Officer for Governance & Ethics within Research & Impact Services (RIS), is now the Warwick contact for the online Epigeum training. If you have any questions please email R.Green.1@warwick.ac.uk.

FOCUS ON: EVENTS

2016-7 RAS Network Funding

Six applications for 2016-7 have been received and approved. Many of the networks that were initially supported by the network funding still continue but no longer require funding.

For information on the networks please click [here](#).

For details on how to apply for funding please click [here](#).

Academic Writing: Writing for Impact

On **Tuesday 29 November 2016** this new and exciting academic writing workshop will be taking place and will provide an overview of how impact is defined and how you can apply it in your research.

The session will be taking place between **12noon - 5pm** in **Wolfson 3, Research Exchange, 3rd Floor, Library**. In order to view further information on this session and/or to make a booking please click [here](#).

Unconscious Bias

There is now an Unconscious Bias eLearning module that has been produced on Moodle. This is being launched later in the month and people will be able to **enrol** from the **16 November 2016**. Once this has been made available please click [here](#).

In the meantime, we are pleased to remind you that LDC are running an Unconscious Bias workshop for Research Active Staff, which is being held on **Tuesday 22 November 2016**, between **12pm and 2pm** in **Wolfson 3, Research Exchange, 3rd Floor, Library**. For further information and/or to book a place please click [here](#).

Experience Japan Exhibition 2016

Introducing study and work opportunities in Japan

The Experience Japan Exhibition will be held at the Royal Society in London on **Saturday 19th November 2016**, introducing various study and work opportunities in Japan.

The event, which is hosted by Keio University, co-hosted by the British Council, and supported by JSPS and other funding agencies, will allow participants to meet representatives of Japanese universities and other organizations as well as people with experience of study and work in Japan.

This year JSPS will run a session 'Conducting Research in Japan' where you can learn the JSPS programmes and the research life in Japan from our alumni. For more detailed information and registration, please visit the website: <http://www.experience-japan.jp/>

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/

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Autumn Term:

8 November 2016

Managing Your Research / Academic Career

14 & 21 November 2016

Preparing for Leadership

22 November 2016

Unconscious Bias

29 November 2016

Academic Writing: Writing for Impact

27 February 2017

Leadership in Action

Warwick Sociology Seminar Series

Throughout the 2016-2017 academic year the Sociology department are running a Seminar Series, which are taking place on a variety of different dates.

All are welcome and the various seminars are being held between **5-7pm** in room **So.11**, after which drinks and snacks will be provided.

For further information please click [here](#).