APRIL 2020 E-NEWSLETTER FOR RESEARCH ACTIVE STAFF

WORKING FROM HOME AND COVID-19 EDITION

Message to Warwick's Research community from Pam Thomas, Pro-Vice-Chancellor (Research)

Dear colleagues

Welcome to the April edition of the Research Active Staff newsletter.

I hope you are all well and finding your own way to work through this particularly challenging time.

I am committed that throughout this we stay as connected as possible as a Research community, so we are able to support each other and are able to continue to deliver world class research.

As a useful starting point I would like to understand more about your main research related concerns at this point in time. If you would like to share your views please submit your thoughts via the webpage link below and I will then we will review these and respond as best I can.

https://warwick.ac.uk/services/od/ras/community/stay-connected

Best wishes

Professor Pam Thomas
Pro-Vice-Chancellor (Research)

Covid-19 Research opportunities

A number of funders are offering new research opportunities relating to Covid- 19. Some closing end of April / May, others ongoing.

Don't miss out - full details below.
https://warwick.ac.uk/services/ris/covid19/covid19funding

Further details in relation to Coronavirus: Organisational Development support for remote working can be found at https://warwick.ac.uk/services/od/coronavirus-remote-working/

REF2021 Submission Postponed

On 24 March, Research England announced that REF 2021 has been put on hold to allow universities to focus research efforts on Covid-19.

The timetable for the REF exercise is now uncertain. The REF staff census date of 31 July 2020 currently remains unchanged. The submission deadline on 27 November 2020 will no longer apply, and a new submission deadline will be announced no later than eight months prior to the deadline. Further information can be found on the REF2021 website.

Professor Pam Thomas, Pro-Vice-Chancellor for Research at Warwick, issued a communication to HoDs in response to the announcement.

Professor Thomas thanked everyone involved for all their hard work to date, and reassured them that the University is well prepared for the REF submission at this point. Professor Thomas also confirmed that the University will continue with its REF preparations as planned:

"It seems that the best course of action for now is to keep going and get as prepared as possible so that whenever and whatever the REF is, we can turn it around quickly and still give the best account of ourselves."

For REF 2021 planning and policy queries, please email the REF Planning Team.

FOCUS ON: YOU!

Thought for the month:
Research Careers

The best laid plans, and how to change them!

This was the month in which I was going to write about mobility between employment sectors. It stands to reason that individuals want to use the skills they've built up and specialised in, employers want talented people, and internationally, we all benefit from the knowledge, skills and experience that a fresh injection of talent can bring in.

But how do you gain the experience of a different sector when you're committed to the one you're in? And more importantly, how will you gain experience in this uncertain, volatile world of closed borders and countries in lockdown?

The short term answer? Social media, and in particular, LinkedIn!

Why?

One, you can log in from wherever you are in the world.

Two, it's no longer a pale, stale placeholder for your online CV or a place to hangout only when you're job hunting.

It's a vibrant, dynamic, rich environment where decision makers and leaders spend time, actively searching for content and ideas to change the way they think and do business. And right now that's badly needed.

LinkedIn has 500 million registered users. 260 million users log in every month. 40% of active LinkedIn users log in daily. And yet ... only 3 million users post content weekly. That's a tiny share of a huge potential audience, and it's a virtual goldmine of new contacts, many of whom might be working from home and trying hard to stay connected, stimulated and sane. Over the last few days there have been posts about mental health, working from home, change, people seeking new jobs, thanking their network for support. The list goes on.

So what can you do... right now?

Create a good solid profile with a headline that gives your audience an idea of what you do and why you do it - not your job title!

If you're going to the trouble of filling in your employment history, make sure your job roles list your achievements and outputs. People aren't excited by a regurgitated job description!

Add some media - do you have a presentation that you're really proud of? An impact case-study that might speak to your audience? A link to your project site maybe? Is there a blog post you've been thinking about writing? A short video about a topic close to your heart?

And then, get adding new people! Search for roles and people who work in the organisations that interest you. Send polite connection requests to people you'd like to get to know better, and tell them that. Someone looked at my profile yesterday. I added her. Minutes later she messaged to say she liked the look of my work. We're having a coffee meeting on Skype today. It really is that simple.

Do:
⇒ post ideas and thoughts
⇒ seek feedback
⇒ ask for help
⇒ start conversations
⇒ jump into a chat that you like the look of
⇒ see each interaction as an opportunity be to be kind, useful and valuable
⇒ have a go at videos
⇒ let your personality shine!

Don't:
⇒ feel the need to post four times a day because someone said it once. You can if you want, but be guided by your own sense of purpose.
⇒ heed the advice to only send connection requests to people you know. You don't have to at all. How will you get to know anyone new?
⇒ put on a staid 'professional' façade.
⇒ worry about how you've 'suddenly' started using the platform. No one will know how long you've been there or why you've just started posting. They'll be interested in what you have to say. It's a ready-made audience.

British University Finance Directors Group (BUFDG)

Free Online Resources for All University Staff

The British Universities Finance Directors Group (BUFDG) is the representative body for higher education finance staff in the United Kingdom.

The University has subscribed to BUFDG Pro which means that all staff can access a number of Finance e-learning

modules, which are suitable for those in both finance and non-finance related roles. The Finance team have set up a BUFDG guidance page to outline some of the current range of resources available depending on your role, including topics for non-finance managers.

To find out more information about BUFDG and to access the e-learning modules, you will need to register your details on the BUFDG website. Follow the link and scroll down to find the 'quick registration page' link where you will be asked to fill in your details. Once registered, you will be able to access the modules by clicking E-Learning at the top right-hand side of the page.

Library support

Library Updates

General updates on support from the Library during the coming months will be posted on our Coronavirus guidance page. We will also be regularly updating our news feed and key information will also be highlighted on the Library home page.

For general enquiries email library@warwick.ac.uk.

Finding literature and research resources

Our Academic Support Librarians are available to answer your queries around finding literature and accessing key resources for your research, and to help you locate materials for your teaching. Email Contact your ASL or academicsupport@warwick.ac.uk. Virtual 'face-to-face' consultations are available via Skype or Teams.

Publishing and disseminating research

Research Support Team can help with questions around publishing and disseminating your research, open access, research data management, copyright and measuring impact. Contact at: LibResearchEnquiries@warwick.ac.uk.

Accessing Resources

We are aware that building closures have left researchers unable to access print only materials. We are working hard to provide access to materials electronically wherever possible and many publishers are temporarily opening up their digital collections to non-subscribers. The Library has a new webpage with advice on Using the Library to learn and teach remotely which includes hints and tips on accessing resources during this period.

During the Easter vacation and Term 3, we will be running a special edition of our More Books campaign 'More eBooks'. If there is a book you need for your research that the Library only has in print, let us know and we will try and order a digital copy. If we are unable to find an e-copy of your chosen title, your Academic Support Librarians can help you find an alternative. You can also email them to discuss any requirements you might have for books for teaching.

There is no access to the Modern Record Centre's physical collections. However, you can still search the catalogue and there is a vast collection of digitised material available online via their website and also through Warwick Digital Collections. If you have enquiries contact them at archives@warwick.ac.uk.

#OpenResearchWarwick

At a time when sharing information and intelligence is vital, Open Access to research is more important than ever. We won't be running physical events for the time being, but we will still be celebrating Open Research at Warwick throughout 2020, watch for updates and follow our hashtag.

UKRI Open Access Policy Consultation

UK Research and Innovation (UKRI) is the national funding agency for science and research in the UK, comprising seven Research Councils, Innovate UK and Research England. UKRI is proposing a new Policy on Open Access for the research funded by its Councils. This policy will inform the development of the OA Policy for the REF after REF 2021, so is important across the academic community.

The University will be submitting an institutional response to the consultation and would welcome input from the research community. Due to Covid-19 p the deadline has been extended to noon 29 May 2020. If you would like to provide feedback, please see the consultation document and send your comments or questions to openaccessfund@warwick.ac.uk **Friday 15 May 2020.**

Making your research Open Access

The Library is still able to help you make your research available Open Access via both the Green and the Gold routes. WRAP is still accepting submissions electronically and the publications team are available to answer any questions. . You can book a virtual WRAP@mydesk session if you are new to the repository and need help with making a deposit.

If you are funded by UKRI or COAF and need to make your article available via the Gold Route, you can submit your application via the online form or email openaccessfund@warwick.ac.uk for advice.

For open data deposits contact the Research Data Team via researchdata@warwick.ac.uk.

Researcher Development

All face-to-face Library sessions, are now cancelled. This includes:

⇒ CYR: Evaluating the Impact of Your Research – 28 April
⇒ RDM: Research Data Management Essentials – 23 April
⇒ Data Management Planning on 30 April and RDM Tools – 14 May
⇒ All scheduled EndNote sessions

Library support

We are planning to move our training provision for researchers online over the next few months. The EndNote help pages are currently being updated and you can still request help, including remote one-to-one support by emailing endnoteweb@warwick.ac.uk. The following Moodle courses are in development:

⇒ Communicate Your Research: Publishing in a digital environment
⇒ Research Data Management
⇒ Copyright: The Essentials

The 2018/19 version of Digital Tools for Researchers is being kept open and contains some useful tips for researchers working online.

Staying connected

Our Community Engagement Teams are also moving as many of their activities as possible online so they can continue to support you as you work from home. Our Postgraduate Team are running virtual versions of Research Refresh and Write Here, Right Now, which are open to all researchers (from PGRs to Professors) and the Teaching Grid Team are still here to answer questions about trying out new tools and technologies to support your teaching.

We will also be sending out regular updates to services and resources via Social Media. To keep up-to-date, follow us on Twitter @WarwickLibrary @ResearchEx and @MRCWarwick or Instagram @warwicklibrary.

Vitae support

Realising the potential of researchers, globally

Vitae is the global leader in supporting the professional development of researchers, experienced in working with institutions as they strive for research excellence, innovation and impact.

Vitae has four aims:

⇒ Influence the development and implementation of effective policy relating to researcher development
⇒ Enhance higher education provision to train and develop researchers
⇒ Empower researchers to make an impact on their careers
⇒ Evidence the impact of professional and career development support for researchers

Vitae have an extensive range of online resources to support the research community please visit www.vitae.ac.uk/

Organisational Development support

During a period of uncertainty and unprecedented change, such as the current situation caused by the Coronavirus outbreak, it may be that you are required to work from home. Below are advice and guidance designed to support you in adapting to remote working.

Guidance and advice for staff

Advice regarding expectations, planning, communication and collaboration along with a downloadable infographic with top tips.

Guidance and advice for managers

Managing a remote team requires a change in mind-set. Advice regarding leading during times of uncertainty, managing wellbeing, expectations, workload, communication and collaborations.

Coaching for managers: online

Online coaching will be set up for managers who would feel they would benefit from coaching support to help them navigate through these unpredictable and uncertain times, and in managing new ways of working including remote working. The coaching is targeted at managers who lead and manage other members of staff, either in a line management or in a matrix structure.

Working at home? You may wish to access online training, learning and development resources during this time

Online core training portal

This includes information, training and points of action relevant to ALL staff employed at the University.

Resources include:

⇒ Anti-Bribery essentials
⇒ Applying consumer protection law at Warwick
⇒ ED&I in the HE workplace
⇒ Financial regulations and procedures
⇒ GDPR
⇒ Information security
⇒ Research integrity

Self-directed learning guides

Written materials and guides on a range of topics can be found on the Developing Self and Leading and Developing Others webpages. Topics include managing your time, managing change and managing people.

LinkedIn Learning: Remote Working

LinkedIn Learning are offering free access to resources to support working remotely.

Blended learning resources and Moodle courses

A number of Open Programme workshops now use a blended approach, and the e-learning can still be accessed remotely via Moodle and other platforms:

⇒ Building resilience
⇒ Coaching and mentoring skills
⇒ Introduction to assertiveness skills
⇒ Introduction to emotional intelligence
⇒ Introduction to influencing skills
⇒ Introduction to unconscious bias
⇒ Mental health: stress less
⇒ Project management FutureLearn MOOC

Video-based learning resources

The University has subscribed to a range of video based learning resources by SkillBoosters as short, flexible learning activities on a range of themes. Areas covered include aspects of:

⇒ the Equality Act 2010
⇒ the Diversity Challenge
⇒ Mental Health & Stress Awareness
⇒ Supporting Warwick Values

Upcoming Events

Looking to be inspired?

Online Academic Writing workshop

Unlock your Creativity – creativity and ideas generation for writing

The focus of this online session taking place on **Tuesday 19 May** is to enhance and develop your creative thinking to support your writing practice. When we think and feel creatively, our words flow better, we construct and frame our research better and improve the quality of our writing overall.

Careers advice from the comfort of your living room

The new Research Careers 5 Series consists of 2-hour sessions designed to give you structured thinking time and tools and support to increase your employability, map and manage your career, improve your CV and hone your interview skills. The virtual sessions listed below are taking place in April, May and June, via Zoom.

⇒ Enhancing your employability
⇒ Finding a career that fits you
⇒ Making an impact in CVs and applications
⇒ Making an impact in interviews

One to one support

One to one support on academic writing and career development with the aim of providing focused / specific support to meet RAS needs is still available via skype/MS Teams. Further details can be found here.

The Science of Wellbeing— Offered by Yale

Yale is now offering it's on-line 'Science of Wellbeing' course for free.

In this 20-hour course you will engage in a series of challenges designed to increase your own happiness and build more productive habits. Professor Laurie Santos reveals misconceptions about happiness, annoying features of the mind that lead us to think the way we do, and the research that can help us change.

For further information and to enrol please click here.