

## RESEARCH ACTIVE STAFF

June 2020



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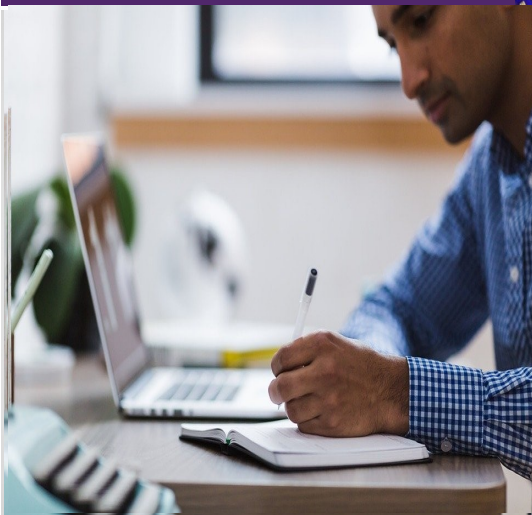
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## DEVELOPMENT & SUPPORT OPPORTUNITIES

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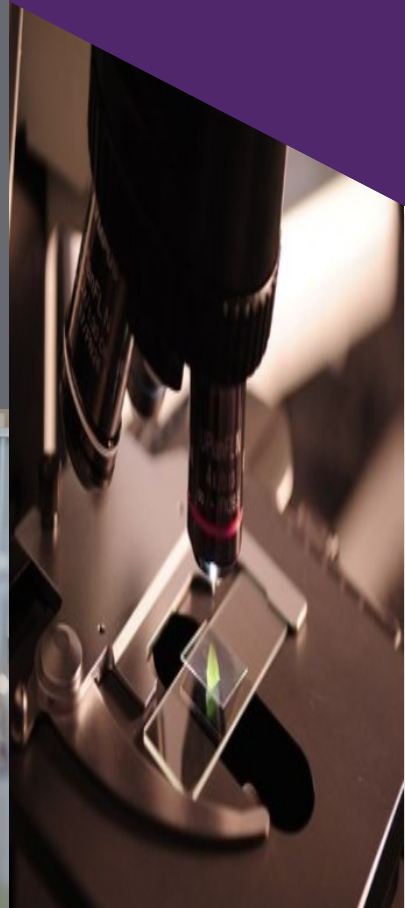
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next few months

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# News

## University's Research Committee

### Message from Elisabeth Arweck

Dear colleagues

As the representative of the Research Staff Forum in the University's Research Committee, can I ask you to let me know about any items you would like me to raise in the next meeting of the Committee on **4 June**.

I am conscious that the time window between this Newsletter reaching you and the date of the Committee meeting is narrow, but a brief e-mail would suffice to communicate anything that you would like me to take to the Committee on your behalf.

Email [Elisabeth.arweck@warwick.ac.uk](mailto:Elisabeth.arweck@warwick.ac.uk).

Best wishes

Elisabeth

## Share your views: Research related concerns and stay connected survey

Thank you to all of you who responded to the request from Pam Thomas, PVC Research, to share your research related concerns as a result of Covid-19, through a short survey. The survey was open from 7 April – 8 May. Although only 41 responses were received, these provide rich feedback and give a real insight into the challenges currently faced by Warwick's research community.

The main research related concerns highlighted are:

- Inability to conduct essential research: many of you wrote about the important fieldwork you are unable to undertake at this time, and your inability to access data, archives and other material.

- Homeworking and balancing work and caring responsibilities: This is clearly a key area of concern and many people wrote about the challenges of looking after family members and trying to find the time, physical space and headspace to concentrate on writing. In addition many of you are concerned about the disproportionate effect of the lockdown on those with caring responsibilities and disabilities.
- Impact on performance and career: Real concern was conveyed about the impact of delayed research on probation, promotion, fixed term contracts and longer-term career prospects.
- Other concerns highlighted were the withdrawal of research time, REF and access to resources.

Many ideas about how the University can support the researcher community were identified, these include:

- Provide more details on the University's response to delayed research and the implications on grants, fixed-term contracts, probation and promotion.
- A review of the arrangements for research leave.
- Clarity around the REF deadline for entries.
- More communication generally for the research community.
- Various resources including support for using online meeting platforms, ebooks, equipment to be able to work from home comfortably and access to secure labs.

The full survey results are being shared with Pam Thomas, and more information will be provided in the next newsletter.





# New & Featured

## Research Staff Forum Open Research: Risks and Opportunities

### Research Staff Forum Meeting—13 May

The Research Staff Forum meeting took place on 13 May, chaired by Trudie Donnelly. The purpose of this meeting is to share knowledge, information and learning and development opportunities relevant to Research Active Staff at Warwick, and to provide an update on the Research Committee.

At this meeting a brief overview of the response to the recent research related concerns survey was presented.

The main focus of the meeting was hear how the current lockdown and remote working situation is affecting research within departments. Several departmental reps said that they are moving research events to virtual seminars or webinars. A general theme is that Research Active Staff are finding it difficult to connect and share experiences.

Julie Robinson gave an update from the Library with the message that online resources and consultancies are very much open. The UKRI consultation on their Open Access Policy closed on 29 May. The Library is looking to move more training online, more details will be available soon. The UOW Press has a new journal coming out soon.

RSF meetings are now taking place every six weeks to enable more connection across the research community. The next meeting is on 25 June. Full notes of the meeting on 13 May can be found [here](#).

### Open Research: Risks and Opportunities?

An audio recording is now available of the round table discussion on 5 February 2020 exploring the opportunities and risks of Open Research at the Warwick Library web site [embed link: <https://warwick.ac.uk/services/library/open-research-warwick> ]

Hosted by Noortje Marres (Centre for Interdisciplinary Methodologies) with Professor Sarah de Rijcke and Professor Ludo Waltman, two of the co-authors of the Leiden Manifesto for Research Metrics, Warwick scientists and scholars, Sarah Richardson (History) and Robin Ball (Physics), and Yvonne Budden and Robin Green from the Library.

Open research is today promoted and implemented across diverse knowledge spheres as a transformative ideal, from academic publishing to research evaluation and engaged approaches in humanities scholarship. It should therefore not surprise us that understandings of what is at stake in the advancement of open research diverge widely, between the sciences and humanities, fundamental and applied research, and between different types of knowledge organisations (academic departments, research libraries, scientific journals). At the same time, "open research" may enable new, still under-explored, connections that cut across these boundaries, as it invites experimentation with data tools, archival materials, publishing formats and citizen engagement. What could be the role of scholars and scientists in exploring and nurturing the partly unknown futures of "open research"?

The round table, which was hosted by the Centre for Interdisciplinary Methodologies in February 2020, gave rise to an open-ended discussion about the varied opportunities and risks of "open science" between Warwick scientists and scholars and two advocates of Open Research, prof Sarah de Rijcke and prof Ludo Waltman of the Centre for Science and Technology Studies (University of Leiden). It generated a range of reflections - some hopeful, some taking the form of warnings - on the wider context in which Open Research agenda's are being taken up, contested and negotiated across faculties, both at the University of Warwick and in academic debates across institutions."



# New & Featured

## Campus library is closed but our virtual library is still open

Just a reminder that, although the building may be physically closed, Library staff are still working remotely to support you and your research. We are continuing to add new titles to our e-resource collections and working with publishers to provide temporary access to additional materials during the coronavirus pandemic.

If you are using Library Search to look for electronic resources, don't forget that you can filter your search results by resource type (e.g. e-books, e-journals) or use the Location filter to exclude material held in our physical spaces. If we don't have access to the journal you need, Article Reach is still up and running and our Document Supply service are working hard to fulfil requests for digital articles (where available).

If you are unable to access a book you need for your research, then do let us know! For one-off purchases our More Books, E-Books campaign is continuing to run throughout Term 3 and is open to staff as well as students. For access to other resources – including materials for use in teaching – contact your Academic Support Librarian.

And don't forget that our virtual Research Refresh (Thursdays) and Write Here Write Now sessions (Tuesdays and Fridays) are **open to all researchers**. More details and joining links are available on the Library's Postgraduate home page.

### **Modern Records Centre: archives online**

The Modern Record Centre has a large amount of digitised primary source material available to view online. This includes written documents, photographs as well as video and audio content. We have put together a themed guide to our digitised resources which is available here: [https://warwick.ac.uk/services/library/mrc/archives\\_online/archivesonline](https://warwick.ac.uk/services/library/mrc/archives_online/archivesonline). Although the Modern Record Centre is currently closed to researchers you can still use our catalogue <https://warwick.ac.uk/services/library/mrc/>

[archivecatalogues/](#) to look for relevant material, and to look at material online filter your results for material that has been digitised. If you would like to know what we hold relating to your research topic, or for any other enquiries please contact [archives@warwick.ac.uk](mailto:archives@warwick.ac.uk).

### **New courses for researchers**

Although our face-to-face workshops for Term 3 have now been cancelled, the Library's Scholarly Communications Team are developing online versions of our most popular sessions.

The first of these to launch will be **Planning your publication strategy**, the first module in our Communicate Your Research: Publishing in a digital environment Moodle course. This will be available for self-enrolment from Friday 5 June, with further modules to follow on a weekly basis throughout June and July. These will be complemented by short 30-minute webinars – one for each of the eight CYR modules – which will allow researchers to get together to explore some of the issues raised in the online course. The **Planning your publication strategy** webinar will take place in Teams on Thursday 18 June – bookings for this will also be open from 4 June via the Research Active Staff events page (for Research-Active Staff) and SkillsForge (for PGRs).

Our new **Copyright for Research and Teaching** Moodle course (and supporting webinar series) will also launch in June. More details to follow in the July newsletter.

### **#OpenResearchWarwick: are you open?**

The Scholarly Communications Team are looking for examples of Open Research best practice here at Warwick to help and inspire others who are working openly or are interested in sharing their research more widely. If you are interested in providing us with a case study or would be willing to be interviewed, please get in touch at [scholarlycomms@warwick.ac.uk](mailto:scholarlycomms@warwick.ac.uk).





# New & Featured

## Deposit your research with WRAP

### Deposit your research with WRAP

The Warwick Research Archive Portal, [WRAP](#), showcases research outputs by the University of Warwick. It is regularly indexed by Google Scholar, [CORE.ac.uk](#), and international databases, raising your academic profile and disseminating your research to a wider audience. Use of WRAP is important in several key university processes. The [REF2021](#) national research assessment requires deposit of the author's accepted manuscript of **journal articles and conference proceedings** to WRAP at the **point of acceptance** by the publisher. We also need details of book chapters, books and monographs.

The general benefits of institutional repository Open Access are:

- More immediate exposure, feedback, and collaboration on your work
- Practitioners/Engineers can apply your findings
- Higher citation rates
- Your research can influence international policy
- The Public, patients & families, teachers & students can access your research
- Industry (without expensive journal subscriptions) can access your findings
- Taxpayers get value for money
- Researchers in less funded institutions/different discipline focus can read your work
- Researchers in developing countries can re-use your work

The benefits of our specific system are:

- Increases the global visibility and resultant impact of your work - showcasing the full range of research created by the University for potential collaborators, students, educators, media, investors, charities, patients and practitioners

- Supports preparation for the University's REF submission (i.e. REF-SSG preparation) providing a collection of high quality records for departmental attention and to select from
- Acts as a compliant repository for Research England REF2021 Open Access policy
- Long-term secure location that links to other institutional systems and processes – departmental reports, optional departmental individual & research group profiles
- Rigorous checking of publisher copyright transfer policies by a dedicated team
- Professional quality metadata (catalogued records) to describe your work and for you to re-use elsewhere
- Provides you with a persistent long-term web link
- Indexed by Google/Google Scholar to raise your academic profile and metadata harvested by other national, European and international databases.
- Search and subscribe to updates on recently accepted new research produced at Warwick, and be discoverable by fellow researchers at Warwick
- Share research data, reproducible research software/code, working papers & pre-prints
- View PhD theses from your own and other departments

Keep an eye out for our [#ResearchUnwrapped](#) social media campaign for more tips on how to use WRAP to both promote and inform your own work.



# New & Featured

## Careers - 4 limiting beliefs and what to do about them

I ask a question, at the start of my career sessions, on hopes and fears. It's a useful way of getting everyone on the same page. I'm always pleased when people answer, because it's not always easy to share your fears with relative strangers, even if you are there for the same reason.

There are four main beliefs that come out of this exercise, time and again. I share them here so you can see them, process them and put them into the box of 'beliefs that don't serve me, that I can change'.

### **Self-limiting belief #1. *I'm too niche***

It's understandable. You've been working your whole life towards this moment. But equally, other circumstances could have taken you in a different direction. So ask yourself these questions:

What got you here? What were the critical decisions you remember making? Who did you talk to about your ideas? What were your early indicators of success? What do you aspire to now?

In 2005 I was an expert in East German experimental literature. Then I became a social scientist running an interdisciplinary project on technology-enhanced learning. Now I run a business helping leaders to tackle their toughest challenges through courage, integrity and humility. Why? Because each of my early projects told me to dig deeper, because nothing is that simple, and there's always a better way.

If you run a thread through your past you'll find your story. Grab it and turn it into your future.

### **Self-limiting belief #2. *My CV is very academic***

Because it always had to be! You have an academic CV because you probably target it to an academic audience. A different audience will look for different things from you. But what lies behind 'my CV is academic' is this: you have an academic identity that's precious to you, and you might be afraid to give it up.

There's a belief in some quarters that going from academic to non-academic is selling your soul. It isn't. You just need to give yourself time and space to explore people and organisations that value your knowledge and experience.

### **Self-limiting belief #3. *Better the devil you know***

When's the best time to plant a tree? 10 years ago. When's the second best time to plant a tree? Now.

Your life, your relationships, and your career succeed or fail, gradually then suddenly, one conversation at a time. If you're staying in one place because you're afraid of what you don't know yet, it's time to explore your options and get to know some new people, gradually! While we're experiencing extraordinary levels of distance and restriction, there are millions of people in the world who would probably love a chat with someone new. Reach out on LinkedIn, join public conversations on topics that fascinate you. Start a blog. The more exposure you have to people, ideas, information and environments, the easier it is to make decisions. Then you don't have to acquiesce to the devil you know!

### **Self-limiting belief #4. *It's frowned upon to leave academia and look to re-join***

Maybe. Maybe not. Culture eats strategy for breakfast after all. But we also have impact statements, knowledge exchange, industrial partnerships. Some research is applied, some isn't. Some people have worked in one sector or organisation their entire working life, where others might move every three years. But what's right for you? And what kind of people do you want to work with?

Do you recognise any of these? It's no good me telling you they're in your mind, because that's where your thoughts live! And I'm sure there will be other things I've missed out. Whatever they are, ask yourself this:

Is it true? How is it serving me in my career?



# Development & Support Opportunities



## Vitae Update

Vitae is the global leader in supporting the professional development of researchers. They are a non-profit programme, part of The Careers Research and Advisory Centre (CRAC) Ltd.

### Wellbeing and mental health resources

To support the wellbeing and mental health of researchers, Vitae has developed a [new section of its website](#) with a selection of useful resources. This includes resources resulting from collaborations as part of the Research England and Office for Students' [Catalyst funded projects](#).

### Impact of Covid-19 survey initial results

The aim of the survey, on behalf of the sector, is to understand the impact of Covid-19 on doctoral researchers and research staff in the UK, and to help inform institutions' and funders' actions to support these populations. To coincide with Mental Health Awareness Week, which ran from 18<sup>th</sup>-24<sup>th</sup> May, [SMaRteN](#), the UKRI-funded student mental health research network, in partnership with Vitae, [released some initial key findings](#) from the first 4800 respondents. The data highlights the substantive effect of the lock-down on early career researchers, both to their research and their health and wellbeing; and how institutions, supervisors and line managers have been supporting them. They will be releasing more findings after analysis of the final sample.

### IP for Research event and resources

A Virtual Live Lecture is open to researchers at all institutions. This is aimed at doctoral and early career researchers to improve skills, knowledge and facilitate relationships within institutions to support the management and development of IP.

**IP for Research for STEM researchers Live Lecture on Friday 5 June.** Details and free registration can be found on the [Vitae event page](#).

In conjunction with the IP workshops, Vitae have announced the publication of a new [Intellectual Property Lens on the Vitae Researcher Development Framework \(RDF\)](#), developed in partnership with the Intellectual Property Office.

## Guidance & resources for working from home

Designed to provide information, simple tips and approaches to support you as individuals whilst working from home. Covering the essential topics of wellbeing, dealing with change, resilience, planning and prioritising.

- ⇒ [One to one support](#)
- ⇒ [Guidance and advice for staff](#)
- ⇒ [Guidance and advice for managers](#)
- ⇒ [Coaching : online](#)

# Virtual courses

## Looking to be inspired?

### Academic Writing - Retreat 'Bootcamp'

Need a renewed focus or discipline for your academic writing? [Sign up](#) for the virtual [Academic Writing - Retreat 'Bootcamp'](#) taking place on 2 and 3 July.

### 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.

⇒ [Making an impact in interviews](#) — Wed 24 June

If you have any questions regarding the sessions, please email [researcherqueries@warwick.ac.uk](mailto:researcherqueries@warwick.ac.uk)

# Online digital courses

With more time working from home you may want to learn a new skill or further your knowledge. [The Skills Toolkit](#) contains free online courses, tools and resources to help improve digital skills for the workplace. There are resources to suit a range of interests and skill levels, including topics such as coding, creating online content and cyber security.

# Looking back

## Research Careers 5 Series - Feedback

### Enhancing Your Employability

On the 30 April Naomi Irvine facilitated part 2 of the Careers 5 series, which was called 'Enhancing your Employability'. This was delivered as a webinar, using Zoom.

The following feedback was received:

"The webinar exceeded my expectations and enabled me to identify transferable skills and experience which would be valued outside my current role" and "This webinar has given me confidence in the skills and knowledge I have and to push myself forward to try new challenges."

### Finding a Career That Fits You

In addition to the webinar in April, Naomi then went on to facilitate part 3 of the Careers 5 Series on the 12 May, which was called 'Finding a Career That Fits You'.

The following feedback has since been provided:

"The webinar has enabled me to identify my strengths and weaknesses in my transferable skills and look more openly at opportunities for my career."

