

## RESEARCH STAFF FORUM (RSF)

Thursday 25 June 2020, 12.00 –13.30 as a virtual Teams meeting

Chair: Anna Chapman

### Meeting notes

1. **ATTENDED:** Elisabeth Arweck (Education Studies), Adele Ashford (HR), Anna Chapman(OD) , Jane Cooper (OD) , Aruni Fonseka (Physics), Emma Langley (CEDAR), Erik Kampert (WMG), Felicity Langer (WMS), Di Li (WMG), Deepak Parashar (WMS), Sarah Penny (IAS), Henry Nwankwo, Julie Robinson (Library), Sue Johnston-Wilder (Education Studies), Alison Taylor (OD), Reza Kashtiban (Physics)

**APOLOGIES:** Naomi Pullin, Catherine Constable, Truong Quang Dinh, Abi Eccles, Chen Ji, Lindsay Muscroft, Catherine Stanford

#### 2. INTRODUCTION BY ANNA CHAPMAN.

The Forum had been asked to provide their updates before the meeting, allowing time for more questions and discussion during the meeting.

##### **DEPARTMENTAL UPDATES:**

###### **CEDAR - Emma Langley**

Little to report. As mentioned in the last meeting, the department have a range of Early Career Researchers on fixed-term contracts that are concerned about how the current university drive to save substantial sums of money will affect their jobs and long-term career prospects.

###### **EDUCATION STUDIES - Elisabeth Arweck**

Little to report except that the Research & Scholarship Committee will meet this week.

###### **LAW SCHOOL - Sharifah Sekalala**

The COVID-19 Crisis has had an impact in the way in which researchers within the universities work both in the short term (working from home) but also in the long term with lack of certainty due to the possibility of future waves of this pandemic. This is also within the context of massive cuts due to the University's constrained financial position. This will have an impact on the research that we do in the short, medium and long term.

Sharifah had sent a [Law School Report](#) for circulation that looks into the dimensions of some of these concerns for staff at different career stages which may be helpful in thinking about issues for researchers and COVID-19.

###### **WMG – Erik Kampert**

In May, the WMG Researcher Forum had a successful, well-attended, first virtual meeting, as a chance to check in, share top tips for working from home and feedback on any concerns that existed. We also had a short talk from our Outreach team outlining how we could get involved in the latest virtual outreach projects. Since June 15<sup>th</sup>, WMG laboratories have gradually been opening for our experimental research activities, with updated risk assessments in place, and only for approved staff that went through a H&S re-induction process.

## IAS – Sarah Penny

- [Supporting Postdocs at Warwick](#) - Webpage for information on training, resources and opportunities for postdocs/ecrs : <https://warwick.ac.uk/postdocs/>
- [Associate Fellowships](#) - Open for applications – offers all Warwick postdocs support and development opportunities including: Accolade (see below), access to IAS Postdoc Community Team space where fellows can connect and share ideas, and online resources, e.g. Nature Masterclass in Scientific Writing and Publishing (see below).
- [Accolade](#) - our training programme designed to help IAS Fellows establish an independent academic career is online. Accolade is term-time and will recommence in October 2020.
- [Nature Masterclass in Scientific Writing and Publishing](#) – new online resource for fellows.
- [Exchanges: The Interdisciplinary Research Journal](#) – Latest Themed Call for Papers: Challenge & Opportunity
- [Exchanges Podcast](#) - The new podcast from [Exchanges](#) has now reached its second episode, looking at the kinds of article submissions the journal is keen to receive. Hosted by the Editor-in-Chief, forthcoming episodes will be discussing advice for authors, a potted journal history along with coverage of the forthcoming journal special issues.
- [IAS Awards](#) - small grants for research development and events. Please see web page for latest information on the call.

## LIBRARY – Julie Robinson

### Open Access News

#### UKRI and COAF block grant funding for 2019/20

The Library currently administers two grants to pay for Open Access charges for funded researchers, one from UKRI, for researchers funded by the UK Research Councils, and one from the Charities Open Access Fund (COAF). These are classed as grant funding for the purposes of the Professional Services spending review, which means that applications can still be processed as normal and invoices financed through either scheme **do not need to be submitted to the Registrar for approval**. Eligible researchers should continue to submit their applications through the [online form](#), but you are welcome to contact the Open Access Team at [openaccessfund@warwick.ac.uk](mailto:openaccessfund@warwick.ac.uk) with any questions you may have.

#### Charities Open Access Fund (COAF) comes to an end 30 September 2020

The Wellcome Trust is introducing a [new Open Access policy](#) on 1 January 2021. This means that the OA policies of the six partner charities in [COAF](#) will no longer be aligned and, as a result, the fund will close at the end of its current financial year on 30 September 2020. All six charities have pledged to continue to support Open Access and are working to put [new arrangements](#) in place.

In the case of the Wellcome Trust and Cancer Research UK (and possibly Versus Arthritis), this will continue to be through 'block' grant arrangements. CRUK has already confirmed, however, that Warwick **will not receive a block grant** for the 2020/21 financial year as the value of grant funding received does not meet their threshold. Researchers can still cover OA charges from any excess funds available through their main CRUK grant.

### **New Wiley Open Access Agreement**

The Library has recently signed up to a new Read & Publish agreement with Wiley which will allow Warwick-affiliated authors to publish primary research and review articles in their fully OA and 'hybrid' journals under a range of Creative Commons licences. To take advantage of the scheme, authors should select this option when their article is accepted for publication. There is more information on the Wiley [Author Resources](#) pages and on the [Library news feed](#).

### **Online support for researchers**

The planned launch of the Library's new online courses for researchers has been delayed, but we are pleased to confirm that Module 1 of the new [Communicate Your Research](#) course will go live this week and the supporting Q&A session / webinar will take place on [Thursday 9 July](#). A further 7 modules will be added over the Summer, each with an accompanying 'live session' approximately two weeks later.

Full details will be made available for each module via the [RAS events](#) page, along with sign-up forms for the webinars. Research students can also sign up via [SkillsForge](#). We welcome feedback from the research community so we can incorporate this into the 20/21 version of the course. Please email any comments to [scholarlycomms@warwick.ac.uk](mailto:scholarlycomms@warwick.ac.uk).

The new Copyright for Research and Teaching course will be available shortly, but in the meantime there is a new [Copyright](#) page on the Library website, which includes copyright and IPR advice for authors, as well as for teaching, learning and research.

### **University of Warwick Press**

Following the successful launch of the [polisemie](#) journal in April, the University of Warwick Press is pleased to announce that we are also working with [WICID](#) to host their [Methods Lab](#) toolkits series. The first two publications in the series are freely [available to download](#) now on our Open Monographs platform.

### **Research Data Management Resources**

For researchers who are preparing Data Management Plans, two excellent resources have recently been updated. [DMPonline](#) provides templates and guidance for DMPs relating to a most key funders, whilst the [Jisc RDM Toolkit](#) is a great starting point for reliable resources on research data management for researchers. Questions about using the tools, or Research Data Management more generally, can be sent to [researchdata@warwick.ac.uk](mailto:researchdata@warwick.ac.uk).

### **#Open Research Warwick**

A quick reminder that the podcast from the February roundtable, featuring members of the Open Research Group and two of the co-authors of the [Leiden Manifesto for Research Metrics](#), is available to stream or download from the [Library website](#). And we are still looking for examples of good practice around Open Research that we can share with the Warwick community. Please encourage colleagues who are working openly to contact us at [scholarlycomms@warwick.ac.uk](mailto:scholarlycomms@warwick.ac.uk).

### **PHYSICS – Reza Kashtiban**

After making the labs Covid-19 safe with relevant measures by the Estates and department, members of RTP staff were permitted to return and conduct experiments on behalf of users from 17th of June as phase one return to labs. Other experimental members of the staff and PhD students are permitted to return to their labs from 22nd of June providing that the relevant risk assessments for their labs has already been approved. All theory work, data analysis and other office base work still must be done from home.

## **NETWORK LEADS:**

### **CHEW SEMINAR SERIES – Felicity Langer**

Due to Covid-19 we have put the remaining seminars in our seminar series on hold. We were able to do one virtually in April which was a success, however other speakers felt they would rather wait until they could deliver their presentations to a live audience, so we are hoping to reschedule when this will be possible.

### **EDUCATION AND PSYCHOLOGY RESEARCH ACTIVE NETWORK (EPRAN) - Emma Langley**

Last Wednesday I hosted the final Education and Psychology Research Active Network (EPRAN) seminar on the topic of 'fathers in research' on Zoom. This involved presentations from myself on 'Fathers of Children with Intellectual Disabilities', and Dr Alan Dolan from Centre for Lifelong Learning on 'Men and Masculinities.' The seminar was well-attended and received.

Following the updates Elisabeth Arweck asked what each department is doing to keep in contact during the lockdown. Many departments are having regular weekly catch up via Teams, mainly light conversations, not always about work, less informal chats. Some are having large meetings every couple of weeks or once a month for the entire department where presentations can be made and projects discussed.

## **3. UPDATE FROM SUPPORT REPS**

### **HR – Adele Ashford**

Work is being undertaken by HR on 'returning to work' processes. There is a returning to work webpage that provides more information on how to return safely and details some very useful FAQs: <https://warwick.ac.uk/coronavirus/intranet/faqs/campus>. Also much work is being done on agreeing Risk Assessments.

Different areas of the University will be opening up very slowly, this is dependent on Government guidelines and restrictions e.g. the sports centre, food areas are working to ensure staff, students and the public can remain safe and maintain social distancing measures.

HR is looking to implement a Working from Home Policy, that Adele is currently working on, alongside OD, Health and Safety, IT Services.

Sue Johnston-Wilder raised the point that in the returning to work safely information it describes physical health issues are described, but not mental health issues. Adele agreed to feed this back.

### **OD – Anna Chapman**

Recent workshops/webinars: Academic Writing 'Creativity and Ideas Generation for Writing' Research Careers 5 'Making an impact in CVs and applications' ran in May and June. Both were well received.

OD is currently reviewing all leadership and management development provision. Leadership for RAS will be considered within this context and to meet the requirements of the Concordat.

Due to the current financial impact of Covid-19 all network funding has been cancelled for this year and next year.

OD will have a very limited budget and resources for RAS next year. Priorities will be Academic Writing, Career Development and Leadership Development. Anna asked, given the financial context, what the Forum felt OD should focus on next year. Elisabeth Arweck said that current OD provision is heavily focused on early-career researchers and there is nothing for mid-career

researchers. Anna agreed with this and will follow this up with Elisabeth. Sue Johnston-Wilder asked if there could be a co-writing scheme. Anna will follow this up with Sue and report at a future meeting.

Anna gave highlights from the Pulse Survey conducted between December 2019 and February 2020. There was an overall response rate of 72%, with the lowest level of responses coming from researchers (53%).

Areas in which research focused staff results were significantly above the Warwick overall figure were:

- Satisfaction with my job
- Being treated with fairness and respect
- How the University manages change.

Areas in which research focused staff results were significantly lower than the Warwick overall figure were:

- Feeling a strong sense of belonging
- Senior leaders set out a clear vision
- Feeling supported to challenge inappropriate behaviours
- Fairness of the academic promotions procedure.

Further detailed analysis of the Pulse results for the research community will take place and be shared in due course. Full results of the Pulse Survey will be shared in insite inbox on Friday 26<sup>th</sup> June.

#### **Research Committee - Elisabeth Arweck**

Concerns and issues having an impact on research(ers) and current research projects as a result of Covid-19/lockdown were conveyed to the Research Committee during its termly meeting on 4 June. These had been gathered in the run-up to the meeting after RAS had been invited by OD (by e-mail and in a note in the newsletter) to communicate research-related matters to Elisabeth. The messages received were collated in a document which was sent to the Research Committee prior to the meeting on 4 June. This item was raised under AOB, with the Committee Chair Pam Thomas suggesting that she take up the detail of these matters with Elisabeth outside the Committee meeting. The Committee agreed to this suggestion. Elisabeth is awaiting further details.

RAS are invited to continue to send Elisabeth their concerns relating to research so that they can be included in the discussion with Pam Thomas.

Elisabeth wondered how the University's message around staff welfare and wellbeing as a priority translated into action on the ground.

#### **4. AOB:**

The next meeting on 12<sup>th</sup> August has been cancelled due to annual leave and a clash with Clearing. It was mentioned that Pam Thomas will be attending the next RSF to discuss the recent 'Have your say' survey of the research community. Rather than wait until September for the next meeting, a new date will be confirmed hopefully for late July, for this purpose.

Anna asked if the Forum would like to keep the new format of requesting written updates for circulation prior to the meeting. It was decided that people should have the flexibility to decide to send their updates beforehand or give them verbally during the meeting.

Anna said that members of the forum can chair the meetings as a development opportunity. If anyone would like to volunteer and develop their skills of chairing in a friendly, supportive environment, please let us know. This will commence in September. Anna will continue to chair should no one come forward.

5 **Date of next meeting:**

July to be confirmed when Pam Thomas's availability confirmed and 29 September 20