

FOR RESEARCH ACTIVE STAFF

OCTOBER 2013 E-NEWSLETTER

SUPPORT OVERVIEW

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

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. Or visit the website for Research Active Staff (below) for information on current support.

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

The LDC website has been developed to include career guidance resources for research active staff.

Visit: http://www2.warwick.ac.uk/services/ldc/researchers/opportunities/development_support/career_development/

The site follows three key themes:

Careers Support - includes information on the programme of workshops and **1-1 meetings** available via online booking, with career consultants. See page 3 of the newsletter for details on career development events coming up and **contact Sandy with your suggestions for topics for future support events.**

Career Pathways - guidance on how to plan your career progression in academia and advice on opportunities outside academia.

Recruitment and Selection- advice on how to maximise your chances at each stage of the recruitment process.



NEW THIS MONTH:

Event News:

- ⇒ International Year of Statistics ... "What Has Statistics Ever Done For You?"
27 November
- ⇒ Open Access at Warwick

Support Update:

- ⇒ Career Development website
- ⇒ A report on the work of the Research Active Staff Networks
- ⇒ CROS & PIRLS 2013 National Survey Results

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

“Sharing ideas, interests and agendas can only strengthen research.”

Penny Smith, ERN Report

Support for research networks is an important part of LDC’s work with research active staff. In the 2012/13 academic year £7,000 of funding was used by ten networks to enable a range of activities to take place:

- ⇒ Individual start-up events
- ⇒ Programmes of regular meetings
- ⇒ Events to support staff communication and development within a department or faculty
- ⇒ Cross-faculty collaborations on a specific theme
- ⇒ Consolidation of existing networks

Examples of activities that have taken place include:

IDH Network for Biomedical Engineering Researchers, WMS & NHS professionals.

A pilot event was held on 27 February 2013, attended by over 55 researchers. IDH brand awareness was created and a number of possible collaborators for IDH were identified. In addition, two participants found collaborators for their research by attending the event.

Human Hip Group.

The introductory seminar allowed the process of scoping a research agenda from a broad range of contributors and research areas to support the strong clinical practice in the Coventry and Warwickshire region. As a result, a GRP Science and Technology for Health Network application has been submitted.

WMS Book & Journal Club (continuing in 2013/14)

From the 7 meetings held so far the network lead reported, *“... colleagues have commented that the meetings provided an excellent forum to discuss fundamental statistical methods for medical statisticians and how these relate to their day-to-day work.”*

In summary, feedback from across the networks focused on the opportunity for professional development and providing space for researchers in a given field to:

- ⇒ **Highlight their activities**
- ⇒ **Build awareness and collaborations amongst colleagues**
- ⇒ **Share best practice, develop skills and receive training through increased liaison with LDC and other university support departments.**

Many of the network leads noted in their reports that activities will continue this year. Funding for 2013/14 has already been agreed for:

- ⇒ **WMG Researcher Forum** (continuation)
- ⇒ **Education Research Network** (continuation)
- ⇒ **Researching Human Fatigue in the Workplace** (continuation)
- ⇒ **Medical Statistics Book & Journal Club** (continuation)
- ⇒ **Women in Science: A Day With ... Science Career Development Talks**

£13,000 of funding is available to support networks in 2013/14, with £5,300 already allocated.

For further details on the funding criteria, examples of previous/existing network funding and to download the application form please visit the Network Funding page at:

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

If you would like further advice or to discuss your ideas for network activities, please email Sandy Sparks :

Sandra.Sparks@warwick.ac.uk

See the ‘**Networks**’ page for further details on existing activities and contacts for Researcher networks at Warwick:

<http://www2.warwick.ac.uk/services/ldc/researchers/community/networks/>

“[The network is a ...] conduit for information for enabling research and creating supportive research environments.”

Vannessa Goodship,
WMG Researcher Forum Report

CROS & PIRLS 2013 National Survey Results

On 5 September the Vitae Conference launched the results of this years national **Careers in Research Online Survey (CROS) and Principal Investigators and Research Leaders Survey (PIRLS)**. Below are some of the key findings, for the full reports, including recommendations to institutions, please visit: <http://www.vitae.ac.uk/policy-practice/167-634081/Most-of-research-staff-are-positive-about-their-work-life-balance-new-Vitae-report-shows.html>

A researcher discussion blog on the survey can be found at: <http://www.biosciencecareers.org/2013/09/how-satisfied-are-doctoral-students-and.html>

CROS: 8,216 (26%) research staff responded to CROS from 68 HEI's 50% higher than in 2011.

- ⇒ Most respondents are positive about their work-life balance, integration and recognition by their institution for their research activity.
- ⇒ Participation in staff appraisal continues to increase (60%), although it is still lower than principal investigator participation (80%) recorded in PIRLS 2013
- ⇒ Some respondents do not believe they are treated fairly in comparison with other higher education staff, particularly in promotion and progression.
- ⇒ The overwhelming majority of respondents claim that they take ownership of their career development, with significant enthusiasm for wider experiences such as work placements or internships.
- ⇒ Three quarters of research staff respondents aspire to a career in higher education and around two thirds expect to achieve this.
- ⇒ The small group of research staff who have had multiple, short-term contracts and/or long service through fixed-term contracts feel less valued and have less positive feelings about their employer, job and career.
- ⇒ The extent of engagement of research staff in teaching and lecturing, and other supervisory and management activity is significant.
- ⇒ A minority of female respondents are more likely to perceive unfairness of treatment in relation to gender and more generally career progression and promotion, reward and participation in decision-making processes. A trend which continues in female principal investigators (PIRLS 2013).

PIRLS: 4,837 (28%) principal investigators and research leaders from 49 HEI's completed PIRLS.

Respondents consistently identified supporting the development of others as a critical aspect of their role, rating the following three behaviours as most important in excellent research leaders:

- ⇒ advances significantly the discipline/research area
- ⇒ creates opportunities and nurtures researchers' careers
- ⇒ exemplifies the highest standards of research integrity and conduct.

LDC EVENTS: DATES FOR YOUR DIARY

22 October 2013

Writing Journal Articles

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

24 October 2013

Statistics Seminar: Big Data and Large Scale Data Analysis

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

15 November 2013

Training Yourself to be a Prolific Writer

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

28 November 2013

Career Development: Interviews

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

3 December 2013

Career Development: Shortlisting

(postponed from 2 October)

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

4 February 2014

Technologies for Research

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

20 & 21 March 2014 / 26 & 27 June 2014

Academic Writing Away Days

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

Final details and booking information will be available later in the autumn for the following events:

Academic Writing: Writing Collaboratively

Academic Writing: Dissemination for Impact

Career Development: Evidencing Skills and Achievements

Statistics: Survival, Event History and Longitudinal Analysis

Statistics: Methods to Analyse Correlated Data

Statistics: Presenting Data in Tables and Graphs

USEFUL LINKS

Opportunities at Warwick:

<http://www2.warwick.ac.uk/services/ldc/researchers/community/resources/>

Funding Opportunity

New call announced for Knowledge Economy Partnership, British Council India.

Application deadline 5pm India Standard Time

Monday 28 October 2013

Knowledge Economy Partnerships support collaboration between UK and Indian academic institutions, providing seed funding for project activities and exchange visits between the two countries.

The partnerships are for a maximum of one year and the funding will range between £5,000 and £20,000.

For further details visit: http://www2.warwick.ac.uk/insite/news/intnews2/india_funding

Update on Open Access at Warwick

Policies

The Research Councils UK (RCUK) Open Access policy went live on 1 April 2013, and applies to journal articles and conference proceedings. RCUK will be reviewing the policy in 2014. The RCUK funding for this year is still available on a first-come-first served basis.

The updated Wellcome Trust policy comes into effect on 1 October 2013, and applies to new grant holders (awarded after 1 October 2013), and for existing grant holders after 1 October 2014. The Wellcome Trust now require that monographs and book chapters be made OA.

Further information and Library support

For further policy and Open Access funding information, visit : go.warwick.ac.uk/lib-researchers/authors

The Library's Open Access Officer, Helen Albrow, is available to support authors and provide up to date information, until the end of March 2014. Enquiries and/or meeting requests can be sent to Helen on: openaccessfund@warwick.ac.uk.

Please contact Helen for further details on this **upcoming support event**:

⇒ **Tuesday 22 October – 12-2pm**

Introduction to OA, including opportunities and issues surrounding OA, and the chance to take part in a practical demonstration of WRAP, Warwick's institutional repository.

Wolfson Research Exchange, Library.

“What Has Statistics Ever Done For You ...?”

Wednesday 27 November 2013

3.00-8.00pm, Zeeman Building.

This public engagement celebration will showcase the various ways that the field of Statistics has contributed to science, society and academia in celebration of the *International Year of Statistics 2013*.

The event will begin with academic discussions, followed by a drinks reception and public lecture on *'Statistics, why should they matter?'*

We are also pleased to invite schools to participate in a poster competition on *'What Has Statistics Ever Done For ...?'* We look forward to the topics they will explore.

Places are limited and booking closes on 24 November.

For further details and to book a place please visit the event website:

<http://www2.warwick.ac.uk/fac/sci/statistics/news/publicengagement/>



**Exchanges: the Warwick Research Journal
CALL FOR PAPERS: Issue 1(2), April 2014**

Deadline: Monday 11 November 2013

Articles are invited that articulate new research in all disciplines, and particularly interdisciplinary research. This is a peer-reviewed online Open Access journal that provides a vital public platform for the sharing of analytical and theoretical work of the highest standard by researchers to a wider audience.

You are invited to submit an article of 5,000 words in length, or an account of 1,000-2,000 words for our 'Critical Reflections' section (shorter, focused discussions on a piece of emerging research or on a symposium event).

Early career researchers are also invited to be part of the peer review scheme alongside more experienced researchers. For more information please visit: <http://exchanges.warwick.ac.uk>

Opportunities outside Warwick:

<http://www2.warwick.ac.uk/services/ldc/researchers/funding/outsidewarwick/>