

# FOR RESEARCH ACTIVE STAFF

## AUGUST 2016 E-NEWSLETTER

### SUPPORT OVERVIEW

Learning and Development support for all Research Active Staff at Warwick focuses on five main areas:

- ⇒ **Career Development**
- ⇒ **Enterprise & Entrepreneurship**
- ⇒ **Equality & Diversity**
- ⇒ **Leadership**
- ⇒ **Skills**

Please contact Sandy Sparks:  
[Sandra.Sparks@warwick.ac.uk](mailto:Sandra.Sparks@warwick.ac.uk)  
with any queries or to discuss your needs.

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

### Key activities from 2015/16 and looking forward to 2016/17

A wide range of support opportunities have been available to Research Active Staff over this academic year. Key activities have included:

- ⇒ Network funding, supporting 13 networks.
- ⇒ Research Data Management
- ⇒ Leadership courses
- ⇒ Infographics ... something a little different!

Sandy met with the PVC for Research on 26 July to agree the priorities for 2016/17. The focus will continue to provide learning and development support under the thematic areas, with a particular emphasis on:

- ⇒ Leadership and career development
- ⇒ Academic Writing ... with the next REF on the horizon.

### THIS MONTH:

- ⇒ A summary of useful information and resources from the 2015/16 academic year for Research Active Staff.
- ⇒ Take a look at what is available in the Resource Bank

## FOCUS ON: WHAT TO FIND IN THE RESOURCE BANK

Over the past four years, a growing range of activities and information developed for Research Active Staff has been archived in the **Resource Bank**, to support ongoing reference and self-directed learning.

We now have **80 resource pages** including reports, presentation files and edited video recordings of workshop presentations. A broad range of topics are covered across key researcher development themes. We encourage you to take a look through the Resource Bank via the inbuilt search tool.

Some of the resource pages created include:

⇒ Different aspects of **academic writing**, from *Building a Publication Strategy*, to *Writing Targeted Journal Articles*.

⇒ Talks from the **Statistics Seminar Series** that ran from 2012-14, including *Survey Design & Analysis*, *Bayesian Modelling* and *Statistics & Funding Applications*.

⇒ **Job application advice**, including *Creating a Strong CV* and *How to Approach an Interview*.

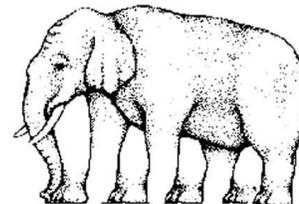
A number of informative pages have been added to the Resource Bank this year, following innovative activities to support Research Active Staff.

### Infographics

Infographics provide a great way of communicating insight in reports, on social media, in presentations, on posters. A Resource Bank page has been set up following a workshop run on this topic in June, which considered all the factors that have an impact on the infographic you end up with, and exploring the steps you need to go through to get to a good result. The page serves as a portal to a range of articles, tools and websites to help build your understanding. Following the success of this first workshop, further events will run in 2016/17. Visit the **Infographics Resource Bank page**.

### Unconscious Bias

Opportunities for understanding and training to raise awareness about Unconscious Bias will increase in the next academic year, but this year Sandy Sparks ran a number of sessions on this topic, including a workshop on 14 June which focused on how Unconscious Bias impacts on behaviour and decision making, followed by how



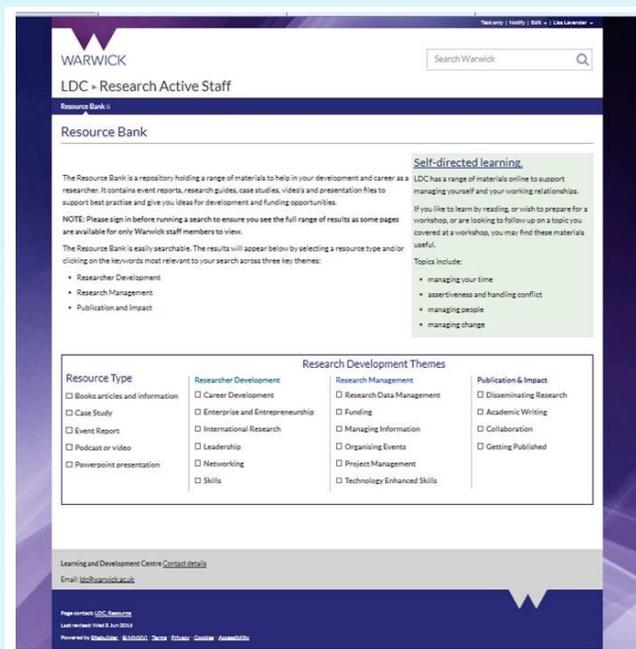
HOW MANY LEGS DOES THIS ELEPHANT HAVE?

to reduce Unconscious Bias.

The Resource Bank page includes links to key external resources and academic articles, along with a helpful presentation file:

### What is Unconscious Bias? Considerations and Top Tips.

Visit the **Unconscious Bias Resource Bank page**



A Window on Warwick session on the world's largest professional networking site was delivered by Dave Musson.

The Resource Bank page includes *LinkedIn: Your Handy Guide*, with excellent advice to help researchers reflect on how to raise their profile.

Visit the **LinkedIn: Raising Your Profile Resource Bank page**.



Open access is the practice of making research outputs available online with as few legal, financial or practical restrictions as possible. HEFCE introduced a new policy from **1 April 2016** for an open access requirement in the next REF process.

Details on this policy and other Open Access considerations can be found on the [Open Access website](#).

## Leadership Support

### Leadership in Action

In November 2015 we ran a 3-part Leadership in Action programme. This enabled Research, Teaching and Academic staff to explore and develop their leadership skills.

*"The leadership in action helped me to identify what I should and should not do when I lead in different settings. It has also helped me identify good practices and role models among my colleagues. It is a valuable experiential training course that enables academics from different departments to share their ideas on leading in a higher education context."*

Dr Charikleia Tzanakou, Research Fellow,  
Institute for Employment Research

### Preparing for Leadership

In February 2016 a 2-day Preparing for Leadership programme was made available to Research Active Staff who were not yet fully independent.

*"The preparing for leadership course was a really valuable use of my time. I was able to reflect on my own experience of leadership and management and identify my leadership skills, as well as future goals. The course gave me the opportunity to build my leadership knowledge and skills dynamically with a wide range of other university staff, allowing for unique insights to be discussed in our breakout sessions."*

Dr Rebecca Johnson, Research Fellow, WMS

## Research Data Management

Research Data Management (RDM), is vitally important for the success of a research project and is becoming increasingly important with major funding bodies, such as RCUK, the Wellcome Trust and Horizon 2020.

Throughout the 2015/2016 academic year three related RDM sessions were made available to Research Active Staff and postgraduate researchers, as a collaboration between Student Careers and Skills and the Library. In addition to these sessions, very informative resource bank pages were made available for each of the respective workshops.

### RDM: The Essentials

This session introduced Research Active Staff to Research Data Management and was held in January 2016. To access the resource bank page click [here](#).

### RDM: Data Management Plans

This session was designed to build on the introduction and focused on the development and use of Data Management Plans (DMPs). This was run in February 2016. To access the resource bank page click [here](#).

### RDM: Tools for Data Management

This session, run in May, was also designed to build on 'The Essentials' session and to follow-up Data Management Plans. To access the resource bank page click [here](#).

## Research Integrity

Earlier in the year Warwick launched a new Research Integrity training package. This free training is subject specific and aimed at all those involved in the delivery and administration of research:

<https://researchskills.epigeum.com/>



Further information can be found on the Research Active Staff website (including a short video guide), to support your access to and understanding of the online training course. A video from the RGAEC chair, Professor Lawrence Young, is also included, in which he discusses the importance of understanding and engaging with Research Integrity:

[http://www2.warwick.ac.uk/services/ldc/researchers/opportunities/development\\_support/research\\_integrity](http://www2.warwick.ac.uk/services/ldc/researchers/opportunities/development_support/research_integrity)