

FOR RESEARCH ACTIVE STAFF

DECEMBER 2016 E-NEWSLETTER

Learning & Development Centre

Research Active Staff

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SUPPORT OVERVIEW FOR 2016-2017

The Learning & Development Centre is currently looking to develop the Research Active Staff (RAS) provision under these main thematic areas:

- ⇒ Leadership
- ⇒ Career Development
- ⇒ Skills
- ⇒ Enterprise & Entrepreneurship
- ⇒ Research Impact & Public Engagement
- ⇒ Diversity & Inclusion

Please send any of your RAS needs through to the following inbox:
researcherqueries@warwick.ac.uk

Respect Day

Wednesday 16 November 2016 was nominated as 'Respect Day', with various activities taking place across the campus. The 'Respect Day' was designed around the eight key messages:

- ⇒ Start with the basics
- ⇒ Remember we are all different
- ⇒ Be self-aware
- ⇒ Develop your communication skills
- ⇒ Discuss what respect means in your local place of work or study
- ⇒ Take time to connect with and support others across the community
- ⇒ Don't be a bystander
- ⇒ Lead with respect

In order to view further information on the eight key messages please click [here](#).

In addition to this you can view a webpage dedicated to reviewing the 'Respect Day', including quotes from those involved, by clicking [here](#).

THIS MONTH:

Event News:

- ⇒ Leadership in Action
- ⇒ Academic Writing

Support Update:

- ⇒ Feedback from previous events
- ⇒ RAS Networks Funded

Leadership in Action

The [Impact Report](#) from November 2016 shares both the individual and institutional benefits gained by delegates that attended the Leadership in Action programme.

Background

Leadership in Action (LiA) is a three-part, experiential leadership course which was run at the University of Warwick in June 2015 and November 2015. Taking place over a period of three weeks, participants were provided with lunch and an afternoon of leadership training away from the office/lab environment.

The course is designed to offer insights into leadership through practical work-based examples of leadership situations. It covers six aspects:

Day 1 Leading in a meeting; Leading strategy

Day 2 Leading from a distance; Leading in a crisis

Day 3 Leading to get results; Leading multi-tasks

Participants are able to demonstrate their own unique leadership styles and to receive feedback from a group of peers.

The course has a nationwide success track record and is proven to help participants to do things like:

- ⇒ Explore leadership in theory and in practice
- ⇒ Understand personal strengths and weaknesses
- ⇒ Recognise achievements and how to use these to create future success
- ⇒ Understand the impact of leadership styles on those who are being led

The University of Warwick adapted version of a Vitae (supported by Research Councils) produced national course allowed participants to gain a real insight into the leadership challenges facing Research Active Staff, an understanding of the leadership and governance structure of the university and offered practical Warwick-centred examples of leadership situations.

From the events that took place in June 2015 and November 2015, 23 delegates attended - of which 16 were female and 7 were male. There were 8 Research Fellows, 5 Senior Research Fellows, 1 Principal Research Fellow, 2 Associate & Assistant Professors, 1 Professor, 2 Teaching Fellows, 1 Senior Teaching Fellow, 1 Principal Teaching Fellow, 1 Senior Clinical Teaching Fellow and the Director of the Early Years Programme.

Review & Evaluation

The [Impact Report](#) draws on the work of the Vitae Impact and Evaluation Team and utilises an adapted Impact and Evaluation Framework to demonstrate the impact of Leadership in Action (LiA) twelve months after the first course was completed.

There are five 'Impact Levels' the last one being 'Outcomes'. These 'Outcomes' were as follows:

- ⇒ Invitation to join a committee of an international studies association (ISA)
- ⇒ Submitted collaborative bid for funding with colleague from LiA
- ⇒ Successful bid
- ⇒ Application for funding from ISA
- ⇒ Invitations to join collaborative project group
- ⇒ Successful application for promotion
- ⇒ Applied and got a new job

LiA is a successful course. The learning outcomes for participants are far exceeded and level 4 impacts have been reported within 12 months of completion of the course.

Confidence and Preparedness

Participants consistently report leaving the course feeling more confident - "we came away with sharpened skills". They also felt prepared for leadership positions within their current role and also in roles further in their career. This increase in confidence has enabled participants to lead meetings, make leadership decisions and use the peer feedback from the course to hone their skills when leading.

Networking

It is noteworthy that many participants talk about the value of meeting other researchers and building an "extended friendship network" that "enables academics from different departments to share their ideas on leading in a higher education context". Others felt they now had a network of "colleagues [that] would readily respond as and when needed".

In order to view the full Leadership in Action Impact Report 2016 please click [here](#).

To view the full Impact Summary 2016 please click [here](#).

Finally, if you would like to sign up for the next Leadership in Action programme please go to page 5 of this newsletter, or click [here](#).

The deadline for applications is **Monday 6th February 2017**.

Preparing for Leadership

Further to last month's article on the Preparing for Leadership (PfL) Impact Report (which can be viewed on the [PfL webpage](#)), on Monday 14 and Monday 21 November 2016 Sandy Sparks ran this year's Preparing for Leadership workshop. Once again, this was for Research Active Staff who are not yet fully independent.

Preparing for Leadership is an experiential workshop with coaching and action learning to look at self, intellectual & team leadership. This workshop is based on a successful Vitae workshop (Vitae is funded by the UK Research Councils) which has been adapted for Warwick staff.

As with previous PfL workshops the event was a huge success.

Dr Matthew Ozoemena, who is a Research Fellow with WMG, provided the following feedback: *"The course was very useful with a focus on life/career reflection highlighting critical incidents, significant decisions and people who have provided leadership along the way. I was able to reflect on my career so far and the role of leadership in providing direction at significant turning points. The training approach was very engaging and I enjoyed the various group work sessions and learning from the ideas and experiences of colleagues from other departments. The course made me more conscious about leadership as well as reflect on the type of leader I'll like to be. It was also a good opportunity to network with colleagues from other departments".*

In order to express an interest in future PfL events and to view the Impact Report please click [here](#).

Academic Writing - Writing for Impact

On the **29 November 2016** 'Academic Writing—Writing for Impact' was run for the very first time. This session provided an overview of how impact is defined and how to apply it in your research. Often this is about identifying and learning to communicate impacts a project already demonstrates.

In addition the impact officers provided further information at the workshop.

In order to view a resource bank page, which includes some PowerPoint presentations and further information please click [here](#).

To express interest in further 'Writing for Impact' events please click [here](#).

Academic Writing: Finding Funding and Writing Funding Proposals

At the start of November Sandy Sparks and George Ttoouli facilitated an academic writing workshop called 'Finding Funding and Writing Funding Proposals'.

The session aimed to support delegates in articulating the research projects they want to pursue.

In order to register your interest in future sessions please click [here](#). There is also a [resource bank page](#) which contains useful information around this subject.

Unconscious Bias

Earlier in November Sandy Sparks delivered an Unconscious Bias session to Research Active Staff.

This workshop was an introduction to the concept of unconscious bias and looked at how unconscious bias impacts on behaviour and decision making. Attendees also spent time looking at higher education examples of unconscious bias and how people can reduce unconscious bias.

Emma Durrant, who is the Compliance and Operations Manager for Unitemps, provided the following feedback: *"I attended the Unconscious Bias session on the University's Respect day to understand more about unconscious bias, how it can affect everyday work situations, and how it can be mitigated. I really enjoyed the session – the delivery was lively and engaging with thought provoking examples and I took away some useful ideas on how we as a department could embed some of this learning into our culture. Thanks Sandy for an informative session."*

In addition to this session and as part of the University's Respect Day (see front page), Sandy Sparks also delivered a lunchtime Window on Warwick event on Unconscious Bias.

The PowerPoint slides from these sessions, along with quotes from delegates can be found on the relevant [resource bank page](#).

There is a new Unconscious Bias Moodle available. Please click [here](#) and enter your login details to access the course.

Managing Your Academic / Research Career

On the **3 November 2016** a 'Managing Your Academic / Research Career' workshop was delivered.

This was a one day workshop that provided Research Active staff in academia with a day of active reflection and discussion on a wide range of issues that face staff in the management of their careers.

The workshop provided an opportunity to examine existing skills, networks and preferences so that RAS can effectively progress their career. It was a collaborative workshop development by Vitae & UKRC (UK Research Councils) which has been adapted for Warwick Research Active Staff.

In order to view further details and/or register your interest in future sessions, please click [here](#).

FOCUS ON: RAS NETWORKS FUNDED

L & D Support for Inclusion in Bids and Grants about the support and development opportunities

In order to assist Research Active Staff with information to add into the learning and development sections of bid/grant/fellowship application, a 1-pager / outline of support for development opportunities has been put together.

In order to view this document please go to the 'Funding Opportunities for Research Active Staff' page by clicking [here](#). The document can be found in the top right hand corner of the page.

If you have any additional comments/ suggestions to be considered please email researcherqueries@warwick.ac.uk.

Research Staff Funding & Networks

All of the funding for the 2016-2017 academic year has been allocated and no further funding will be available until September 2017.

In total, 9 different researcher networks have been funded from 4 different areas of the university:

Warwick Medical School (WMS)

Qualitative and Mixed Method Interest Groups (QMIG)
(Stephanie Tierney, Rebecca Johnson and Amy Grove)

The Medical Statistics Book and Journal Club
(Deepak Parashar)

Health Economics Journal Club
(Felix Achana and Mandy Maredza)

Central England Rehabilitation Network (CEReN)
(Diane Playford)

West Midland Forensic Mental Health Research (FRANK)
(Vivek Furtado, Catherine Winsper)

Centre for Applied Linguistics

Discourse Studies in Social Science
(Sue Wharton)

Warwick Manufacturing Group (WMG)

WMG Researcher Forum
(Vanessa Goodship, Sumit Hazra, Bethany Middleton, Valentina Donzella)

Life Cycle Assessment Network
(Neill Raath)

Centre for Lifelong Learning, Sociology and PAIS

Borders, Race, Ethnicity and Migration (BREM)
(Khursheed Wadia, Hannah Jones and Vicki Squire)

There are a number of other networks either self-sustaining, previously funded by LDC and now funded by their respective department or who no longer need funding.

Details of some of these have been provided below:

Computing Morality Reading Group

(Elliot Ludvig & Adam Sanborn - Psychology)

In recent years, there has been a spate of attempts to build computer models of how humans make moral decisions. This multi-disciplinary enterprise draws on many fields, including Psychology, Philosophy, Neuroscience, Computer Science, and Economics. The Computing Morality Reading Group meets every two weeks for 1 hour to discuss 1-2 readings from this literature. The goal of the network is to gather the people from across campus with an interest in the issue, who might ordinarily not have the chance to interact.

Life Sciences Network

(Christian Zerfass - Life Sciences)

This active network holds monthly lunch time meetings with free tea, coffee and cake. The meetings invite speakers, either from an external source or internally to help lead discussion.

Big Data Network

(Emma Uprichard - Centre for Interdisciplinary Methodologies)

Increasingly, big data is social data (e.g. health, cities, administrative data, employment, education, social media, etc.). Therefore, social scientists urgently need to engage with issues in this area. This network aims to bring together colleagues across the Arts, Humanities and Social Sciences to explore big data from a range of perspectives. All Warwick staff and research students are welcome. Please email Emma Uprichard to be added to our email list to be kept up to date with activities.

Network for Early Career Researchers in WMS

(Rebecca Johnson, Siew Wan Hee & Sian Taylor-Phillips - WMS)

The network brings together ECRs from across the 6 Divisions within Warwick Medical School. The ECR Network aims to provide continued support to its members, and constructive feedback from this process is filtered across all strategic levels within WMS. The Network holds quarterly meetings and facilitates discussions of internal and external research opportunities and challenges.

To see details of who is running these networks and to view a copy of their respective application forms please click [here](#).

In order to view the full 'Research Active Staff Networks' page, which includes a breakdown of what each network is doing, please click [here](#).

FOCUS ON: UPCOMING LDC/RAS EVENTS

Leadership in Action

Further to the section earlier in this newsletter, Sandy Sparks is please to announce that the Leadership in Action programme is taking place again on **Monday 27 February, Monday 6 March and Monday 13 March 2017**.

This workshop enables Research Active Staff to explore & develop their leadership skills. Delegates have the opportunity to look at relevant theory, practice their unique leadership styles, receive coaching & feedback and share practice. The focus is on you, your development and developing your skills.

For full details and/or to apply for a place please click [here](#). The deadline for applications is **Monday 6 February 2017**.

Academic Writing: Handling Feedback from Journals, Publishers, and Grant Review Panels

This workshop is taking place on **Thursday 26 January 2017** between **10am and 3pm** (refreshments available from 9.30am), in **Argent Court AC.03**.

The session primarily targets Research Active Staff and provides guidance and discussion on peer review processes in publishing and grant awarding bodies. This is in expectation of researchers going through publication and funding processes who want to share knowledge and gain insight into how others handle feedback.

For full details and to book a place on this workshop please click [here](#).

Academic Writing: REF Cycles, Open Access and the Competitive Academic Marketplace

This session will be a practical discussion with knowledge sharing, examining how the REF cycles have affected academic publishing and the knock on effect for academics at all levels of their careers. This workshop is taking place on **Tuesday 17 February 2017** between **12pm and 5pm**, in the Wolfson Research Exchange.

In order to view further information and /or to book a place please click [here](#).

Academic Writing Retreat 'Bootcamp'

Take time to start or finish your academic writing. The academic writing retreat runs for 2 days and provides Research Active Staff the opportunity to focus exclusively on their academic writing. For that reason, we ask that delegates who attend are prepared to commit to the full 2 days when booking a place.

The next workshop is taking place on Thursday 9 and Friday 10 March 2017, between 9am—5pm in Argent Court. For full details and/or to book a book a place please click [here](#).

LDC EVENTS

Click on the titles below for more information and booking forms for the events confirmed for this academic year, or visit our events page for the full programme:

[http://www2.warwick.ac.uk/
services/ldc/researchers/
events_news/ras_events/
=====](http://www2.warwick.ac.uk/services/ldc/researchers/events_news/ras_events/)

Spring Term:

26 January 2017

Handling Feedback from Journals and Publishers and Grant Review Panels

7 February 2017

REF Cycles, Open access and the Competitive Academic Marketplace

9 & 10 March 2017

Academic Writing Retreat 'Bootcamp'

27 February, 6 March, 13 March 2017

Leadership in Action

****Closing date for LiA applications is Monday 6 February 2017****