

## Opportunities from the Learning & Development Centre

### The Learning & Development Centre (LDC)

Roberts' funding ceases on 31 December 2011. Roberts' funded provision for research staff ends at that point.

From 1 January 2012 to 31 March 2012 EPSRC Enterprise & Entrepreneurship Transferrable skills funding have funded the following two posts Sandy Sparks (Learning & Development Advisor) & Gareth Wright (Publicity co-ordinator) for three additional months. For further information of what is being offered please see below or on the website.

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

LDC will offer a small range of provision for research staff from the Spring Term – please look at the LDC website for details.

Roberts' funding ceases 31/12/2011

Enterprise & Entrepreneurship  
Transferrable skills funding ceases 31/3/2012

LDC Provision for research staff until 30 June 2012

### Roberts' funding (from September 2009 – Dec 2011)

#### Our plan

The priorities for staff development provision for early career research staff funded through Roberts' were agreed with the DVC & PVCs for Research and with the Research Staff Forum. The following five areas with agreed deliverables were agreed.

- Enhanced/Quality Information
- Personal Effectiveness
- Leadership & Management
- Enterprise Skills
- Career Development

The following staff were appointed and funded by Roberts': John Burden, located in RSS with a remit to support research staff with bids & grant applications and Julie Gallimore located in Careers with a remit to provide 1-1 support & advice & also workshops for research staff.

### Achievements & impact over 28 months

#### Enhanced/Quality Information

Monthly e-newsletters for research staff were produced and went out to research staff on first working day of the month. The e-newsletters covered learning & development opportunities for research staff;

- LDC opportunities,
- opportunities within the University of Warwick
- opportunities outside University of Warwick
- useful information on funding or policy etc.

A total of 25 monthly e-newsletters were produced. Copies of these can be found at:

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

The e-newsletter will now cease after 31 December 2011.

#### Website for information & legacy information

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

The website has been a useful resource to provide quality information relevant to research staff about; learning & development opportunities, researcher provision eg workshops or programmes as well as events taking place or funding opportunities.

This also assisted researchers to raise their profiles, build a community & enable an opportunity to promote themselves & what they are doing or have done, funding they had received, events they were organising that were open to other researchers.

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

15 Research staff profiles were published to the website:

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

Roberts' funding also funded Gareth Wright on 100% fte to maintain and develop the website

In response to requests from research staff a new website has been created which will direct/ signpost research staff to different resources, support & information relevant to the needs identified by that group. <http://www2.warwick.ac.uk/services/ldc/researchers/>

The website also contains a legacy of information including feedback & case studies which aim to share the learning of the last 28 months as well as providing ideas / examples that can be copied or adapted in the future. <http://www2.warwick.ac.uk/services/ldc/researchers/rfeedback#fb>

#### Case Studies of Roberts' Funded Events

Nine case studies have been written as a summary of some Roberts' funded events. The case studies cover

- training sessions & research seminars
- researcher's networks
- learning new techniques & tools
- employing PhD students
- book launch
- organized events
- conference attendance & collaborative visits

The case studies are intended to provide both a legacy on Roberts' funded events & also offer feedback on the benefits resulting from events. The case studies also offer ideas and best practice from the range of initiatives supported enabling researchers to copy or adapt ideas. <http://www2.warwick.ac.uk/services/ldc/researchers/rfeedback/>

#### Supporting the Development of a Research Staff Community

##### Research Staff Networks

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

Sandy Sparks has worked with "leads" to encourage research networks both within faculties & departments. Roberts' funding has supported both the Arts faculty network in collaboration with Karen O'Brien <http://www2.warwick.ac.uk/fac/arts/postdocs/> & the Social Science Faculty in collaboration with Christina Hughes, Chair of Faculty & Gary Fisher, Research Development Officer.

Departmental networks supported include: Institute for Employment Research (IER), Chemistry, Education, Warwick Medical School, Warwick Manufacturing Group & Digilab, Mathematics & Statistics, Life Sciences, Physics, Engineering & History. Support includes funding to enable networks & programmes of events.

## Opportunities from the Learning & Development Centre - cont'd

Sandy Sparks met with network leads each term to share information, ideas & best practice. Sandy has also encouraged networks to share ideas and practice and has taken opportunities to connect these into external networks where appropriate. Delegates from South Africa who were participating in the Warwick International Programme in the Leadership and Management of Higher Education in 2011 were, for example, keen to find out about the WMS researcher network and the research staff provision. This experience has been shared with colleagues wishing to start a researcher network in their own department, e.g. the researcher groups starting recently in History.

### Research Staff Forum

The Research Staff forum (RSF) has been supported by Roberts' funding which funded termly meetings of research staff representatives from departments. A RSF representative also attends the Research Committee. Sandy has attended all RSF meetings and provided information on the support, opportunities & resources offered by LDC for research staff. RSF information is hosted on the LDC website. <http://www2.warwick.ac.uk/services/ldc/researchers/forum/>

### Research Staff Provision

#### Researcher Programme

Researcher provision has been offered over seven terms from October 2009 to December 2011 and has consisted of 60 interventions (as well as Academic Writing and Business Engagement Mentoring Programmes and Research Team Leader Programme). The programme covered core transferable skills, including communication skills, networking skills, enterprise and career planning. Provision included online resources, short sessions, longer workshops and some programmes. Much of the provision enabled researchers to participate in sessions that progressively built skills, for example, *Project Management for Researchers*. This includes workshops & programmes via progression & streams. This covered workshops, lunchtime sessions, online provisions <http://www2.warwick.ac.uk/services/ldc/researchers/traindev>

In response to requests from research staff, provision has been planned annually and advertised as an annual programme, allowing researchers to plan ahead in terms of their personal development.

New workshops and sessions were introduced including: *How to sell yourself & your research*, *How to network - a strategic & practical approach*, *Four ways to find new ideas*, *Ideas generation, creativity & innovation*, *Meyers-Briggs Type Indicator (MBTI) & its benefits for research staff*, *Presenting your research to different audiences* and a series of seminars for the Social Sciences Faculty.

In response to an expressed demand for developing personal impact strategies, two workshops 'Raising your Profile' and 'Technologies for Research: Focus on Funding' were introduced and delivered by Christine Smith from LDC. Both were well received.

In delivering this programme, Sandy has collaborated with the following colleagues:

- Academic Writing Programme (AWP) Rochelle Sibley, Warwick Writing Programme
- Careers workshops (Julie Gallimore, Careers and Skills)
- Grant writing (Research Development Managers)
- Teaching & Learning (Christine Smith, LDC)

Sandy has also ensured that information on other opportunities from within Warwick and outside have been disseminated to the researcher community. These include opportunities from Vitae and UKCGE.

In addition to the core researcher programme, Sandy has organised the following:

#### Academic Writing (AWP)

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

The AWP began as a pilot programme and was structured into three elements:

- one to one support and coaching
- group workshops with guest speakers
- 2 Day "Writing Camp"

AWP was a collaborative project undertaken with Rochelle Sibley from the Warwick Writing Programme.

Bespoke academic writing programmes were also piloted and funded by Roberts' funding. These included the Institute for Employment Research's programme on peer review and WMG's programme on bid writing.

Three academic writing programme case studies have also been produced and are available online to share learning

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

#### Introduction to Career Planning online course

The online workshop 'Introduction to Career Planning for Researchers' is now available. Initial feedback has been positive and a second online workshop on employability is currently being developed. Thank you to Christine Smith (LDC), Julie Gallimore (Careers) & Gareth Wright (LDC) for producing this resource. The tool is available on the website at:

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

#### Careers Workshop

Julie Gallimore provided both 1-1 support for research staff & a number of group workshops on interview skills, CV writing and career choices. From January 2012, one to one support will no longer be available.

#### Leadership and Team-working – Research Team Leaders Programme

Trudy Hillier (LDC) developed this pilot programme in collaboration with external consultant, David Faraday. The first programme is currently underway with plans to deliver a second in the Spring Term of 2012. Feedback to date has been positive with participants valuing these features:

- "Networking – sharing with other team leaders their experiences of managing teams within a research context.
- Defining good practice, through the introduction of leadership, team-working and change management theories and models and support in their practical application
- Developing and practising 'soft' skills such as listening effectively – allowing each individual within the team to contribute fully and achieve their potential.
- Presenting your research to difference audiences"

#### Wider Dissemination and Collaboration

Sandy was invited to present a paper on achieving impact in terms of researcher staff development using a community development approach in HangZhou China October 2011. Sandy has also contributed to the Warwick Admin Managers Programme (WAMP) on the topic of creativity and supported the Residential Tutors induction programme (2009 & 2011)

Roberts' Funding legacy information can be found on the website <http://www2.warwick.ac.uk/services/ldc/funding/robertslegacy/>

## Opportunities from the Learning & Development Centre - cont'd

### Awards

Roberts' funding has been accessed and used in many exciting ways by individuals and departments as outlined below.

#### Roberts' funding individual & departmental grants (247 awards offered with a total value of £274.6K).

This breaks down as follows:

- Arts Faculty - x34 applications = £45.6K
- Social Science Faculty - x43 applications = £37.5K
- Science Faculty - x135 Applications = £153K
- Medicine - x36 applications = £30K

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

*Please note that the drawing down of the funds needs to occur by 31st December 2011, due to Roberts' funding ceasing & the budget code being closed.*

### Feedback from Roberts' funded events

The sharing of best practice by research staff: <http://www2.warwick.ac.uk/services/ldc/researchers/rfeedback/>

### The Future

LDC provision

- Roberts' funded event

Title	Date
How to make your Research Proposal attractive to Reviewers & Panel Members - Social Science Faculty	7 Dec 2011

- EPSRC Enterprise & Entrepreneurship Transferable skills funding

1 January 2012 – 31 March 2012 for 3 months

Sessions taking place that are EPSRC E&E Transferable skills funded and open to Research staff include:

Title	Date
Presenting your Research to Different Audiences	24 Jan 2012
Being an Enterprising Researcher	9 Feb 2012
How to Sell your Research & at what Cost?	23 Feb 2012

Depending on interest the following sessions are also being considered: *Consultancy for Researchers, Communicating your research to business, From research to Business: an insider's view, Creativity & Innovation & their place in the research environment.* Details will be updated over December on these events. For further information contact Sandy Sparks. [sandy.sparks@warwick.ac.uk](mailto:sandy.sparks@warwick.ac.uk) ext 74121

- Research Networks

Funding for research staff networks to start or to continue those already established research staff networks. These will be funded either from Enterprise & Entrepreneurship Transferrable skills funding or LDC for the periods January to July 2012. Information will be available shortly on the LDC website. <http://www2.warwick.ac.uk/services/ldc/researchers/networking/>

- Research Staff Forum Reps – LDC has provided the funding for these termly meetings to continue, the next meeting takes place 15 February 2012.

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

- The LDC general / research staff programme

For Learning & Development Centre offers that may be applicable to Research staff please see the programme <http://www2.warwick.ac.uk/services/ldc/development/>

### Funding Opportunities for Researchers

For further information about individual or departmental funding opportunities, please see: <http://www2.warwick.ac.uk/services/ldc/funding/researchers/>

### EPSRC Enterprise & Entrepreneurship Transferrable Skills Funding

Roberts' funding for individual and departmental grants have been used up, however up to £70K of EPSRC Enterprise & Entrepreneurship Transferrable Skills Funding is available from 1 September 2011 to 31 March 2012. The funding cannot be used to support conference attendance.

The criteria, application form and full details are available at: <http://www2.warwick.ac.uk/services/ldc/funding/researchersepsrc/>

Approved funding to date: 7 applications totalling £19.4k  
<http://www2.warwick.ac.uk/services/ldc/funding/researchersepsrc/funding/>

- Alexei Lapkin, Engineering - £2080 towards organising a course for Postdocs on 'Developing a Successful Grant Application', comprising a series of workshops and coaching sessions, Aug 2011 - Mar 2012
- Jassim Happa, WMG - £4535 to support the organisation and running of a 2-day Theory and Practice of Computer Graphics Conference, WMG, 8 - 9 September 2011.
- Claire Foulon, Physics - £1000 towards Participating in a workshop on 'Structures in the Solar-Wind Plasma', USA, 17 - 20 Oct 2011
- Wei Yang, Statistics - £5000 towards organising a workshop 'Topics on (Stochastic/Optimal) Control', Warwick, 30 Nov - 2 Dec 2011
- Rudolf Roemer, Physics - £5000 Physics Days (a series of 10 half-day engagement events in the areas of knowledge transfer, outreach and public engagement), Oct 2011 - Mar 2012
- Mathew Turner, Physics - £1000 Collaborative meeting with experimental scientists at Medical University of Vienna and Institut Curie, Paris, Feb - Mar 2012
- Darren Hughes, WMG - £800 Organising a workshop to promote opportunities for engineering research at central facilities, Warwick, 6 December 2011

### Feedback from EPSRC Enterprise & Entrepreneurship Transferrable Skills funded events

The sharing of best practice by research staff  
<http://www2.warwick.ac.uk/services/ldc/funding/researchersepsrc/shared/>

Sessions taking place that are EPSRC Enterprise & Entrepreneurship Transferrable Skills funded and open to Research staff include:

- August 2011 - March 2012 – ‘Developing a Successful Grant Application’, a series of workshops and coaching sessions  
Organised by Alexei Lapkin: [A.Lapkin@warwick.ac.uk](mailto:A.Lapkin@warwick.ac.uk)
- 6 December 2011 - Opportunities for engineering research at central facilities  
Organised by Darren Hughes: [D.Hughes@warwick.ac.uk](mailto:D.Hughes@warwick.ac.uk)

- October 2011 - March 2012 – Physics Days (a series of 10 half-day engagement events in the areas of knowledge transfer, outreach and public engagement)  
Organised by Rudolf Roemer: [R.Roemer@warwick.ac.uk](mailto:R.Roemer@warwick.ac.uk)

For funding advice or information please contact your Faculty Research Development Manager/ Research Development Officer in Research Support Services (RSS)  
<http://www2.warwick.ac.uk/services/rss>

## Further opportunities/support/information within Warwick

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

### Teaching for Researchers Programme, LDC

A pilot programme has been developed for researchers who are teaching or have an interest in developing the skills needed to teach. The programme will start in the spring term with two core half-day workshops. The content covered includes:

- Teaching as a researcher
- How students learn
- Developing confidence and presence as a teacher
- Small and large group teaching
- Assessment and feedback

The core workshops are supplemented by a series of shorter workshops which you can select from to tailor the programme to meet your individual interest. Register your interest in the programme at <http://go.warwick.ac.uk/ldc/development/tlr>

- “What does RAE/REF mean for me?” Workshop on 9 February 2012. Designed for the IAS fellows who are early career researchers: [http://www2.warwick.ac.uk/fac/cross\\_fac/ias/](http://www2.warwick.ac.uk/fac/cross_fac/ias/)

## Opportunities outside Warwick

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

### Vitae

Information for Research Staff, see <http://vitae.ac.uk/researchers/1269/Research-staff.html>

Vitae Course / Events <http://www.vitae.ac.uk/researchers/337551/Courses-and-events.html>

- 12 - 14 December 2011 **Leadership in Action**, Warwick University  
Leadership in Action is a 3 day non-residential course which will allow you to explore and develop your leadership skills. If you would like to develop your leadership skills, build confidence in your own leadership style and explore the concept of leadership then this course is relevant to you. You will be able to explore leadership in both theory and practice while working with a team of experienced facilitators from a range of career backgrounds. As well as learning more about your strengths and weaknesses, you will be able to recognise your achievements and how to use these to create future success.

For more information and to fill in a booking form please visit:

<http://www.vitae.ac.uk/policy-practice/397071-393481/Leadership-in-Action.html>

### Japan Society for the Promotion of Science

JSPS Summer Programme call for applications. Application guidelines and form are available from here:

<http://www.britishcouncil.org/japan-science-research.htm>

If you require any further information please do not hesitate to contact us at the JSPS London Office on 020-7255-4660 or by e mail to [enquire@jps.org](mailto:enquire@jps.org)

*Thank you Julie, Trudy, John, Trevor, Sharon, Christine, Gareth and Val for your help in delivering the Roberts' Funded provision.*

*May I take this opportunity to personally thank you for all your support & involvement in making this a very successful programme & I would like to wish you well with your careers & especially your personal & professional development.*

*Finally may I wish you all a very Merry Christmas and New Year.*



