

If you have news or information that you want included in the monthly e-newsletter for research staff, for example events you are organising or want promoting, or that your network or group is doing, please contact **Sandy** ([sandy.sparks@warwick.ac.uk](mailto:sandy.sparks@warwick.ac.uk) x74121)

## Opportunities from the Learning & Development Centre

Learning & Development Centre opportunities for training and development are for contracted Warwick Research Staff.

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

The LDC Research Staff Development Programme is available on the website: <http://www2.warwick.ac.uk/services/ldc/development/#rp>

Workshops	Date
Presenting your research to different audiences	5 July
Presenting your research to different audiences	14 July
Two Day Writing Camp (publications or bid writing)	7 & 8 September
Realise 2 Strengths Taster session (Careers session)*	20 September
Realise 2 Strengths session**	4 October
How to Network - a Strategic and Practical Approach	6 October
Building external relationships to gain research funding - for Social Science Faculty	11 October
Raise your profile - electronically & other alternatives	12 October
Academic Writing Programme - Workshop 1	20 October
Building external relationships to gain research access - for Social Science Faculty	25 October
Practical Project Management for Researchers	27 October
How to sell yourself & your research	1 November
Academic Writing Programme - Workshop 2	3 November
Building external relationships to assist with dissemination and impact - for Social Science Faculty	8 November
Technology for Research: Focus on Funding	9 November
Academic Writing Programme - Workshop 3	17 November
How to write a proposal to influence panel members - for Social Science Faculty	22 November
Project Management 2 for Researchers - the next steps	24 November
Relating your research skills to employer needs	29 November
Academic Writing Programme - Workshop Day 4 - Peer review *new*	1 December
How to write a proposal to influence a reviewer - for Social Science Faculty	6 December

The workshops highlighted above in yellow are not yet live on the website. To register your interest in receiving further information on any of these sessions email Val Bentick [v.bentick@warwick.ac.uk](mailto:v.bentick@warwick.ac.uk)

### \*Realise 2 Strengths Taster Session

This session will introduce you to the Strengths profiling tool. This allows you to assess your current strengths and other unrealised strengths you wish to build on to enhance your future career growth.

Come along and discover more about what's energising you in a day to day context, is it for example, action, drive or communication? Research staff who have completed the profile comment that it's given them more insight into their career choices and goal setting.

### \*\*Realise 2 Strengths Session

Once you have completed your strengths profile you can look at the ways in which you wish to use it to help you develop more versatility in your work based skills.

This session is designed to help you be a good strength spotter in yourself and others, generate career plans that play to your strengths and are energising and encourage you positively address your career planning.

If there are any bespoke workshops for departments or groups of research staff that you are interested in, please contact Sandy to discuss ([sandy.sparks@warwick.ac.uk](mailto:sandy.sparks@warwick.ac.uk) x 74121)

### Research Network Meeting

The Research Network Meeting is a group of people leading networks for research staff in their departments/faculty, it is an opportunity to talk about what they are doing and share their learning and experiences. The meetings are open also to researchers who are keen to organise a network in their faculty or department. The group meets once a term for an hour over lunchtime. The next meeting will be 22 September 2011. Please contact Sandy if you interested to join us.

### Academic Writing Programme.

The programme aims to support Post Doc /Early Career Researchers who wish to develop writing strategies to generate publications from active research.

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

Booking is available for the following Academic Writing offerings:

- **One to One sessions**

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

- **Workshops**

Workshop 1 - 20 October 2011

Workshop 2 - 3 November 2011

Workshop 3 - 17 November 2011

\*new\* Workshop 4, Peer Review Day - 1 December 2011

Booking form: <http://www2.warwick.ac.uk/services/ldc/researchers/acawrite/bookingworkshops/>

- **2 Day Writing Camp**

7 - 8 September 2011

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

### Research Team Leaders' Programme

A pilot leadership programme is being developed for Research Team Leaders. Four half day workshops with coaching support will run in the autumn term. Full programme details including how to nominate will be in the August newsletter or if you wish to register interest please email Val Bentick [v.bentick@warwick.ac.uk](mailto:v.bentick@warwick.ac.uk) and programme details will be sent to you in due course.

### The LDC General Programme

Other Learning & Development Centre offers that may be valuable to Research Staff are on the general programme <http://www2.warwick.ac.uk/services/ldc/calendar/>

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

### Funding opportunity for researchers:

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

**Please note the RCUK have approved the extension of Roberts' funding being used until 31 December 2011. Just 6 months to go!**

The focus of Roberts' funding is on sharing best practice, so in your applications please include how you plan to share best practice. It is essential that you are a research staff employee at the time of application and at the time of the event as well as being able to share best practice after the event.

Priority for Roberts' funding will be given to best practice sharing events. Support for conference attendance can be offered when applications emphasize dissemination of learning and best practice and identify ways of achieving this.

<< From May to Dec 2011 - Funding available = £120k >>

Funding used £53k      Funding remaining £67k

Roberts' funding individual & departmental grants total = £197K

- Arts Faculty - x24 applications = £32.5K
- Social Science Faculty - x30 applications = £27.5K
- Science Faculty - x98 applications = £116K
- Medicine - x28 applications = £21K

### CommUnicate Article

The recent summer 2011 CommUnicate newsletter focused on research staff and has some useful information about; the University's Global Priority Plan, about Roberts' funding, the Research Staff Forum & support offered by the library. <http://www2.warwick.ac.uk/services/communications/internal/communicate>

### Roberts' funding applications

A record of previous applications is available at: <http://www2.warwick.ac.uk/services/ldc/researchers/rfapps/>

**39 Individual/Departmental applications approved during June:**  
<http://www2.warwick.ac.uk/services/ldc/researchers/rfmonthapps/>

### Feedback from Roberts' Funded Events

To read some reports from colleagues who have recently attended Roberts' funded events go to: <http://www2.warwick.ac.uk/services/ldc/researchers/rfeedback/>

Sessions taking place that are Roberts' funded and open to Research Staff include:

- **Mid-July.** Workshop on "Kinship and Family Health Histories" at Warwick. Contact Antje Lindenmeyer for further information: [Antje.Lindenmeyer@warwick.ac.uk](mailto:Antje.Lindenmeyer@warwick.ac.uk)
- **10 October 2011. Meeting for RAPS/RAMS and Macrogroup,** Scarman House. Contact Helen Willcock for further information: [H.Willcock@warwick.ac.uk](mailto:H.Willcock@warwick.ac.uk)
- **1 August - 17 December 2011. Applied Mathematics and Statistics Seminar Series.** For further information contact Kody Law: [K.J.H.Law@warwick.ac.uk](mailto:K.J.H.Law@warwick.ac.uk)
- **Arts Faculty** provision ongoing <http://www2.warwick.ac.uk/fac/arts/postdocs/>
- **July/Oct/Dec 2011. Physics Lunchtime Seminars.** For Post-doc researchers to exchange ideas and present work to peers. For further information contact Dr Susan Burrows: [S.E.Burrows@warwick.ac.uk](mailto:S.E.Burrows@warwick.ac.uk)
- **27 April - 17 Dec 2011. Statistics department events. Bi-monthly seminar series -** Partial Differential Equations & Geometry, Mathematics Dept. [http://www.warwick.ac.uk/~masiai/Geom\\_PDE.html](http://www.warwick.ac.uk/~masiai/Geom_PDE.html)
- **WMG Researcher Network/Forum.** Liaise with Vanessa Goodship for further information. <http://www2.warwick.ac.uk/services/ldc/researchers/withinwarwick/>
- **WMG Researcher Seminars.** International Digital Laboratory. Liaise with Rebecca Cain for further information: [R.Cain.1@warwick.ac.uk](mailto:R.Cain.1@warwick.ac.uk) <http://www2.warwick.ac.uk/fac/sci/wmg/research/researchseminars>
- **WMS Early Career Researchers' Network programme.** For further information contact Dr Anca Alba: [Anca.alba@warwick.ac.uk](mailto:Anca.alba@warwick.ac.uk)

## Further opportunities within Warwick

### Women Researchers in the Science Faculty

As part of the Athena Swan project, LDC has organised 2 focus groups (the first one having taken place on 16 June) on the challenges of career progression and in particular of promotion to leadership roles for women in STEM departments. We are inviting women in academic and research roles to contribute to the debate by coming along to the remaining group in the summer term and will feed back a summary of issues raised to the Athena Swan project. The remaining date is:

- Tuesday 12 July, 12.30 to 2.30, in the Library's Research Exchange (lunch will be provided)

If you are interested in taking part, please email Sharon Neal on [s.f.neal@warwick.ac.uk](mailto:s.f.neal@warwick.ac.uk) to register your interest. More information on the Athena Swan project can be found at: <http://www2.warwick.ac.uk/insite/newsandevents/intnews2/athenaswan2010>

### IT Services Training Support for Research Staff

[http://www2.warwick.ac.uk/services/its/servicessupport/training/course\\_cat/teaching\\_research](http://www2.warwick.ac.uk/services/its/servicessupport/training/course_cat/teaching_research)

**12 July - 22 July Blogging - What is it? Who does it and why do they do it?**

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

Led by Amy McLeod, Knowledge Centre & Jess Humphreys, Learning and Development Centre

This session introduces the concept of blogging, how it is becoming a valuable mode of communication, how you can get involved and the opportunity to find out more from several Warwick bloggers. You do not need to have any previous experience of blogging.

## Opportunities outside Warwick

### 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 September, **Advancing in Academia**, Birmingham Thistle Hotel  
<http://www.vitae.ac.uk/researchers/337551-383031/Advancing-in-Academia---September-.html>

- 25 October, **Focus on....Institutional Approaches to Engaging PI's and Supervisors**, Warwick University -  
<http://www.vitae.ac.uk/researchers/56271-337181/New-Date-Focus-onInstitutional-Approaches-to-Engaging-PIs-and-Supervisors.html>

**\*\*Date Change\*\***

- 12 - 14 December (was 8 -10 August) **Leadership in Action**, Warwick University

*\*Apply for Roberts' Funding to cover the £50 fee\**

<http://www.vitae.ac.uk/researchers/56271-393481/Leadership-in-Action.html>

RCUK Delivery Plan - <http://www.ukcge.ac.uk/news/latestnews/RCUK+Delivery+Plan>

UK Council for Graduate Education - <http://www.ukcge.ac.uk/events/>

## Research Staff Profiles

### Matthew Waters / Research Fellow / School of Engineering



**Role:** Research Fellow. Current research is as a part of a TSB-funded project on continuous tablet manufacture for the pharmaceutical industry. Everything in the pharmaceutical industry has traditionally been made in batches; that is the way the whole industry is set up and regulated. Unfortunately it is also quite an inefficient method

of tablet manufacture. My role is to conduct research on the design of a novel integrated & flexible pharmaceutical process for manufacturing tablets and to design the 'factory of the future'. This has involved an investigation and extensive simulation of how a continuous pharma factory would operate in order to assess how a change in manufacturing paradigm from batch to continuous affects the day-to-day operations of traditional solid oral dose facilities. The project consortium includes GSK, GEA Pharma Systems, Siemens and the University of Newcastle.

### Life before Warwick

Before coming to Warwick to do an EngD I completed a masters in physics at Nottingham Uni.

### Best things about working at Warwick

Being surrounded by smart people means you can have a lot of interesting conversations throughout a typical day. The campus is beautiful, the facilities are great. It is very easy to arrange a friendly game of football to break up a day after being hunched over a computer for so long!

### Worst thing about working for Warwick or If you could change one thing at Warwick, what would it be?

It can be a lonely life working as a researcher. Perseverance in the face of adversity and disappointment is absolutely vital because nothing ever goes exactly to plan. Working as part of a consortium also has its own set of constraints – it can take project partners (particularly industrial partners) a long time to share data and insights.

Although I cycle to work every day, I feel that charging staff so much for parking (particularly during close-term) is blatant profiteering. Food on campus is very expensive too.

### What would you dream job be?

To head a research group that writes code analysis and transformation tools for industry, and to run a consultancy company to renew and revitalise enterprise code.

### Research interest

Legacy code renewal. Legacy code is by definition successful code – it has stood the test of time. It can be overly complicated, inefficient or risky to change, but too important and useful to throw away or ignore. Many businesses experience problems with big legacy systems: they become bloated over time as extra functionality is built in and so become less 'knowable', the original architects retire or move on, or the original platform becomes obsolete. I'm interested in the way that businesses deal with their problem code and providing automated tools to modify and update it.

### What have been useful training/ development to date

Without doubt the most valuable training for me was when I did a 9 month internship in Austin, Texas, at a specialist software tool builder. Over there I built compilers and various kinds of analysis tools; I really cut my teeth as a programmer there. I've also enjoyed participating in the 'Enterprising Academic' scheme as well as the University's own Business Engagement Mentoring Program.

### Other roles (eg. peer review journals)

A great deal of my time is spent working as part of the Spon End Building Preservation Trust, a local group dedicated to the renovation of historic buildings. I have been a trustee of SEBPT since 2005 and in 2008 became Chairman. The most recent project undertaken by the trust was the restoration of Black Swan Terrace, a row of Benedictine built timber framed workshops and dwellings built 560 years ago. This unique and complex project has required £2.2 million of funding, predominantly obtained through the successful application of grants from various funding bodies including the Heritage Lottery, the Architectural Heritage Fund, the National Trust and Coventry Council.

## Research Staff Profiles

Matthew Waters cont'd...

The building works now complete, this project has evolved into a multi-faceted community development initiative. The Trust currently maintains a property portfolio of twelve offices, a community learning centre, two shops, three dwellings and the Weaver's cottage, an historic building used for school trips and public open days. The Trust's main focus now is to maintain the buildings, generate publicity for the Weaver's cottage as an educational resource and an example of Coventry's heritage and to search for potential new projects. My role as chairman involves account and budget management, leading meetings of the trustees, screening and interviewing potential employees, liaising with a group of around 15 volunteer reenactors, gardeners and tour guides who help facilitate the running of the premises, to publicise the Trust's activities to the media via press releases and to assist in the production of newsletters and pamphlets for the 'Friends of the Trust', an interest group of approximately 150 people who have contributed financially to the project.

### Next bid/ grant

Ensuring the safety of industrial code: Automated MC/DC testing for Ladder Logic.

### Latest academic writing publication(journal/ book etc)

Clone Detection for Programmable Logic Controllers, Software Metrics for Ladder Logic.

### Looking for?

Funding!

### Major achievement to date

I've built several ladder logic analysis tools which achieved some commercial success; the first customer was NASA who used it to evaluate the code used to control the shuttle launch pad.

I was also awarded the Warwick Advantage Gold Award for my work with SEBPT.

### Three top tips / learning

- Don't give up when things don't go your way.
- Talk to anyone who is interested about your work – you'll be surprised what good ideas and insights a fresh perspective can bring.
- Work smart and work hard!

## Kulbir Bains / Strategic Analyst / Warwick Business School



**Current Research:** Research for SME's in Retail Design Sector - Development & Implementation of a Business Growth Strategy Based around Use & Delivery of a Environmentally Friendly Products & Services.

### Life before Warwick

Previous role was a Business Analyst for a high tech company, was primarily involved in market research and analysis. Joining WBS has been highly beneficial where I have combined academia with industry, which can be very demanding and challenging.

### Best things about working at Warwick

It has to be the support from LDC; CLLL & I.T. Services for development, where the knowledge and skills acquired has been brilliant.

### Worst thing about working for Warwick or If you could change one thing at Warwick, what would it be?

Car parking fees? Also more interaction between departments.

### What people are surprised to learn about me?

I'm very easy going and get on well with all walks of life. Enjoy building networks and contacts, and being funny from time to time, and I don't think local but global

### What would you dream job be?

Tennis umpire, sit on a high chair (best seat in the house), look left a few times, look right a few times click a screen, say a number or name, or both and travel the world when its mostly warm and sunny.

### Research interest

Environmental methodologies for Retail Sector, emerging technologies for e-learning.

### What have been useful training/ development to date

MBTI which maps out where you are, presentation skills which has been valuable when presenting to industry at board meetings. SharePoint 2010, as will save time.

### Next bid/ grant

Prospective support and funding to develop own business venture.

### Looking for?

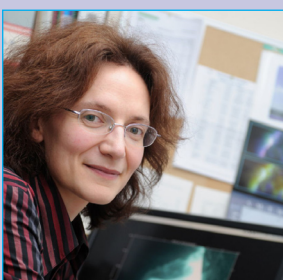
Improving business and academic networks, along with research grant proposals.

### Major achievement to date

Completing CPD for Chartered Marketer.

### Three top tips / learning

- You need passion for what you want to learn and achieve.
- You need determination and drive to prosper especially during the current economic climate.
- If you don't understand, always ask, as life is learning experience.



**Dr Claire Foullon, Senior Research Fellow**

(w.e.f 1.10.2011),

**Physics Department**

### Current Research:

Research on solar and space plasma physics.

### Life before Warwick

Research and study in England, Belgium, Scotland, and prior to that France.

### Best things about working at Warwick

The nature, the sports facilities, the Arts Centre, the University House, and people in general.

### Worst thing about working for Warwick or If you could change one thing at Warwick, what would it be?

The food at Rootes restaurant.

# Research Staff Profiles

## What people are surprised to learn about me?

My solo adventures in the States and Iceland when I was 18-20 years old.

## What would you dream job be?

Adventurer.

## Research interest

Geo-, astro- and space plasma physics, combining theory, observations and data analysis.

## What have been useful training/ development to date

Giving 1st year Electricity lecture courses to 245 students for 5 weeks.

## Other roles

- Student supervision - PhD and undergraduates
- Convener and conference chair roles
- Space mission involvements
- Refereeing - journal papers, grants

## Next bid/ grant

Planning to build my own research team with studentships and postdoctoral grants.

## Latest academic writing publication (journal/book etc)

Foullon, C. et al, 2011, Plasmoid Releases in the Heliospheric Current Sheet and Associated Coronal Hole Boundary Layer Evolution, *Astrophysical Journal*, in press

## Looking for?

Enjoying myself: exciting research and permanent position.

## Major achievement to date

5-year STFC Advanced Fellowship (2011).

## Three top tips / learning

- Research Career Builder (online: <http://gmprcs.group.shef.ac.uk/rcb.html>): in my opinion the most helpful way to assess one's own achievement over the years. A very handy tool to plan and appreciate the progress made.
- Voice idea: in my case, the most important tip to increase confidence was to turn my back and try to get my voice to reach the back of the room behind me (from workshop "Using your voice effectively as an academic").
- Writing idea: make progress on your paper by trying and writing a little of your research ideas every day, even if this is not much. I think this indeed is the best tip to write and publish papers.

## Contacts:

### Roberts' funded support staff: Who does what? Until December 2011

**Sandy Sparks** [sandy.sparks@warwick.ac.uk](mailto:sandy.sparks@warwick.ac.uk) ext 74121 (LDC) - 80% FTE to provide enhanced communication and providing information to the research staff through; the monthly e-newsletter, annual researcher learning & development programme, the research staff groups in faculties and departments and the LDC/ Researcher website. One to one coaching. Manages the Roberts' funding for individual researchers & departments.

**Trudy Hillier** [t.j.hillier@warwick.ac.uk](mailto:t.j.hillier@warwick.ac.uk) ext 24670 (LDC) - 30% FTE to develop training initiatives for research staff in relation to Leadership & Management Development and Personal Effectiveness. One to one coaching and tailored workshops.

**Julie Gallimore** [j.a.gallimore@warwick.ac.uk](mailto:j.a.gallimore@warwick.ac.uk) ext 23498 (SCS) - 60% FTE to provide careers advice & support as well as providing training initiatives / workshops in the Researcher programme. Careers support focuses on all aspects of career decision making and we can help you explore your unique set of skills, values and motivation. We are experienced in supporting researchers as they make applications, create CV's and prepare for interviews. Many researchers who are managing contract working chose to take up this support ahead of changes to their contract to help them manage their transition.

**Dr John Burden** [j.p.burden@warwick.ac.uk](mailto:j.p.burden@warwick.ac.uk) ext 51243 (RSS) - to provide support & advice to research staff on writing successful fellowship bids and grant applications. Advice and guidance about developing an academic track record as part of securing fellowship and grant funding.

**Trevor Robinson** [t.robinson@warwick.ac.uk](mailto:t.robinson@warwick.ac.uk) (Education) - 1 day per week - Business Engagement support through the Business Engagement Pilot Project

**Christine Smith (LDC)** - 50% FTE to provide advice on the production of some online resources for research staff

**Val Bentick (LDC)** - To provide administrative support

**Gareth Wright (LDC)** - Marketing & website support