

Message from Sandy...

Dear RAS colleagues,

This will be my last RAS e-newsletter, which feels strange after creating in excess of 120 RAS e-newsletters in more than a decade.

This month has been very busy with many RAS L&D opportunities. Some of these being:

- The introduction of the new single day Academic Writing Retreats'. A new 'Academic Writing Retreats – bootcamp' checklist has been created & added to the resource bank website page
- A new Academic Writing workshop called 'Unlock your Creativity: Creativity and Ideas Generation for Writing'
- The two-day Effective Collaboration Workshop for Research Active Staff which replaced 'Preparing for Leadership' this year. A new resource bank page is being created from this programme
- Facilitating a day long workshop 'Managing your Research /Academic Career'
- I ran a short session on 'Building your online presence' for WMG, but the resource bank website page is open to all RAS to view, this contains useful website links, articles, PPT copy
- I also gave a brief talk on how Warwick supports L&D for RAS to senior leaders from a University in Indonesia
- Facilitating a focus group asking users for their input into the needs of new RAS starters (early career, mid career and experienced careers stages) in their first 12 months

If you were unable to attend the session, you are able to visit the resource bank website pages, which have copies of the useful articles, books, guides etc as well as the collated feedback with RAS OD response to the feedback – see what your peers have to say about the workshops or events.

I have created a summary of RAS L&D support since 1 August 2019 – 30 November 2019, which will be able to be used in the University of Warwick's Athena Swan or and HR Excellence in Research Action plans.

After 20 years of working at Warwick University and more than 10 years leading on the Learning & Development Provision for Research Active Staff (RAS) I will be leaving to grow & develop my freelance / consultancy L&D business. I would like to thank you many of you for the lovely e-mail messages or cards that I have already received. It have been special to hear about the personal and or professional impact and benefits that you have gained from the RAS L&D provision and opportunities.

Finally I would like to say continue to make the most of L&D opportunities for your personal & professional development as RAS & best of luck with your career and futures. Please keep in touch!

Best of luck & farewell



This month:

Support and Resources

- ⇒ **RAS Statistics – Autumn Term**
- ⇒ **Resource Bank Pages for November Events**
- ⇒ **Project Management – Online Course**
- ⇒ **Impact Reports**

Events

- ⇒ **Leadership in Action**
- ⇒ **Being a Prolific Writer**
- ⇒ **Academic Writing Retreat 'Bootcamp'**
- ⇒ **Unconscious Bias**
- ⇒ **JSPS**

Farewell Invitation

If you would like to say goodbye to Sandy, she will be in the Research Exchange, room 3, Library on Tuesday 3 December between 12.30 to 3pm, if you would like to pop in & say farewell and or ask her any questions re: RAS L&D opportunities, please do.

Thank you to Sandy!

I would like to thank Sandy for her significant contribution to the Research community and wish her well for her future plans. We are in the process of replacing this role. If you have any questions in the meantime please contact researcherqueries@warwick.ac.uk or myself Trudie Donnelly, Organisational Development Director.

SUPPORT OVERVIEW FOR 2019/2020

Organisational Development (OD) provides learning and development support and opportunities for Research Active Staff (RAS) - staff on Research-focussed, Teaching-focussed, and Research & Teaching contracts, under these main thematic areas:

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

Please send any of your Learning & Development needs for 2019/20 through to the following inbox:
researcherqueries@warwick.ac.uk

FOCUS ON: PREVIOUS EVENTS AND RESOURCE BANK PAGES

Summary of Term 1 for 2019/20 RAS L&D Stats

Academic Writing

RAS 1-1 support

1 person, others were seen at the AW Retreats.

Two Academic Writing workshops

- 1) Being a Prolific Writer—8 attended
- 2) Unlock your Creativity—8 attended

Two 1-day Academic Writing Retreats – Bootcamps

- 1) 12 attended
- 2) 14 attended

Leadership

The first 'Effective Collaboration for RAS' Leadership programme, with 18 RAS attendees, we had staff from a Research Assistant to Professor attend the session from 6 different departments, with a large number of attendees from WMG.

Career Development

RAS 1-1 support

5 RAS with a total of 7 coaching sessions have taken place.

Managing your Research and Academic Career

11 people attended.

Research Staff Forum Meeting

Took place on the 14 October 2019. 28 people attended from 19 different departments.

Introduction to Unconscious Bias

Took place on the 15 October 2019. 8 people attended. The Introduction to Unconscious Bias will be moving to the Open Programme from 2020.

Bespoke Work—2 events, 39 attendees

Previous Events and Resource Bank Pages

Academic Writing

Retreat 'Bootcamp'

Two separate 1-day Academic Writing Retreats took place in the autumn term.

A [Bootcamp Writing checklist](#) has recently been added to the Academic Writing Retreat 'Bootcamp' Resource Bank Page. This was put together by Academic Writing Specialist Davina Whitnall. In order to view this checklist, along with lots of other academic writing resources, please click [here](#).

To view further information on upcoming Retreat 'Bootcamps' and/or to book a place please click [here](#).

Unlock your Creativity

Creativity and Ideas Generation for Writing

This session was delivered for the first time on the 25 November 2019 by Academic Writing Specialist Davina Whitnall.

A resource bank page, which contains slides from the session, along with collated candidate feedback, can be accessed by clicking [here](#).

Career Development

Managing your Research and Academic Career

This workshop took place on Tuesday 19 November 2019.

In order to view the slides from this session, along with collated feedback and a variety of other resources, please click [here](#).

Leadership

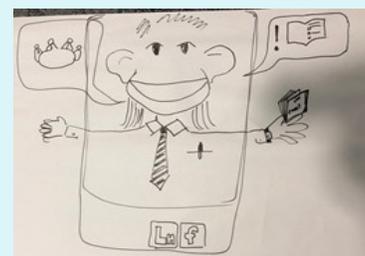
Effective Collaboration for RAS Programme

The programme is to build skills and knowledge in order to have or be involved in effective and successful inter-disciplinary and/or inter-departmental and/or inter-institutional and/or national/international collaborations.

This 2-day programme took place on the 21 and 28 November 2019.

To view the resource bank page, which includes the slides from the sessions, feedback from the candidates and a variety of other resources, please click [here](#).

Please see the 'collaboration-ready researcher' graphics below:



FOCUS ON: UPCOMING RAS EVENTS

Leadership

Leadership in Action

This Leadership Programme enables Research Active Staff (RAS) 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.

This workshop is based on a successful Vitae workshop (Vitae programme funded by the UK Research Councils) which has been adapted for Warwick RAS Staff.

The next programme is taking place on **Monday 10 February 2020** AND **Monday 17 February 2020** (attendance is required on both days), between **09.00 - 17.30**, in **Arden House, Conference Centre**. Refreshments will be available in Arden Coffee Lounge from 08.30 and lunch will be provided.

Sandy Sparks will be facilitating this leadership course.

For further information and/or to complete a nomination form please click [here](#).

Forms should be emailed to:
researcherqueries@warwick.ac.uk

The deadline for nominations is **Monday 13 January 2020**.

See the impact reports on the benefits of the programme.

Academic Writing

Being a Prolific Writer

This workshop discusses how to use your time and research efficiently for maximum publication output. The workshop is highly interactive, with writing exercises and reflection built into the materials, in order for participants to try out some of the writing strategies under discussion. The overall aim is to increase participants' confidence in their writing, particularly in relation to maximising the effectiveness of more frequent, shorter periods of writing time in order to maintain a writing routine.

Reasons to attend:

- ⇒ New Year is a great time for renewed focus
- ⇒ Learn new ways to tackle the ongoing challenges of procrastination and perfectionism
- ⇒ Hear how other colleagues approach the same challenges

The session takes place on **Thursday 23 January 2019**, between **10:00-16:00***, in **Argent Court, AC.01**.

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

***This includes an optional hour at the end of the session**

Retreat 'Bootcamp'

Further to the article on page 4, please note that the next 'Bootcamps' are taking place on **Thursday 5 March 2020** AND **Friday 6 March 2020** (spring), along with the separate summer dates of **Thursday 2 July 2020** AND **Friday 3 July 2020**.

Both 2-day events will take place between **09.00 - 17.00** (refreshments will be available from 08.30, lunch will be provided), over in **AC02/03, Argent Court**. Please note that attendance is required on both days.

Please note that a separate room will be made available for focussing on your writing and getting words on paper!

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

OD Open Programme

Introduction to Emotional Intelligence—Blended Learning

Introduction to Emotional Intelligence is part of a blended learning programme. This course provides an understanding of what Emotional Intelligence (EI) is, the history of EI and why EI is important. It covers practical techniques to help you to become more self-aware, to manage your reactions, to interpret others' emotions and to build more effective working relationships.

For further information on this workshop and/or to add yourself to the mailing list please click [here](#).

Please note that you are required to complete the e-learning course available on Moodle before you attend this course. You can access this by clicking [here](#).

Introduction to Unconscious Bias

This workshop is an introduction to the concept of Unconscious Bias and will look at how Unconscious Bias impacts on behaviour and decision-making. We will also spend time looking at H.E. examples of Unconscious Bias and how to reduce Unconscious Bias. The workshop is open to all University of Warwick staff who would like to increase their knowledge and understanding of Unconscious Bias.

The next workshop is taking place on **Wednesday 12 February 2020** between **13:00 - 15:00** over in **Argent Court, AC.01**.

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

Project Management - External Online Course

If you would like to start your learning before attending a Project Management workshop on the Open Programme, the online course [Business Fundamentals: Project Management](#) provided by Future Learn may be of interest.

FOCUS ON: EXTERNAL EVENTS

JSPS—Neutrino physics: past, present and future

Date: Thursday 19 December 2019

Time: 10:00-15:30

Location: Springer Nature Campus, London

This event is organised by Dr Teppei Katori, King's College London and Dr Iulia Georgescu, Nature Reviews Physics with support from JSPS London.

Neutrinos may be key to tackling deep questions about the Universe, such as the existence of new physics beyond the predictions of the accepted model of particle physics. There are many things we don't yet fully understand about these elusive particles, and to search for answers, physicists rely on large high-precision instruments built in unusual places, such as the Antarctic or abandoned underground mines, that are operated by big international collaborations. Some of the questions this event will cover include: What have we learned about neutrinos in the past decade and what do we hope to uncover in the coming years? How do these large instruments work and what does it take to run large international collaborations? Why do physicists build their experiments in remote locations and what technologies do they use to detect neutrinos? What challenges do they encounter when working across continents?

We have invited five leading scientists from the UK and Japan to share their excitement about neutrino physics and discuss the practical challenges they face in their research.

To register your attendance please click on the link below:
<https://www.eventbrite.co.uk/e/neutrino-physics-past-present-and-future-tickets-79536869919>

If you have any questions please email Polly Watson at polly@jps.org.

OD/RAS EVENTS

Spring and Summer 2020

23 January 2020

Being a Prolific Writer

10:00-16:00

4 February 2020

Research Staff Forum Meeting

12:00-14:00

10 February 2020 & 17 February 2020

Leadership in Action Programme

09:00-17:30

12 February 2020

Introduction to Unconscious Bias

13:00-15:00

5 March 2020 & 6 March 2020 (Sandy and Davina)

Academic Writing Retreat - Two-day 'Bootcamp'

09:00-17:00

13 May 2020

Research Staff Forum Meeting

12:00-14:00

2 July 2020 & 3 July 2020 (Sandy and Davina)

Academic Writing Retreat - Two-day 'Bootcamp'

09:00-17:00

Impact Reports

For information on how RAS offerings have helped support Research Active Staff over the years, particularly in the areas below, please go to the various [impact reports](#).

- ⇒ **RAS 1-1 support**
- ⇒ **Preparing for Leadership**
- ⇒ **Leadership in Action**
- ⇒ **RAS Network Funding**

Vitae

Don't forget you can go to the Vitae website and view a variety of useful resources. Click on the image below to login:



Future...

Sandy's last day will be 11 December 2019.

We are in the process of finding a replacement for this role. In the meantime if you have any general queries or articles for future newsletters please contact:
researcherqueries@warwick.ac.uk

Any other questions please contact Trudie Donnelly, Organisational Development Director.