

## **Wishing you a Happy New Year!**

The start of the year is a good time to stop and think about learning & development and career aspirations.

A slightly shorter newsletter this month, but hopefully something of interest to all.

Any learning & development queries please email:  
[researcherqueries@warwick.ac.uk](mailto:researcherqueries@warwick.ac.uk)

Best wishes

**Trudie Donnelly**

Organisational Development Director

## **Pulse Staff Survey**

The Pulse Staff Survey is now live and will run through until 11.59 on **Sunday 2nd February 2020**.

The Pulse Staff Survey provides an important opportunity for our staff community to speak and have their voices heard and listened to. We have been running the Pulse Staff Survey since 2005 and feedback from the Survey has led to some important institutional level actions, including; the review of the academic promotions process, a decision to apply for the Disability Standard, the initiation of the work around respect, and some great work at departmental level.

Everything you say will stay completely anonymous; all responses go straight to our survey provider [People Insight](#).

All salaried staff are invited to complete the survey. Please click on the link below:  
[www.peopleinsight.co.uk/warwickpulse2019](http://www.peopleinsight.co.uk/warwickpulse2019)

If you have any queries about Pulse, please take a look at the dedicated Warwick webpages ([www.warwick.ac.uk/pulse](http://www.warwick.ac.uk/pulse)) or email [pulse@warwick.ac.uk](mailto:pulse@warwick.ac.uk).

### **This month:**

#### **Events**

- ⇒ **Leadership in Action**
- ⇒ **Being a Prolific Writer**
- ⇒ **Academic Writing Retreat 'Bootcamp'**
- ⇒ **Network Funding Events**
- ⇒ **Introduction to Unconscious Bias**
- ⇒ **Researcher Development Sessions From the Library**
- ⇒ **Public Engagement Workshops**

#### **Support and Resources**

- ⇒ **Impact Reports**

## **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](mailto:researcherqueries@warwick.ac.uk)

## FOCUS ON: UPCOMING EVENTS

### RAS—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.

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](mailto:researcherqueries@warwick.ac.uk)

The deadline for nominations is **Monday 20 January 2020**.

See the [impact reports](#) on the benefits of the programme.

### RAS—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. 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’

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](#).

### RAS—Network Funding Events

#### 1. Medical Education Research Community (MERC)

MERC is hosting a seminar by Professor Karen Mattick from the University of Exeter on **Thursday 9 January** from **12.30pm - 2.00pm** in the **Medical School Building room A150**. Professor Mattick will be talking about her experiences of education research and how to formulate a good education research question. Lunch will be provided, so please email Dr Nick Hopcroft ([N.Hopcroft@warwick.ac.uk](mailto:N.Hopcroft@warwick.ac.uk)) to confirm attendance.

#### 2. Qualitative and Mixed Methods Interest Group (QMIG)

##### Qualitative research in clinical trials: Experiences of benefits and frictions from studies on antimicrobial resistance in Southeast Asia

*Dr Marco Haenssger, Associate Professor in Global Sustainable Development*

This talk will recall experiences of infusing clinical trials with qualitative research and social sciences research. We will focus on the process of doing interdisciplinary and mixed-method research at the interface of the medical and social sciences, highlight some of the insights gained from qualitative work within a clinical trial, and discuss alternative designs and research processes to generate knowledge. The examples will be drawn from research on antibiotic use and drug resistance in Thailand, Myanmar, and Lao PDR, specifically on point-of-care biomarker testing and treatment-seeking behaviour.

**Monday 20th January | GLT3 | 12:30-13:30**  
**(Lunch available from 12pm)**

To register please contact:  
[S.Rees.1@warwick.ac.uk](mailto:S.Rees.1@warwick.ac.uk) with any dietary requirements.

#### 3. Advanced Propulsion, Energy Management and System Control Network (APC Network)

**Wednesday 15<sup>th</sup> January, 9.30-10.30, EIC306**

All Research Active Staff across departments (i.e. WMG, School of Engineering, Mathematics, WBS) as well as relevant industries are invited to attend the opening breakfast event of the **Advanced Propulsion, energy management and system control Network (APC Network)** at **9.30am** in **EIC room 306** on **Wednesday 15/01/20**.

This network focuses on the development of advanced propulsion, energy management and system control for smart - efficient transport and energy systems, underpinning collaboration opportunities between researchers, academics, engineers and students across the University of Warwick. Following that, a series of bi-monthly lunch events and a workshop will be organised with the participation of both internal and external speakers to share professional experience, latest research findings and successful stories in solving real-world problems.

Truong Quang Dinh, Andrew McGordon, Phil Whiffin, and Jim Hooper look forward to seeing you at the event.

### Researcher Development Sessions from the Library

The Library offers a number of interactive and practical workshops to support research active staff throughout the Scholarly Communications cycle. These sessions are open to all researchers at the University, both PGRs and Research Active Staff, and are suitable for all disciplines (unless otherwise indicated).

#### The sessions divide into two main strands: **Communicate Your Research and Research Data Management**

The **Communicate Your Research** series begins with a general overview 'Planning Your Publication Strategy' followed by more focused workshops on a variety of publication venues (journals, books, conferences and conference proceedings and informal publishing). There are also sessions on understanding the increasingly complex landscape of Open Access publishing and (new for this year) evaluating your research impact, which offers a brief introduction to bibliometrics and altmetrics and how they can be used to measure engagement with your research.

The **Research Data Management** series begins with a workshop exploring the basic principles of managing your research data ('The Essentials'), complemented by follow-up sessions looking at data management planning and RDM tools. In the planning session, you will look at example data management plans and start to put together a DMP for your own research project. The tools workshop looks at choosing and evaluating a range of tools to support you throughout the research data lifecycle, including data collection and analysis and the creation of data documentation.

**New this year** we are offering a number of sessions 'On Demand', which will be added to the programme schedule if there is enough interest from the research community. Our Open Research session builds on the principles of Open Access and Open Data to consider how openness can be applied to research more generally. The Publishing Trap (part of the Communicate Your Research series) takes a game-based approach to academic career planning and looks at the potential effects that finance, intellectual property rights and Open Access might have on the dissemination and impact of your research.

Our Copyright and Your Thesis session is designed to encourage postgraduate research students to consider the implications of copyright law for their own research, both in terms of ownership of their work and reusing the work of others. However, it may also be useful to research supervisors who would like to improve their own understanding of the copyright requirements for dissertations and theses.

In addition to our workshop programme, the Library is also able to offer 1-2-1 consultations in all of these areas, along with other aspects of scholarly communications and the research lifecycle. A full list of the areas we cover and key contacts can be found on our [Research Support page](#). We are also able to offer more tailored sessions at Faculty, School or group level. Contact [LibResearchEnquiries@warwick.ac.uk](mailto:LibResearchEnquiries@warwick.ac.uk) or [researchdata@warwick.ac.uk](mailto:researchdata@warwick.ac.uk) for more information or to make an appointment.

All workshops can be booked via the Research Active Staff events pages. Postgraduate Research students should book through [SkillsForge](#).

If you would like to attend one/some of the sessions below please click on the relevant link and select 'Book a Place' on the right hand side of the page. If you cannot make the one/some of the date(s) available then please complete the relevant 'Register your Interest' form and we will contact you when new dates are announced.

#### Upcoming Researcher Development Sessions:

*Communicate Your Research:*

**Evaluating the Impact of your Research**  
Thursday 16 January 2020 or  
Tuesday 28 April 2020

**Planning your Publication Strategy**  
4 February 2020

**Understanding Open Access**  
12 February 2020

**Choosing Where to Publish (STEM)**  
20 February 2020

**Choosing Where to Publish (Arts and Social Sciences)**  
27 February 2020

**Presenting and Publishing Conference Papers**  
3 March 2020

**Publishing Scholarly Books**  
Thursday 2 April 2020

*Research Data Management:*

**Research Data Management Essentials**  
23 January 2020

**Research Data Management Planning**  
30 January 2020

**Research Data Management Tools**  
6 February 2020

These workshops are offered in partnership with Organisational Development and the Researcher Development programme.

## FOCUS ON: OTHER EVENTS

### Public Engagement Workshops

These sessions are delivered by the Public Engagement Team:

**Evaluating your Public Engagement Activities**  
24 January 2020

**Writing Effective Public Engagement Funding/  
Grant Applications**  
28 February 2020

**Involving and Engaging Patients and Public in  
Health Research - PPIE**  
10 March 2020 (Part 1 of 2)

**Reporting and Evidencing PPIE in Health Research  
- Using GRIPP2 as a tool**  
17 March 2020 (Part 2 of 2)

**Beginners Guide to Public Engagement**  
27 March 2020

**Presenting Your Research to the Public - Skills  
Workshop**  
24 April 2020

**Identifying, Understanding and Engaging the Public**  
28 April 2020

### 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**

### Last month...



### 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**

### OD Open Programme Events

#### 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. 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](#).