

RESEARCH ACTIVE STAFF

October 2020



NEWS

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Support for Academic Promotions
Research Staff Forum
Covid Staff Survey Results

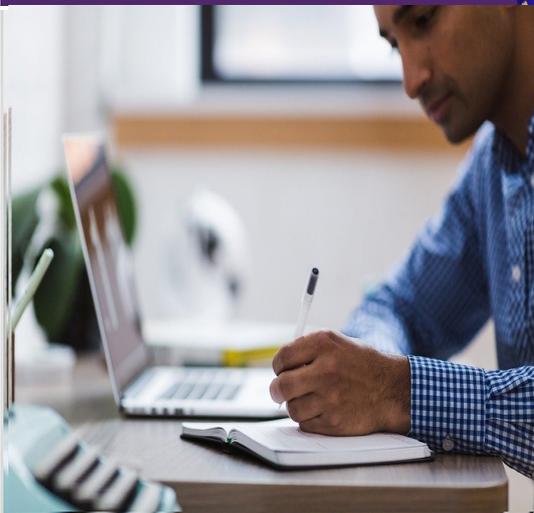
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NEW & FEATURED

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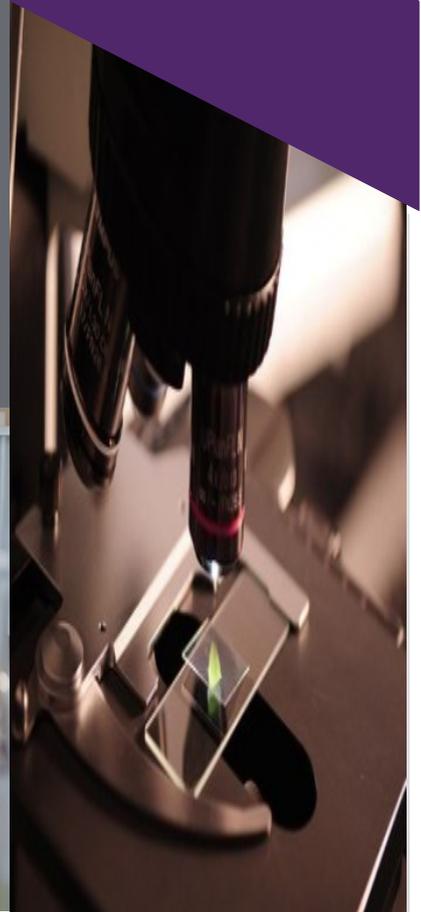
More details on pages 3 & 4



DEVELOPMENT OPPORTUNITIES

Taking place over the
next few months

More details on page 5





News

Congratulations to Professor Pam Thomas

Professor Pam Thomas (Pro-Vice-Chancellor – Research) has been appointed as CEO of the Faraday Institution, the research arm of the UK's £298m national battery challenge. This follows 30 years as a member of academic staff at Warwick. Pam will continue in her PVC Research role to lead Warwick through the REF2021 submission. We send our warmest congratulations to Pam.

<https://warwick.ac.uk/insite/news/intnews2/ceo-faraday>

Support for Academic Promotions

Professor Chris Ennew, Provost, and Karen Terry Weymouth, HR Strategy Director, will be holding a [Promotions Explained event](#) on Thursday 1st October and Friday 9th October from 2.00-4.00pm. Follow the link to find out more and to register your attendance. This event is open to all staff and specifically aimed at those academic staff who are either considering applying for promotion or supporting a colleague in applying for promotion.

Research Staff Forum

The Research Staff Forum is a networking forum for research active colleagues. We meet twice a term to discuss issues such as learning and development, the impact of Covid-19 on the research community and to share ideas and good practice. The first meeting of 2020-21 was held on 29th September. Find out about the Forum and further dates of meetings on the [RAS Research Staff Forum webpage](#).

New Webpages for Research Active Staff

During the summer the OD team has been working hard to develop new webpages specifically for research active staff. The new webpages present a fresh look and feel and easier navigation.

<https://warwick.ac.uk/services/od/research-active-staff/>

Covid Staff Survey Results

The Covid Staff Survey ran from 17th July – 5th August. The aim of the survey was to find out how the pandemic has affected the working lives of colleagues across the University. 42% of University colleagues responded. Headlines from these results are:

Most RAS responses compared less favourably to the overall University result. Areas in which the RAS result was significantly lower than the overall University result are:

- ⇒ Feeling well connected to University leaders
- ⇒ Feeling well informed about the actions the University is taking to respond to the impact of Covid-19
- ⇒ Knowing where to access wellbeing and support information
- ⇒ Ability to work from home effectively

You can see the full results [here](#).

The survey results have also been filtered by faculty and shared with Heads of Department. We understand that the impact of Covid-19 has impacted RAS in specific ways. We will be taking some time to understand what the data is telling us and how we can implement changes to support you. Further updates will be communicated via insite and in this newsletter.

In response to knowing where to access wellbeing and support information, we are featuring an article on [page 3](#) in this newsletter about the services provided by Wellbeing Services.

The difficulties in ability to work from home was an area also highlighted in the [RAS engagement survey](#) which was carried out during April and May, and which Professor Pam Thomas responded to at a specially convened July Research Staff Forum.



New & Featured

New Research Integrity Training

Research integrity is an essential part of research and research culture. It gives confidence to others, including the public, that the methods and results of research are reliable, credible and trustworthy, and ensures that researchers benefit from an open, transparent and supportive research environment.

In order to support the community's understanding of the principles and practices that protect the integrity of research, the University provides an online training course relevant to all those involved in delivering, supervising or supporting research.

We are pleased to be able to announce that a newly updated version of the research integrity online training is now available [here](#).

This allows researchers, students, and research support staff to explore their professional responsibilities, and the behaviours that they should expect from others, through an interactive online training programme.

Professor David Leadley, Deputy Pro-Vice-Chancellor (Research) and Chair of the Research Governance & Ethics Committee commented: "At Warwick, we are committed to the development of an open research environment that supports researchers to achieve their full potential. Research integrity is a core part of this, and I am delighted that the new online training has been made available to the research community and its support staff."

Wellbeing Support - Wellbeing Team

Taking care of our psychological and emotional health as the coronavirus pandemic continues is just as important as maintaining our physical health. The [Staff WB Hub](#) has many resources that are available to research staff should you need advice, support or guidance for either yourself or a colleague or friend. There are a range of masterclasses, webinars, drop-in

sessions and groups that you are able to make use of.

All of the sessions are arranged by Wellbeing Support Services and other colleagues, and cover a range of topics that will help you to look after your psychological and emotional wellbeing whether you have been working on campus throughout and are adjusting to a fuller campus as term begins, or you are working from home.

Examples of sessions are: Wellbeing masterclasses, facilitated mindful relaxation, Mindful movement, Life will never be the same: Anticipatory grief and reactions to the coronavirus, Bereavement: understanding and support around personal grief.

Please visit the [Staff WB Hub](#) to find out more and how to register for these sessions

How Warwick Works - Shadowing & Development Scheme for Academics

We're pleased to announce the How Warwick Works Scheme is now open for applications until Friday 16th October.

The scheme aims to support the leadership development of research and teaching, and research focused and teaching focused colleagues currently at Professor, Reader or Associate Professor levels. This year, in particular, will provide participants with a rare insight in how the University operates in times of disruption; strategically as well as through the use of virtual leadership.

We're seeking applicants from both those looking to shadow as well as from senior academic staff to volunteer to be shadowed.

Further details and application forms can be found here: <https://warwick.ac.uk/services/od/development-opportunities/schemes/how-warwick-works>



New & Featured

Library Update

Covid-19 and Library services

The Library is pleased to announce that the main Library building reopened on Monday 28 September. Please note that opening times have changed, and there are a reduced number of study spaces due to social distancing. For full details and to stay up-to-date with the latest developments visit [Covid-19 and Library services](#).

Due to the main Library building re-opening, and physical access to book stock being re-instated, the Click and Collect service ended on 25 September. Items requested **prior to/on 25 September** will be held available for collection in the Library.

Changes to the Charities Open Access Fund (COAF) and Wellcome Trust Open Access Policy

The Charities Open Access Fund (COAF) has supported researchers' compliance with the open access policies of six medical research charities since 2014. The Library has been administering this fund for the University of Warwick.

COAF relies on all partners sharing a common open access (OA) policy. This will no longer be the case from January 2021 when Wellcome implements its [Plan S-aligned OA policy](#). Consequently, COAF will end on **30 September 2020**.

All partners are committed to open access and will [continue to fund open access costs](#) for the researchers they support.

Warwick will continue to receive a block grant for open access fees for the Wellcome Trust from **1 October 2020** and this will continue to operate in the same manner as currently until **31 December 2020**. From the **1 January 2021** the rules of the new

Wellcome Trust Open Access Policy will come into force and the use of the block grant will change.

This Library news item contains [more information about the changes to Wellcome Trust Open Access policy](#), including a list of FAQs.

#LibraryHacks: Cross-disciplinary databases

The Library has launched an occasional series of short (2-minute) videos highlighting library resources and services specifically for researchers. The first entry in the #LibraryHacks series looks at [three databases that researchers don't always realise are cross-disciplinary](#) and explores some of their most useful features.

For more #LibraryHacks for researchers, you can also follow [@warwicklibrary](#) on Twitter.

Development Opportunities 2020-21

Areas of focus for RAS development during 2020-21 include:

- ⇒ Academic Writing
- ⇒ Career Development
- ⇒ Leadership Development
- ⇒ Research and Impact
- ⇒ Research Integrity Training

Take a look at the [new webpages](#) to find out more and to sign up.

Forthcoming workshops

Academic Writing Workshops:

[Being a Prolific Writer](#) 22 October: 10.00-16.00

[Academic Writing Workshop](#) 12 November : 10.00-17.00

Research Career 5 Series:

[Managing your Career](#) 14 October: 10.00-12.30

[Enhancing your Employability](#) 4 November: 14.00 – 16.30

Research and Impact Services:

[Introduction to Impact](#)

18 November: 14.00-15.30

20 November: 10.00 – 11.30

[Impact for ECRs and PhD](#)

Students – 23 November: 14.00-15.30

If you have any questions regarding the sessions, please email researcherqueries@warwick.ac.uk

Leadership & Management Development

[Leadership Essentials](#) is a five-day development programme that enables people managers to gain essential leadership skills and knowledge to successfully manage their team. The five modules are:

- ⇒ People Leadership: What it is and what the University expects from its people leaders
- ⇒ Operational Management: Your team's purpose and how it meets its aims
- ⇒ Team Management: Motivation, Communication and Conflict
- ⇒ Managing People Part 1: Agreeing objectives, influencing and reviewing performance
- ⇒ Managing People Part 2: Coaching Conversations, Difficult Conversations and Feedback Conversations

Any member of staff who is an existing people manager may attend this programme. Several cohorts are running during 2020-21. A Summer Term cohort is reserved for RAS colleagues only.

New Unconscious Bias e-learning courses

Two new e-learning courses are available which have been produced in partnership by Skill Boosters and leading UK business psychology consultancy Pearn Kandola LLP.

[Understanding Unconscious Bias Foundation](#) is a 35 minute course covering:

- ⇒ How and why bias develops
- ⇒ How unconscious bias can impact on working relationships and team dynamics
- ⇒ The impact of bias in specific situations
- ⇒ What we can do to better understand our biases and reduce their impact

[Understanding Unconscious Bias Advanced](#) takes approximately 60 minutes to complete and takes a more in-depth look at the nature of bias and how it impacts on the workplace.

