

CRS Forum 15 **28 July 2004**

Present: Ruth Ayres (CAP), Marie Garnett (CAP), Michelle Ellefson (Psychology), Mairi-Ann Cullen (CEDAR), Roger Thorpe (Engineering), Phillip Gould (Biological Sciences), Abdel Berkaoui (Statistics), Natasha Guseva

Apologies: Mark Potter (Physics), Chris Coe (SHSS)

1. Matters Arising

- Letter to Stewart Palmer re: Study Leave, no updates from Chris
- Open House (Ruth Ayres)
 - Reasonably successful, would have preferred if more people could have been there
 - Plan to have 2 per year, with 1 at the beginning of the academic year (October) and 1 mid-year (April)
- CRS Induction
 - New CRS would be contacted directly upon appointment. Will adopt a more personal approach so that CRS are going through an induction programme, which will include the induction event and Open House (CRS Forum) and will link into the Career Review process.

2. CRS Reps Rota for chairing/minuting CRS forum meetings

- CRS will volunteer in each meeting for chairing or minuting for the next meetings
- Forum 16 will be in the same location from 12-2pm on Wednesday 20th October. Marie and Ruth will chair/minute the October meeting. Roger and Michelle have volunteered to chair and minute the Forum in December.

3. Invited Speakers for the next meetings

- Research support services - discuss issues of grant applications, pilot of database of publications, and the sort of support offered, possibly followed by visits to individual departments
- Re-invite speakers to review issues that were discussed in previous forums
- Warwick Teaching Certificate
- Personnel - CRS fixed-term contracts, transitioning between contracts, expense claims
- Before speakers are invited, CRS should discuss with other colleagues to identify key points so that requests can be made about specific topics for discussion. CRS should email these suggestions by Friday 1 October for points of discussion related to Research Support Services

4. CROS 2004 Feedback

- Executive summary distributed by Marie Garnett
- Most of the results were unsurprising
- Concern was raised regarding the fact that in most situations the University of Warwick scored lower than the national average
 - Why?
 - Compare with other similar Universities

- Were there different views for respondents from different groups, i.e., there were more respondents were from Science than from Humanities
- It was suggested that CRS often do not know about the resources available and further efforts should be made with induction and open house to inform CRS of these resources
- Concern was expressed that most CRS do not participate in any training sessions for teaching/demonstrating; If something is offered is should incorporate lecturing, demonstrating, and marking; Marie mentioned that this area could be progressed further by developing a course that offers training and certification appropriate for CRS.
- These proposals will be fed back to ASDAC sub-group

5. CRS Training and Development Focus Groups

- Money will be provided to fund training to CRS; now developing focus groups regarding priorities and appropriate levels for training
- About 60 random CRS will be sent letters to invite them to take part in these focus groups
- Ruth or Marie will tell the CRS Reps who in their departments has been invited to attend the focus groups so the CRS Reps can encourage participation.

6. Natasha Guseva summarised her study regarding the views of CRS on current legislation

- Master's student whose research has explored whether fixed-term regulations had an impact on CRS
 - Results suggested that regulations did not have strong impact on CRS
 - Impact of these regulations was strongly influenced by department administration
 - Future impact will be determined by the amount of re-training necessary as CRS move from one project to another
 - Significant differences between AUT and personnel in attitudes towards CRS
 - CRS need to be their own advocates regarding administrative decisions
 - According to administration, final regulations for fixed-term contracts should be in place by the end of 2005
 - Natasha will circulate a write-up of the research project when it is completed
- Issues discussed by the group
 - Departments have different views on how the regulations will be implemented
 - Discussion around the table indicated that those present have a quite different understanding of the impact of the regulations
 - Need of clarification from Personnel on this issue

7. New Business

- Next Forum will be Wednesday, 20th October 2004 at CAP
- CRS Reps will report on Department activity for CRS staff
- Research Support Services will be invited to October Forum; Personnel will be invited to December Forum.