

Early Career Researcher Network Launch Event

Wednesday 10th January 2018, 10:30 - 14:00

Cantor 9006, City Campus

A University-wide Early Career Researcher (ECR) Network has been established at SHU to enhance our research community and provide support for those relatively new to research.

This first event will be an opportunity for ECR staff from across the University to come together for peer support, networking, career development and for you to shape the future activities of the Network, to support you in progressing your research at SHU.

Who should attend?

For the Network, we are not using a strict definition of an ECR and invite all staff who are new - or returning- to research and want to engage with other active researchers. If you are in a department or a research institute/centre and want to establish or develop your research career this event is for you!

What will be covered?

- An introduction to the Concordat to Support the Career Development of Researchers / HR Excellence in Research Award and reasons for setting up this Network
- An overview of professional development opportunities within SHU
- Examples of challenges faced by ECRs and how they can be overcome
- A discussion on what ECRs want from this Network

PROGRAMME

Time	Item	Session chairs
10:15	Arrival and refreshments (Cantor atrium)	
10:30	Introduction and welcome <ul style="list-style-type: none"> • Nicola Woodroffe Professional development opportunities <ul style="list-style-type: none"> • Elizabeth Scanlon and Tracey Parr 	Paul Bingham and Pallavi Singh.
11:00	Panel discussion: "Key challenges faced as an ECR and how they can be overcome". <ul style="list-style-type: none"> • Chris Dayson • Caroline Dalton • Luigina Ciolfi • Rory Ridley-Duff 	Kerry McSeveny and Chris Damm.

12:00	Lunch (provided) in Cantor atrium	
12:30	Round-table discussion on what ECRs want from (and can contribute to) the Network. Identification of key challenges and potential solutions to be taken forward.	Katie Dunn, Jennie Drabble, Julie Skilbeck and Sadiq Bhanbhro.
14:00	Close	

About the speakers and session chairs

Professor Nicola Woodroffe - Head of Biomolecular Sciences Research Centre (BMRC) and Chair of the Researcher Concordat Operational Group (RCOG).

Dr Elizabeth Scanlon - Researcher Development Adviser in the Research and Innovation Office (RIO).

Tracey Parr - People Development Advisor, Human Resources and Organisational Development.

Chris Dayson - Principal Research Fellow in the Centre for Regional Economic and Social Research.

Dr Caroline Dalton - Senior Lecturer in biomedical science.

Professor Luigina Ciolfi - Professor of Human Centred Computing.

Dr Rory Ridley-Duff - Reader in Co-Operative and Social Enterprise

Dr Paul Bingham - Reader in Materials Engineering and RCOG ECR representative for ACES Faculty.

Dr Pallavi Singh - Senior Lecturer in Marketing and RCOG ECR representative for SBS.

Dr Kerry McSeveny - Research Fellow in the Communication and Computing Research Centre.

Chris Damm - Research Associate at the Centre for Regional, Economic and Social Research and RCOG ECR representative for D&S Faculty.

Dr Katie Dunn - Lecturer in the Marketing subject group at Sheffield Business School.

Dr Jennie Drabble - Lecturer in Forensic Psychology.

Dr Julie Skilbeck - Senior Lecturer in Nursing Studies and RCOG ECR representative for HWB Faculty.

Sadiq Bhanbhro - Research Fellow within health and social care research.

Venue

Cantor 9006 is on the ground floor of the Cantor Building (turn left as you enter the building and go through the atrium). Refreshments on arrival and lunch will be served in the atrium.

ECR Network Launch

(Research Concordat Operational Group)

10th January 2018

Introduction

Paul Bingham and Pallavi Singh

- Housekeeping
- Why have we set up the network
- Introduce ECRs on core group
- What is the purpose of the event
- What will happen today (agenda)
- What will happen next

Agenda for today

10:30	<p>Introduction and welcome</p> <ul style="list-style-type: none">• Nicola Woodroofe <p>Professional development opportunities</p> <ul style="list-style-type: none">• Elizabeth Scanlon and Tracey Parr
11:00	<p>Panel discussion: "Key challenges faced as an ECR and how they can be overcome".</p> <ul style="list-style-type: none">• Chris Dayson• Caroline Dalton• Luigina Ciolfi• Rory Ridley-Duff
12:00	<p>Lunch (provided) in Cantor atrium</p>
12:30	<p>Round-table discussion on what ECRs want from (and can contribute to) the Network.</p> <p>Identification of key challenges and potential solutions to be taken forward.</p>
14:00	<p>Close</p>

Support for ECRs at SHU

Nicola Woodroofe

- The Concordat to Support the Career Development of Researchers (Vitae)
- The Concordat to Support the Career Development of Researchers was developed to ensure the supply of 'high quality, well-motivated research staff' to maintain and develop the UK's world-class research base

Principles of the Concordat

- Recognition of the importance of recruiting, selecting and retaining researchers with highest potential to achieve excellence in research
- Researchers are recognised and valued by the Employer organisation (SHU) as an essential part of their human resource and a key component of their strategy to deliver world class research
- Researchers are equipped and supported to be adaptable and flexible
- Importance of researchers personal and career development is recognised and promoted at all stages of their career
- Leadership and management development – career development and succession planning
- Individual researchers share responsibility for and need to proactively engage in their own personal and career development

Concordat to Support the Career Development of Researchers

- The HR Excellence in Research Award
- Overseen by Research Concordat Operational Group
- Action plan – 4 years
- Supports the environment section of the REF2021

Principle 5: Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development, and lifelong learning

5.1. Representation

5.1.1. Enhancement of the research community through the establishment of a University-wide ECR Forum. ECR representatives (with Chairs of Research Committees) 2016-17 academic year and reviewed annually All Faculty and University research committees to have ECR representation
ECR Forum launched and forward plan in place for activities

5.1.2. Identified ECR representatives in each Faculty to be actively involved in Faculty, as well as University-level, research governance structures

5.1.3. Actively encourage transparent selection processes of appointing ECRs and PGRs to internal University and Faculty committees

5.1.4. Explore opportunities to link ECR reps to the induction process

Why have we set up the network

- Networking opportunity for ECRs across SHU
- Provide feedback to managers and staff development teams on enhancing current provision and ideas to enhance research culture at SHU
- Platform to present your research
- Collaborate with others to form multidisciplinary teams

ECR development - input from you

- Specific point from our action plan - to set up this network
- Academic expectations framework
- CROS and PIRLS surveys
- PDR = appraisals links to this on HR website
- <https://blogs.shu.ac.uk/shupdreviewtoolkit/reviewee/>

Faculty ECR reps

- Paul Bingham (ACES)
- Chris Damm (D&S)
- Julie Skilbeck (HWB)
- Pallavi Singh (SBS)

Benefits of the ECR network

- Enhances networking, peer support and acts as a conduit to assess development needs and deliver targeted training.
- Greater visibility of ECR representatives and better communication to build communities and empower the representatives in feeding up into their communities.
- Facilitates research links and collaboration.
- Support and integration for new researchers.

Professional Development

Elizabeth Scanlon (RIO) Tracey Parr (HR
and OD)

- What is available from RIO, HR, LEAD etc.
- SHaRD, online materials
- People Development & Mentoring

- [Sheffield Hallam Researcher Development \(SHaRD\)](#) programme for research-active staff
- LEAD CPD Programme (<https://blogs.shu.ac.uk/lead/supporting-academics/development-of-practice/events/>) and Professional Recognition (<https://blogs.shu.ac.uk/talent/>)
- Library, HR, Secretariat and Careers + faculty/department/centre sessions
<https://portal.shu.ac.uk/departments/HRD/development/Pages/cross-uni-training-.aspx>
- [Academic CPD portal](#)



Academic CPD

*For staff and students involved in
teaching and/or research*

What is SHaRD?

- A framework of development offerings under 25 themes
- Accessible by anyone undertaking or interested in undertaking research - research-active staff, doctoral researchers, research support staff
- Thematic rather than linear - needs-based and individually-tailored
- Co-ordinated by the Researcher Development Adviser in RIO, but incorporating a wide range of development, delivered at different levels and by different people
- Designed to make training and development more strategic and more accessible

The SHaRD Programme



Research Essentials

- Introduction to research (demystifying, research landscape)
- Introduction to the Research and Innovation Office
- Funding and support
- Quality and assessment
- Ethics and integrity

Research Skills

- Research methods
- Planning research projects
- Grant writing
- Collaboration
- Commercial awareness (identifying opportunities, commercialisation, IP, enterprise)

Communicating Research

- Writing for publication/theses
- Publishing and peer reviewing (publication strategies)
- PR (presentation skills, media training, social networking)
- Impact (knowledge exchange and public engagement)
- Teaching

Managing Research

- Managing research projects
- Recruitment
- Budget management
- Supervision and management
- Leading a research team

Career Management

- Career planning
- Personal effectiveness (leadership, influencing, time management)
- Networking
- Mentoring (including industrial mentors)
- Employability (tailored job searching, CVs, interviews)

A blend of:

- Delivered courses
- Online courses
- Resources

<https://blogs.shu.ac.uk/shard/>

University-Wide Workshops and Bespoke Sessions

<https://blogs.shu.ac.uk/shard/events/>

Upcoming Events

January 2018

Early Career Researcher Network launch event

January 10 @ 10:30 am - 2:00 pm

Cantor-9006,

This event will be an opportunity for Early Career Researchers (ECRs) from across the university to come together for peer support, networking, dedicated career development sessions and for you to shape the future activities of the Forum, to support you in progressing your research at SHU. There is no strict definition of an ECR, if you are in a department or a research institute/centre and are wanting to establish or develop your research career this event is for you! Topics...

[Find out more »](#)

Intellectual property in the arts and 'creative' industries

January 10 @ 1:00 pm - 3:00 pm

Cantor-9132,

Expected outcomes • Understanding of/ ability to engage with researchers on copyright / software IP • Approaches to university consultancy, know-how exploitation • Understanding of the various routes-to-market for copyright/software commercialisation. • Commercialising know-how, design rights, copyright / software • Software licencing and licences (incl. FOSS) • Licensing rights & obligations (open source & creative commons) This session is part of a series of workshops aimed at developing skills and knowledge for innovation and commercialisation activities. The workshops have been...

[Find out more »](#)

Shut Up and Write! – City

January 12 @ 9:30 am - 12:00 pm|Recurring Event (See all)

Adsetts 6613,





Researcher Development

ACADEMIC CPD ONLINE COURSES (00-Z-S0042-20134) 🏠

Academic CPD Online Courses

Researcher Development

- Research Skills
- Research Integrity
- Research Data Management
- Professional Skills for Research Leaders
- Enhancing Research Impact
- Statistical Methods for Research
- Supervising Doctoral Studies

Learning and Teaching Development

- University and College Teaching
- Teaching Online

ORGANISATION

Researcher Development

Research Skills

This folder contains Research Skills courses on the following topics:

- An Introduction to Research Skills
- Research Methods in the Arts and Humanities / Sciences / Social Sciences / Literature Review
- Research Ethics: Good Research Practice / Working with Human Subjects
- Project Management in the Research Context
- Managing your Research Supervisor or Principal Investigator
- IP in the Research Context
- Getting Published in the Arts / Sciences
- Selecting a Conference, Presenting and Networking
- Career Planning in the Arts, Humanities and Social Sciences / Sciences
- Entrepreneurship: Entrepreneurs / Opportunity Recognition / Resources

Research Integrity

This folder contains Research Integrity courses for the following subject areas:

- Arts and Humanities
- Biomedical Sciences
- Engineering and Technology
- Natural and Physical Sciences
- Social and Behavioural Sciences

Professional Skills for Research Leaders

This folder contains Professional Skills for Research Leaders courses on the following topics:

- Introduction
- Developing and Consolidating your Research Career

RDF Planner

- An online system for managing development – skills audits, development plans, accessing development and then recording CPD (ePortfolio) - SHU has institutional subscription
- Compulsory for all doctoral researchers and available to staff on request
- Guidance Document (for doctoral researchers and supervisors):
<https://blogs.shu.ac.uk/doctoralschool/training-and-development-2/doctoral-skills-training-guidance/>



The People Development Team

We are the People Development Team, based within the HR Directorate.

Your development as a member of staff is a continual process throughout your career. It is led by you and can involve a range of activities. No matter what your role is at the University, we offer a wide range of opportunities.

We offer development and support along side many other teams across the university. For more information regarding what else is on offer, please visit "[Development across the University](#)".

	<p>New Employees</p> <p>We provide all new employees with information and guidance to help them settle into university life. For more information, please visit our new employees page.</p>
	<p>Training Courses</p> <p>We offer a range of workshops via our on-going development programme that is open to all staff. Our courses are themed into the following categories:</p> <ol style="list-style-type: none"> 1. Intra & Inter Personal Skills 2. Career Cycle 3. Leadership & Management 4. Staff Wellbeing <p>To find out more on all of the above please visit our training courses page.</p>
	<p>Downloadable Guides</p> <p>If you prefer to concentrate on your development at your own pace and in your own time, we offer a variety of downloadable guides to support you: e.g. "Work-Life Balance" , A useful guide to handling conflict". More information.</p> <p>Please contact the People Development Team on ext.3948 or email !Bespoke Development Requests should you require these guides in a different format.</p>
	<p>E-Learning</p> <p>We offer a variety of courses via e-learning courses to support you. Some are mandatory training e.g. Equality and Diversity. Others complement our classroom courses e.g. resilience, managing a team. More Information</p>
	<p>1-2-1 Support</p> <p>We offer coaching and mentoring to all employees.</p> <p>Mentoring: More information The Coaching Hub: More information</p>

Personal perspectives on ECR challenges

Chris Damm and Kerry McSeveny

- Chris Dayson (D&S)
- Caroline Dalton (HWB)
- Luigina Ciolfi (ACES)
- Rory Ridley-Duff (SBS)

Round table discussion

- What challenges have you faced in your research career so far at SHU?
- How could these be overcome?
- How can this network help?
- How should the network be run?
- What can you do to help?
- Summarise points to feed back to full group