

Vitae South West and Wales Hub

Welcome

It has been a busy few months for the Hub and, judging by conversations with the Hub Network, for all of you too! Time certainly flies! In this issue of the Newsletter, we report on some of the activities undertaken by the Vitae Hub over the last few months and also give you news of a number of other Vitae events for you and your researchers.

As most of us are beginning to plan for the new session, don't forget to mark your diaries for the Vitae Annual Conference on September 8-9. Booking for the next Vitae Conference is now open – and if you book early you can benefit from a discount – see page 3 for details.

As ever, if you would like to contribute an article to the Newsletter, or have any ideas for topics, please email me at swwhub@vitae.ac.uk.

Anne Goodman, Vitae SWW Hub Manager

Regional News

Annual Conference

Sustaining Progress was the theme of the Hub's sixth Annual Conference held at Bristol Zoo in February. Nearly 60 participants for HEIs across the region spent the day sharing practice around this topic. – and they even had the chance to visit the Zoo at lunchtime! Presentations from the day are available on the Vitae website – www.vitae.ac.uk search under past events.

Effective Researcher for Research Staff

This two day course has recently been launched by Vitae. The course addresses the process of moving into a research manager position, including the practical skills required for successful project management and the further development of intellectual independence.

Following the Taster Day in December, the Hub ran a pilot course for 36 members of research staff from HEIs across the region. The Universities of Bath and Bristol are both running this course in early July. If you would like to observe a course, please contact Anne Goodman.

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GRADschool News

There will be four GRADschools in the Region this year

South West Universities – June 2-5, Buckland Hall, Powys

Bath, Bristol and Exeter – August 24-27, Wills Hall University of Bristol

Bangor – July 7-9 and October 20 – 22, Triginos, Snowden

Bangor's GRADschool will be open to pgrs from any HEI and may be able to offer the course through the medium of Welsh, depending on demand.

In order to build capacity in the Region the Hub has run a GRADschool Directors' Training day (supported by Bath, Bristol and Exeter universities) and a Tutor Training day. Both these events were attended by representatives from HEIs in the SWW Region and beyond.

If you would like to observe a GRADschool, please contact Anne Goodman
swwhub@vitae.ac.uk.

AHRC Visit

The Hub Co-ordinator, Terri Delahunty, and Hub Manager, Anne Goodman, visited the AHRC in March to brief staff on Vitae activities and the work of the Hub. Anne will also be representing Vitae at the AHRC Regional event being held in Bristol in the Autumn.

Research Staff Conferences

The universities of Bath and Bristol have both held very successful Research Staff Conferences in the last couple of months. Bath University held its first such event *Exploring New Territories: Interdisciplinary Research and Collaboration* in February, attracting over 80 researchers and Bristol's longstanding event *Positive Futures 09* was held in April. Researchers at both conferences were able to attend a variety of workshops as well as being treated to some though provoking plenary sessions.

Bath trialled a Collaboration Board where

researchers could post information about what kind of collaboration they were looking for, and structured their feedback form with the headings

- I came to...
- It was worth coming because....
- Now I'm going to....
- I learned that....
- And finally

The results of both the Collaboration Board and the feedback along with presentations can be found at:

www.bath.ac.uk/research/researchers/community/rsconfhome.html

At the Bristol conference, an energiser session posing the question '*What, for you, is the point of research?*' involved a large number of helium filled balloons and much discussion! Pictures and presentations and feedback can be found at:

www.bristol.ac.uk/researchstaff/documents/conferencedocs/09summarysheet.html

Famelab - Finalists from Bristol and Cardiff



NESTA
 FameLab, a national

competition to find and support talented scientists who can share their enthusiasm and knowledge with the public in an innovative and entertaining way, has been holding regional heats ahead of the grand final to be held at the Cheltenham Science Festival on June 5.

The Bristol Regional winner was Zoë Schnepf who spoke about 'growing' nanowires. Zoë is a final-year postgraduate chemistry student at the University of Bristol. Outside of the lab, Zoë gives talks and demonstrations to school groups for the Bristol ChemLabS outreach project, encouraging students to look at chemistry in a completely different way. The standard of the heat was so high, that the judges awarded three wildcard entries to the final – and Dr Ian Lewis, who did his PhD at Cardiff University and who works for the Cancer Charity Tenovus as Research Manager, will be joining Zoë. Congratulations and good luck to them both.



National Update

Annual Conference - 8-9 September

This year, Vitae heads for Warwick University for its Annual Conference. Themes to be discussed include:

- Sustaining the investment in our researchers in order to build research capacity and remain globally competitive
- Research and evaluation relating to the impact of researcher development and of researcher career
- The implementation of the Concordat, including the benchmarking process
- Latest developments in policy relating to postgraduate researchers
- Practice to support researcher skills and career development

You can contribute to the programme by submitting a proposal for a workshop, fringe session or practice sharing session (this can be in any form including poster presentations, information stalls, exhibition stands or demonstrations).

Bookings are now open and you can benefit from a 15% discount if you book before July 17. The usual 3 for 2 offer on residential packages also applies. See www.vitae.ac.uk/vitaeconference2009

Researcher Development Framework

The 2008 Vitae Roberts' Policy Forum recognised the need to develop an overarching framework of professional development for researchers in higher education (HE) that includes the complete researcher continuum – from postgraduate researcher to research staff to research leader – and incorporates the 'Joint Skills Statement'.

The primary purpose is to encourage self-reflection and continued professional development by researchers, whilst providing a framework to ensure that institutional provision for researcher development is appropriate. It will be based in HE

but acknowledge mobility between sectors, and internationally, and that researchers will be at different stages in their development.

Vitae and the Rugby Team have been taking this forward. A March meeting of key stakeholders reviewed the outputs from several Vitae workshops, an initial literature review of existing frameworks and two ongoing projects by Glasgow Caledonian University and the University of Manchester. The group agreed an evidence-based approach to develop the 'Researcher development framework' (RDF).

The literature review and existing projects identified a wide range of descriptors of researchers' skills, competencies and attributes. These will be meta-analysed to create a map of existing descriptors and a gap analysis. This will be used to develop a profile of missing 'interviews' e.g. ensuring a wider demographic profile of researchers, researchers who have moved into or out of HE research roles.

A steering group is currently being set up to review progress and ensure that we are involving key stakeholders. The aim is to present a draft RDF at the Vitae conference in September for sector consultation.

We would be interested to hear about any existing frameworks or descriptors of researchers' skills, competencies and attributes. Please contact jen.reynolds@vitae.ac.uk



Database of Trainers and Developers

www.vitae.ac.uk/database-of-trainers-and-developers

Looking for a trainer? The re-launched database of trainers and developers includes details of individuals with expertise across a range of development activities including training design and development, training delivery, coaching, mentoring, auditing, reviewing and evaluation, and research into skills development.

- An overview of postgraduate qualifications and experience
- Skills and experience of postgraduates and researchers
- Why do people undertake postgraduate qualifications?
- The postgraduate population next steps for employers

For further information about this publication or the Vitae employer network contact Maica Rubio on maica.rubio@vitae.ac.uk.

Employers' Briefing: 'Targeting the postgraduate and researcher market'



Vitae has recently launched a new briefing document aimed at employers and potential employers of researchers. This publication has been co-produced by Vitae, the Association of Graduate Careers Advisory Services (AGCAS) and the Associate of Graduate Recruiters (AGR) to explain the skills and experience of postgraduates and people with a background in academic research to non-academic employers.

Carl Gilleard (Chief Executive, AGR) writes in the publication's introduction that 'postgraduates are well-qualified, enthusiastic and committed. They are an important pool of talent and may offer competitive advantage to a wide range of organisations.' The publication helps employers to deepen their understanding of the postgraduate labour market, covering:

Database of Resources

www.vitae.ac.uk/resources

The database of resources is a place for sharing training related materials for staff who support the development of researchers. Current resources range from skills training sessions to policy documents.

Institutions are able to upload their own resources onto the database in order to share practice with the sector and can link resources to institutional practices on the database of practice. A number of Vitae resources are already included on the database with plans to add more throughout the year.

To support institutions with the delivery of resources there is a facility to link resources to individuals on the database of trainers and developers who have experience and expertise in delivering the materials.



PGR Issues

The 'Part-time Researcher'

Vitae, through the Midlands Hub, has recently completed a project looking at the experience of part-time researchers. Findings suggest that many feel isolated and do not feel a part of the research community in which they operate. This presents a considerable barrier to part-time researchers completing their doctorates and entering an academic career.

In order to provide part-time researchers the time and space to share their experiences and develop their understanding of the academic environment and process of research, a series of workshops was developed. Research was undertaken in parallel with these workshops to investigate the needs of part-time researchers and suggest ways to enhance their experience.

On 19 May Vitae launched a series of resources for part-time researchers containing resources for UK higher education institutions (HEIs):

- a research report focusing on the part-time researcher experience
- a resource pack for training professionals charged with supporting part-time researchers
- a DVD offering tips and advice gathered from successful part-time researchers.

To find out more about the 'Part-time researcher' resources visit www.vitae.ac.uk/part-time_researcher.

The Association Bernard Gregory in focus

Dr Rachel Blanc, lately of France and now Hub Manager for the London Hub writes;

In the UK, PhD researchers and research staff can rely on the Vitae website to find resources to help them develop their professional and personal career. They can also find tips to enhance some

of their transferable skills. Does such a programme exist in other European countries? What are the resources available to researchers abroad?

Well, if you pop the question to French PhD researchers, they will probably come up with the ABG. Interestingly, this acronym is part of their jargon and stands for Association Bernard Gregory. So, what is the ABG and why is it so famous among the postgraduate researchers in France?



Since 1980, the ABG, a not for profit association, has been aimed at supporting postgraduate researchers to make a connection with the business environment.

The ABG involvement starts from the early stage of finding funding for a PhD with access to the *PhD openings database* and ends up after the Viva with an access to job opportunities thanks to the *Job offers database*.

But, the resources provided are more diverse than a simple access to databases. Indeed, in order to achieve its mission, the ABG has developed through the years an international network of partners and members from inside and outside Higher Education.

As part of its activities, the ABG provides access to free publications such as the quarterly magazine *Docteurs & Co* (accessible in English) where testimonies from PhDs who have chosen to work outside academia can be found. The ABG also runs popular events like *The new chapter of the thesis* which, interestingly, were originally built on the UK GRADschool model that CRAC shared with the French association.

The ABG is worth a look – go to www.abg.asso.fr.



Research Staff Issues

Broadening horizons: career management for researchers

www.vitae.ac.uk/broadeninghorizons

The 'Broadening horizons' programme is an intensive two-day programme that has been developed for use by UK HEIs. The programme provides researchers with the opportunity, skills and tools to engage in their own career development and encourages them to make better sense of their own career direction and situation.

During the programme participants explore their skills, motivations, values and talents and how they can apply these to their career planning. The programme has been designed in modules so that institutions have the option of running it as a two-day course, two one-day sessions or four half-day sessions.

All the information needed to organise and deliver the programme is available free from Vitae. We also have a network of experienced external trainers who are able to deliver or support the delivery of the programme on your behalf.

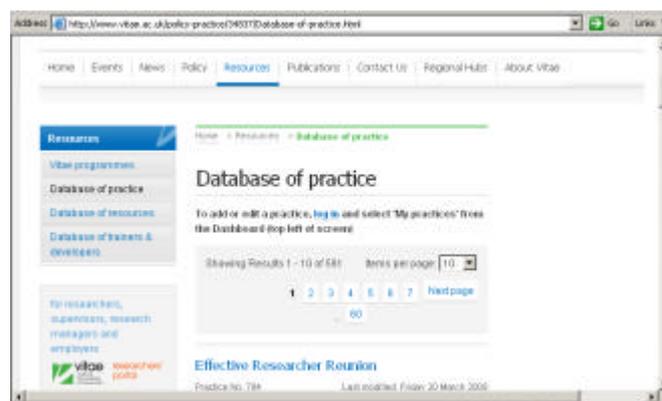
Concordat activities - What are you doing?

Since the launch of the Concordat in June last year, there have been a number of events run by Vitae Hubs, institutions and other organisations.

In December, the YNE Hub took the Concordat as the main theme of their annual conference. In January, the SWW Hub held a joint seminar with HEFCW for institutions in Wales. March saw the Scotland and Northern Ireland Hub inviting participants to a sector wide conference to discuss Concordat implementation. In June the Midlands Hub will be holding an event looking at the implementation of the Concordat, while the London Hub and the East of England Hub will be holding a joint event examining progress one year on from the Concordat's launch.

In addition many universities have held events for research staff and for academics to highlight the Concordat.

We would like to encourage you to submit outline aspects of your institution's responses to the Concordat to the Vitae 'Database of Practice' www.vitae.ac.uk/dop



Typical areas could include:

- Launch activities that you have undertaken to raise the profile of the Concordat within your institution
- Examples of gap analysis or self-audit processes that you have undertaken to identify where your institution should focus its response to the Concordat
- Policy and practice relating to how your institution is managing the use of fixed-term contracts with research staff
- Innovative or exemplary practices in response to one of the Concordat's seven principles.

Other News

Manchester establishes Research to Enterprise programme for researchers

Dr Robert A. Phillips, University of Manchester

“Excellent and innovative event. Great to see the University of Manchester is supportive of enterprise. Great variety of speakers, who gave inspiring talks, makes you feel you can get out there and do it too!”

The Research to Enterprise (RTE) program has been created at the University of Manchester using EPSRC funding to encourage researchers to be more enterprising, whether they intend to remain in academia and possibly create a spin-out company, work in a small company where they will need to be multi-skilled, or whether they will work in a large corporation where they will need to be intrapreneurial. A mix of different activities has been initiated including an annual event, a series of workshops, a mentoring scheme and a website resource.

The first annual RTE event, which was attended by over 500 in the Whitworth Hall in Manchester, had speakers from successful Manchester spin-out companies in Rod Benson (Imagen Biotech) and Alasdair Rawsthorne (Transitive) as well as other successful entrepreneurs Luke Johnson (Channel Four, Strada, Pizza Express, Giraffe) and Ian Livingstone (Games Workshop and Eidos – Lara Croft and Tomb Raider). Following the event was a very popular networking session.

Another aspect of the programme has involved setting up a series of university-wide enterprise workshops which attract postgraduate and postdoctoral researchers from all faculties. Workshops include introductions to finance, marketing and writing business plans and also a number of more hands-on workshops such as networking, patent searching, finding market information and the Xing business strategy game. More than 600 have attended such workshops since the programme started in September 2008.

The mentoring scheme is aimed at researchers who have ideas which are at too early a stage to be assessed by the technology transfer office and want to know what to do next. The focus is on allowing the researcher to develop skills to

investigate the commercial potential of an idea and to develop networks outside their usual area of research.

The Research to Enterprise website (www.rte.manchester.ac.uk) has up to date event listings, information and useful links. For further information contact Dr Robert Phillips (robert.phillips@manchester.ac.uk).

Bologna - Ministerial Summit

The Europe Unit have issued an E note reporting on the main outcomes of the Bologna Process ministerial summit which took place in Leuven and Louvain-La-Neuve on 28-29 April. It gives background to the Bologna Process and summarises the priorities for future action identified by European ministers for higher education (HE) in the Leuven Communiqué.

There is no specific reference to doctoral level study, but the note reports that with regard to mobility the Communiqué states:

‘career structures should be adapted to facilitate mobility of teachers, early stage researchers and other staff’.

See www.europeunit.ac.uk/home for more details.

Become part of a European network for assisting researchers

Euraxess (http://ec.europa.eu/euraxess/index_en.cfm) is a European Commission initiative aimed at making life easier for mobile researchers. It has four strands: Euraxess Jobs (a website detailing jobs and information about funding opportunities across Europe); Euraxess Services (a network of in-country service centres which provide practical assistance to researchers who are relocating); Euraxess Right (incorporating the Charter and Code for Researchers); and Euraxess Links (a network for researchers outside Europe). If part of your job is to help recruit or provide information or assistance to foreign researchers you should consider getting involved in this Europe-wide project. It offers many benefits, including training and networking opportunities, as well as increasing the visibility of institutions on the European stage.

There are two main ways to get involved. First, if you recruit researchers you should consider putting your job advertisements on Euraxess Jobs (http://ec.europa.eu/euraxess/index_en.cfm?l1=0&l2=1).

This is free of charge and once you have registered you can post jobs on an *ad hoc* basis or through a regular feed from your jobs database. The site had 65,000 visitors from Jan-Mar this year from 179 countries and there are already 143 registered UK organisations.

Second, if you or your colleagues provide practical assistance to international researchers (help with finding accommodation; information about childcare, etc) you should consider signing up through the British Council as a Euraxess Local Contact Point. In return for noting the number of researchers you assist, and the types of enquiry that they have, you will have access to a growing network (http://ec.europa.eu/euraxess/index_en.cfm?l1) of similar service providers across universities and research institutions in 35 European countries. The European Commission provides training and networking opportunities on a regular basis and you will be able to raise the profile of your institution with peers across Europe.

As the UK's nominated 'Bridgehead' organisation, the British Council coordinates the Euraxess-UK initiative. If you would like further information please contact claire.mcnulty@britishcouncil.org

News from the Research Councils

RCUK sponsors CIHE to demonstrate and enhance the impact of research

The Council for Industry and Higher Education (CIHE) is undertaking a Research Councils UK (RCUK) sponsored study which aims to obtain a deeper understanding of companies' motives for collaborating with Higher Education Institutions (HEIs), such as how and why they collaborate and what benefits they think come from collaborations. This will help understand what the benefits are and how they may be measured or evaluated.

Around 20 companies will be interviewed for the study, ranging from large global companies to UK small and medium enterprises (SMEs), who are involved with 'research based' collaborations with HEIs through, for example, RCUK-funded

collaborative research, postgraduate training and strategic partnerships. In order to identify and develop awareness of what makes a company decide to work with an HEI, businesses which have experience in working with HEIs will be brought together with those who do not.

Revisions to ESRC Postgraduate Training Framework

The ESRC have announced a revised postgraduate training framework. Full details will be available by the end of May, but in brief the framework proposes:

- The creation of accredited Doctoral Training Centres and smaller Doctoral Training Units. This will replace outlet and course level accreditation 'recognition'
- A fundamental revision of the ESRC Postgraduate Training Guidelines which underpin accreditation. These will focus on core training provision for all students and will not prescribe specific training requirements (which will, in the future, be the responsibility of individual institutions)
- More flexible postgraduate training structures to allow for up to four years' funding for PhD training, as well as current +3, 1+3 and 2+2 models
- Greater flexibility in the use of studentship funding, including the ability to 'recycle' individual awards and use monies for co-sponsorship of awards with other partners

www.esrcsocietytoday.ac.uk/ESRCInfoCentre/opportunities/postgraduate/fundingopportunities/ptf.aspx

Opportunity for internships with Arts and Humanities Research Council

Three month internships for recent graduates in arts and humanities, business studies or politics are being offered by the AHRC. Opportunities for those who are interested in current affairs and public policy, and want to gain valuable research and work experience exist in:

- Evaluation of AHRC-funded Research and PG training
- Public Affairs and Communications
- Knowledge Transfer
- International

All enquiries should be sent to the AHRC HR team hr@ahrc.ac.uk.

Events for you

Staff supporting researchers master classes

www.vitae.ac.uk/staff-supporting-researchers-masterclasses

In 2009, Vitae is offering a programme of five master classes focusing on specific areas of training and development within the higher education environment. The master classes are aimed at staff supporting researchers who are looking to innovate and develop their training provision. Each master class will be led by an expert in the particular topic area with experience within the higher education environment.

The five master classes will be on the following topics:

- Using coaching techniques within training programmes (11 June, London)
- Designing effective development programmes for researchers (23 June, Bristol)
- Advanced facilitation skills (14 July, Birmingham)
- Training needs analysis and PDP (14 October, Edinburgh)
- Evaluation and feedback (11 November, Manchester)

Book your place now!

ARMA Conference

The Association of Research Managers and Administrators (ARMA) Conference *Reviewing the Future* will be held from 2-3 June in Southampton. A half day Expert Seminar on *Identifying and Demonstrating the Impacts of Research* will be held on June 1. The seminar will explore the current developments, with speakers from RCUK, HEFCE, the Wellcome Trust and an HEI.

https://www.arma.ac.uk/news/expert_seminars/es09impacts.xhtml.

UKRO Annual Conference

Each year the UK Research Office (UKRO) organises a two-day Annual Conference aimed predominantly at European Liaison Officers, European research managers, Research Councils and policy makers. The 2009 UKRO Annual Conference will take place in City Hall and the National Museum, Cardiff on 2-3 July.

Events for Postgraduate Researchers and Research Staff

Vitae has just launched its 2009 programme of national researcher activities. The 2009 programme has been expanded to include a number of new events on top of the traditional GRADschools. The programme caters for research staff and postgraduate researchers, offering a range of new events covering a variety of topics.

For Research Staff

Advancing in academia taking place on 1 June will be the first event for research staff this year – addressing how to succeed in a competitive and complex research environment and allowing participants to consider the pros and cons of different career options available.

Vitae will also be holding a **Research Staff Conference** on 5 November – bringing together research staff representatives from across institutions and disciplines to discuss the researcher experience.

For postgraduate researchers

We are again offering three national **GRADschools** and two **Careers in academia** events on 8 June in Birmingham, and 12 October in Bristol.

New activities specifically designed for postgraduate researchers include:

Careers in focus: environmental sector
24 September (location tbc) and

Creativity in research workshop
7 December in London.



For research staff and postgraduate researchers

Researcher careers and recession

Starts 13 July 2009

Vitae will launch an online space to explore the implications of the current recession for researchers and their careers

A three day residential course designed to explore and develop researchers' **Leadership Skills** through experiential learning will run from 28 – 31 July in Ambleside and will be open to any researcher.

All these events are free of charge. For more information see Vitae's **events diary**:
www.vitae.ac.uk/56271/Current-events.html.

Spotlight on Social Sciences

This event is aimed at postgraduate research students and early career research staff across all subjects in the social and economic sciences from Cardiff University and neighbouring HEIs.

28 May, Cardiff University

Contact: graduateschools@cardiff.ac.uk.

The Control Conference

This conference, on for postgraduate research students and early career research staff from Cardiff University and neighbouring HEIs aims to encourage postgraduate researchers from across the humanities to consider how the concept of 'Control' may come to bear on their own subjects of research. 'Control' can be approached from at least two perspectives: on the one hand the controller, and on the other the controlled. The key note address *Power to the people: a republican liberal manifesto* will be given by Richard Reeves, Director of DEMOS.

25-26 June Cardiff University.

Contact control@cf.ac.uk.

Women in Engineering, Science & Technology

This course will provide researchers with essential knowledge to launch an enterprise and get networked, introducing them to a personal mentor who will work with the researcher for the next 12 months, plus access to an extended network of individuals who can help them throughout the business start-up process.

1-3 June, University of Surrey

www.flyingstartonline.com/fsprogrammes/upcoming.

The Source Event



This event, now in its third year will promote the UK and Europe as a great place to pursue a career in science, be it in industrial research, research organisations or academia. It will present opportunities from the best organisations: public, private, national and international.

25 September, London www.nature.com/naturejobs/sourceevent/index.html.



The Last Word.....

The Economic Downturn...

I have a small wager with myself these days as to the amount of time it takes for the above words to be mentioned in meetings and conferences (current record 30 seconds, reward - nice cold beer when I get home). The world is gripped by these words, with only 'swine flu' on offer as a temporary distraction.

Sitting in my office on the 4th floor of a fairly pleasant administration building at the University of Bristol I wonder how much impact it has on me, other university staff, and perhaps more appropriately for this newsletter – researchers; the downturn that is, not swine flu!

Initially I thought not much; university funding, whilst never particularly high, has at least been fairly stable, even going up under the current government. Most staff tend to work on the premise that we don't get paid loads but the place is pleasant and it's probably one of the few secure jobs with a decent pension left in the UK.

'Is the current 'downturn' and it's associated talk of job losses, even in HE, simply exposing all other staff to the cruel, but real, world of the marketplace that research staff experience every day?'

Most that is apart from Research Staff who have always been victims of the marketplace. Research Staff are self-employed; they obtain knowledge and skills, market them, do work, and get paid for it. They only get paid when they are working and if their skills aren't up to date, there is no income – harsh really.

But now even a job in HE is not as 'permanent' as it used to be. Employment costs are rocketing as a number of factors merge together; massive pay increases from historic union agreements, new local grading structures, increased employer pension contributions and utility bills, at the same time as pressures on borrowing and falling returns from investments and gifts. All this offers a poor financial outlook that is perhaps unique for many in HE.

Is the current 'downturn' and it's associated talk of job losses, even in HE, simply exposing all other staff to the cruel, but real, world of the marketplace that research staff experience every day?



The irony is that, perhaps for the first time, staff employed on fixed term contracts with guaranteed external funding sources are probably more 'secure' than their 'permanent' colleagues, some of whom are now the victims of cost cutting.

Even the word 'redundancies' strikes fear into a section of the HE workforce, many of whom are oblivious to the fact that redundancies have been taking place up and down the country every day in HE for decades amongst one group of staff (research staff).

What can bring us out of the 'downturn'? Only the collective effort of our staff, (irrespective of the role they undertake, their contract status or any other 'classification') can help us now.

Let's recognise and invest in them all!



Christian Carter is Personnel Manager (Policy Development) at the University of Bristol. He writes in a personal capacity



Diary Dates:

Upcoming conferences, events and training opportunities

See also www.vitae.ac.uk/events

What's on...?

June 2009

- 1 **Advancing in Academia**, Birmingham
- 1-3 **Women in Engineering, Science & Technology**, University of Surrey
- 2-3 **ARMA Conference**, Southampton
- 2-5 **South West Universities GRADschool**, Powys
- 8 **Careers in Academia**, Birmingham
- 11 **Masterclass**, London
- 23 **Masterclass**, Bristol
- 25-26 **Control Conference**, Cardiff University

July 2009

- 2-3 **UKRO Conference**, Cardiff
- 7-9 **Bangor University GRADschool**, Snowden
- 13 **Researcher Careers and Recession**, web event
- 14 **Masterclass**, Birmingham

August 2009

- 24-27 **Bath, Bristol & Exeter GRADschool**, Bristol

September 2009

- 8-9 **Vitae Researcher Development Conference**, Warwick University
- 24 **Careers in Focus– Environmental Sector**, location tbc

October 2009

- 12 **Careers in Academia**, Bristol
- 14 **Masterclass**, Edinburgh
- 20-22 **Bangor University GRADschool**, Snowden

November 2009

- 5 **Research Staff Conference**, London
- 11 **Masterclass**, Cardiff

December

- 7 **Creativity in Research**, London

Do you want to join the Vitae South West and Wales Hub network mailing list?

Would you like to contribute an article for *South West and Wales Hub News*?

Email swwhub@vitae.ac.uk