



UNIVERSITY OF LEEDS

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# Strategies for Sustaining Personal and Career Support for Researchers

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## **Strategies for Sustainability: Four key points drawn from the University of Leeds experience**

- A. Embed personal and professional development in university culture
- B. Contribute clearly to university strategy and the needs of stakeholders
- C. Research and evaluate provision
- D. Funding



## **A. Embed personal and professional development practice for researchers in the culture of the University**

1. Apply a 'Foundation level 0' type assessment of provision as per the Rugby Team impact framework
2. Provide a co-ordinated continuum of provision for researchers from research students to research staff, academics and PIs
3. Don't divide provision as 'generic' / 'non-generic'

Cont...



**A. Embed personal and professional development practice for researchers in the culture of the University**

4. Ensure the senior level committee structure is right with a senior level champion
5. Engage Deans and Heads of Departments
6. Implement The Concordat – New ‘Policy on the Employment of Researchers’ launched at Leeds



**B. Ensure personal and professional development activity contributes clearly to university strategy and the needs of all stakeholders**

Growing Research Income and Performance' (GRIP) Strategic initiative



The aim of provision is 'to enable researchers to develop their research performance, employability, professionalism and engagement with society'



Specific activity such as 'Grant Writing Action Learning Sets' 'Project Managing Your Research Degree' 'Fellowships'



## C. Research and Evaluate Provision

1. Understand what you are achieving and how
2. Introduce strategic measures
3. Implement evaluation methodologies e.g. Rugby Team 'Impact Framework'
4. Develop research capability to support provision



## D. Funding

1. Answer the question, *'Can a world class University stop providing a high level of provision in personal and professional development activity for researchers?'*
2. If A – C above are in place properly, the answer will be **NO**
3. Funding options to explore 'post-Roberts' include: research student fees, Faculty/School financial plans, FEC research grants, Funding bodies?