

New Models For Professional Researchers



Helping Research Staff Take Control

The growth and impact of research staff societies at the University of Edinburgh



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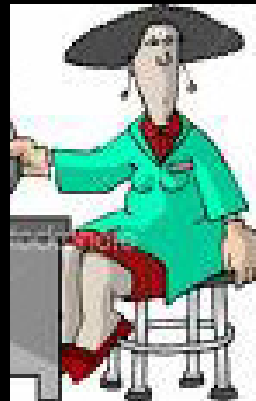
Situation

Is this a problem?



Isolation

- Networking/ Interaction
- No/ Poor Feedback
- No Voice
- Low Self-Esteem



Career Development

- Non-Uniformity of Experience
- Poor understanding of Career Options
- No/ Poor careers Advice
- Low Uptake of Careers Resources
- Employability

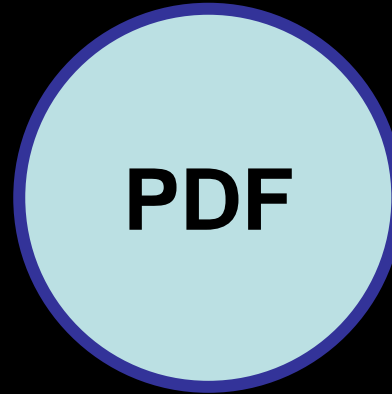


Chaos amongst order

Response



March 2004
17 Possible/ 9 Actual



Remit
Integration
Dissemination
Feedback
Peer Advice

Response

University

HSS

9 Schools

MVM

6 Schools

Sci & Eng

6 Schools

CSCH

CVS

Endocrinology

PDF

Outcome

University

HSS

9 Schools

Soc & Pol Studs

MVM

6 Schools

SBMS

CSCH

MCM

CVS

Sci & Eng

6 Schools

Geosciences

CIR

CRB

Endocrinology

PDF

~690/ 1500 Staff Members

Outcome

Utilising Resources

- Roberts Funding

Management

- Seminar Series
- PhD Open Day
- Public Dissemination
- Web Pages

Careers Development

- Seminars (HR; Sen Staff)
- Appraisal

Networking

- Contemporaries
- New post-docs
- Key Sen Staff (visibility)
- HR/ transkills

Scientific Development

- Research Seminars
- Workshops



SELF-MOTIVATION

- Self Evaluation
- Career Evaluation
- Personal Control
- Preparedness
- Realism

EMPOWERMENT

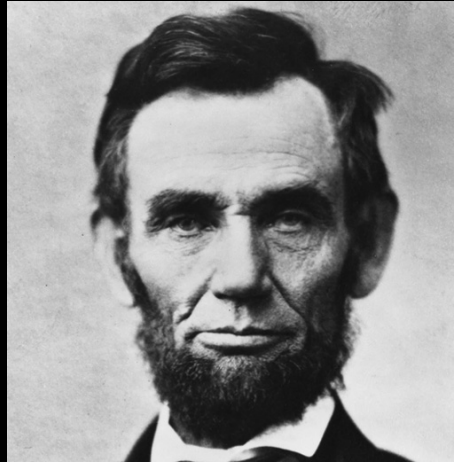
Feedback

- Sen Staff
- Centre Admin

Inclusion

- Sen Staff Meetings
- Roberts Steering Group
- Code of Practice C'tee

Conclusions



...of the post-docs, by the post-docs, for
the post-docs

Acknowledgements

Professor Brian Walker

Dr Nik Morton
Dr Maggie Lai

Ms Sheila Thompson