

Good Practice Workshop

Supporting our Overseas Postgraduate Research Students

22 September 2006



This workshop at the University of Sussex is organised jointly with the South East England Hub and is intended for colleagues who work in any capacity to support overseas postgraduate research students.

There will be plenary presentations from Christine Humfrey, Director of the University of Nottingham International Office and Beatrice Merrick of UKCOS

Breakout workshops with expert leaders will include:

- Induction processes and learning

needs assessment for overseas students

- Helping new students deal with cultural change
- International students: Their concerns about studying in the UK
- Equality and diversity issues in supporting overseas students
- Continued and effective support throughout the degree programme
- Career building for international students

The meeting will be in Brighton and will start at 10.30



The Newsletter of the London Hub of the UK GRAD Programme for all those who work in any capacity to support postgraduate researchers

Further information and registration forms from Kay Dorelli at Londonhub@grad.ac.uk

The Power of GRADschools

The GRADschool ethos is gaining momentum. It now draws in more students who are not personally supported by the Research Councils and those students who have attended a GRADschool become great ambassadors for the activity. Many institutions, not previously actively subscribed to the GRADschool concept have become its enthusiastic supporters.

So far this year, around 1000 participants have enjoyed the GRADschool experience in 18 events – more are scheduled for later in the year. Nearly a third of the participants are students who are not supported by a research council – evidence of the broadening appeal of GRADschools. The local GRADschools, usually non-residential, have attracted many people who might not have attended one of the national schools because of work or home commitments.

For more information on GRADschools visit <http://www.grad.ac.uk/GRADschools>

In the London Hub we have facilitated a local GRADschool this summer for 40 students from Local institutions. Led by Paul Walker of University College, and hosted at Imperial

College, this course still has a final day to complete in September, but its success is already obvious in bringing together students from 14 different institutions in the area.

More Local school are being, or will be, designed and delivered. The London Hub recognises the many benefits and advantages to be found in a local event. The collaboration of members of local institutions is synergistic and involves smaller organisations who would not find it possible to organise a course on their own; the institutions themselves enjoy a greater ownership of the event with several of them allocating money for bursaries to support their students in attending; the participants are able to meet other students in their same region in an opportunity many do not usually enjoy. We also note that so much of the

work involved to run a local GRADschool is undertaken voluntarily as pro bono work and consequently costs are reduced.

We will publish a final report of the June/September London Local GRADschool in a later issue of **The London Researcher**. In the meantime we are delighted to say that, in order to meet the needs of students in the London area, we plan to run more of these schools and if your institution is interested in contributing to any of these, please do contact us at londonhub@grad.ac.uk

Please encourage all your doctoral research students to attend a National or a Local GRADschool, and especially find ways to broaden access to the schools, especially by supporting financially those students who are not personally supported by the Research Councils.

Norman Staines
London Hub Coordinator

Profiting from Postgraduate Talent

UK GRAD 5th Annual Conference

London 7 September 2006



[The UK GRAD Fifth Annual conference](#) takes place on 7 September and considers on a strategic and practical level how we can best support our postgraduate researchers in order to secure our academic base, and remain competitive in Europe. As well as plenary speakers and workshop sessions there will be a number of other projects and information updates launched at the event, including:

- **The Rugby Team** update on progress and proposed national research projects to begin to evaluate effectiveness of skills development for early career researchers will be available
- **RCUK latest information** on next round of reporting on the use of Roberts' funds
- **National Database of Practice** (hosted by UK GRAD) outcomes of a strategic review will be launched together with an outline for its future development and role to share practice within the sector
- **What do PhDs Do? - regional analysis** will be launched and covered in the workshop programme

Supporting
researchers our
investment for the
future

- **Impact of the Roberts' Review Enhanced Stipends and Salaries for Researchers** - latest findings from study and chance to talk to authors and Research Councils (see <http://www.rcuk.ac.uk/rcd/enhanced.asp> to read the full report)
- **European Charter and Code** - update on UK response to implementing and role of a revised Concordat for the management of researchers
 - **Bologna agenda** - a chance to hear latest developments ahead of London 2007 ministerial meeting (<http://www.europeunit.ac.uk>)
 - **Outcomes of a trial Postgraduate researchers questionnaire (PRES)** by the Higher Education Academy into the impact of the research environment on postgraduate researchers' experiences
- **Wine reception** for conference participants and employers to support launch of two projects related to non-academic employers recruiting postgraduate researchers. The UK GRAD 'Recruiting PhDs –what works? And the University of Sheffield's 'Survey of employer attitudes to post-graduate researchers'

Research Career Pathways

UKHERD 2nd Annual Conference

London 6 September 2006



This year's UKHERD Conference will focus on support for Higher Education Researchers as they move along their career paths

Participants will be able to:

- Explore the structural and systemic influences on research careers, in order to improve their understanding of the context in which they work, and to form coherent views to put to policy makers
- Share practice in supporting researcher development

UKHERD (the Higher Education Researcher Development Group) has a remit to enhance research capacity and performance by fostering better management, better professional development and better career structures for researchers. See page XXX for further information.

Details and booking for UKGRAD and UKHERD Conferences

This year the annual events run by UKHERD and UK GRAD are running on consecutive days, in the same venue, in London. For those participants whose remit covers both postgraduate researchers and research staff, running these events consecutively offers the chance to attend both.

Further details and on line booking facility for both conferences are available at

http://www.grad.ac.uk/annual_conference2006

What's on?

2006

September

- 4-8 National GRADschool, Cambridge
 4-8 Local GRADschool, Bangor
 6 UKHERD Annual Conference London. Information and registration http://www.grad.ac.uk/annual_conference2006
 7 5th Annual UKGRAD Conference: Profiting from Postgraduate Talent, London. Information and registration http://www.grad.ac.uk/annual_conference2006
 11-12 European Educational Research Association (EERA) Postgraduate and New Researcher's Preconference, University of Geneva, Switzerland
 12-14 Universities UK Annual Conference for Members, University of Essex
 13-16 EERA Main conference: Transforming Knowledge, University of Geneva, Switzerland
 18-20 Local GRADschool Oxford
 18-21 National GRADschool, Newcastle
 22 Supporting our Overseas Postgraduate Research Students, London Hub and SEE England Hub, University of Sussex, Brighton. Registration forms from londonhub@grad.ac.uk

October

- 2 Careers in Focus: Careers in Academia, Cardiff
 3 Careers in Focus: Investment Banking, ABN AMRO, London
 5 Good Practice in Research Ethics for Research Managers and Postgraduate Supervisors, UKCGE, Leeds. For further information visit <http://www.ukcge.ac.uk>
 10-14 National GRADschool, Brighton
 17 Careers in Focus: Investment banking online chat
 19 Training the Trainers: Developing Doctoral Supervisors -Responding to Changes in Context, Pedagogy and Diversity Workshop. For further information visit <http://www.ukcge.ac.uk>
 26 Implications of the QAA code of Practice for Professional Doctorates, SRHE. Download a booking form at <http://www.srhe.ac.uk/events.asp>

November

- 6-10 National GRADschool, Windermere
 13 Careers in Academia, Glasgow
 15-16 Professional Doctorates and the Skills Training Agenda – residential workshop for Graduate Deans, Administrators and Research Supervisors, UKCGE, Nottingham. For further information visit <http://www.ukcge.ac.uk>
 21 Careers in Academia, online chat
 21-22 Staff and Educational Development Association, 11th Annual Conference, Birmingham

December

- 5 Management and Supervision of International Research Students, UKCGE, Royal Society, Edinburgh For further information visit <http://www.ukcge.ac.uk>
 11 SRHE Postgraduate and Researchers Conference, Thistle Hotel, Brighton
 12-14 SRHE Annual Conference 2006, Thistle Hotel, Brighton



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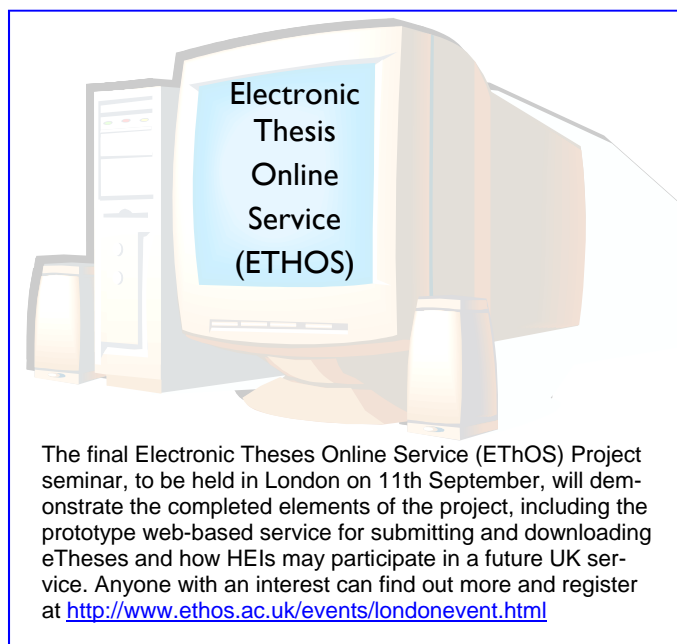
unless otherwise stated information on these events is available at <http://www.grad.ac.uk>

ESRC Funding Review on supporting Research in Education

Joint BERA and
SRHE consultation

Draft report for
wider consultation

SHRE/BERA would appreciate feedback from the education research community on a draft document setting out recommendations to ESRC as part of their review on supporting Research in Education. The final report is due by the end of September and contributions, comments, suggestions and offers of help in supplying supporting evidence are welcomed, by 22nd September if possible. If you would like your voice to be heard, please contact either Helen Perkins (hsperkins@srhe.ac.uk) or John Furlong (john.furlong@edstud.ox.ac.uk).



More Research Council money boosts young researchers, but work aheadsays new report

More money from the Research Councils for postgraduate and postdoctoral researchers is helping academia recruit and retain the brightest young research talents says a recently published report. However the report also highlights some areas of concern, where lucrative alternative careers are still exacerbating skills shortages. The Research Councils are now renewing their call for universities to apply for higher salaries and stipends in their grant applications if they are experiencing trouble recruiting certain skills.

The independent report, commissioned by Research Councils UK from the Centre for the Study of Law and Policy in Europe at the University of Leeds, found that increased postgraduate stipends and postdoctoral salaries had made an impact on recruiting and retaining researchers in academia but that there are problems in areas such as economics where well-paid alternative careers tempt researchers to leave the higher education sector.

Other findings from the report are that the increased pay from the Research Councils is having a positive effect on the salaries being offered by other research funders and that the current Research Council PhD stipend of £12,000 a year is considered to provide an adequate standard of living.

The report is based on an online questionnaire and interviews with a range of people in higher education, including postgraduate students, research administrators, finance and HR staff, and academic researchers; as well as funding bodies. Its findings highlight the need for the Research Councils to raise awareness that research grant applications can take into account the need for higher salaries to attract researchers to shortage areas. The Research Councils have renewed their commitment to communicate to the research community the need to apply for enhanced salaries on research grants where there is a skills shortage or recruitment difficulties.

Professor Julia Goodfellow, speaking on behalf of Research Councils UK, said: "The Research Councils are committed to playing our part in supporting the supply lines of researchers that the UK science and research base needs. The increase in postgraduate stipends and postdoctoral salaries has made a tangible difference. There is clear evidence that these increases have made posts more attractive career choices and that vacancies are attracting higher numbers of applications. The Research Councils realise that there are still areas of critical shortage. We are involved in health of discipline work to address this but we are also calling on the research community to apply for enhanced salaries when making grant applications if they face a skills shortage."

Read the report at <http://www.rcuk.ac.uk/rcd/salariesstipends.pdf>

Read a summary of the report at

<http://www.rcuk.ac.uk/rcd/summary-stipend.pdf>

Read the RCUK response at

<http://www.rcuk.ac.uk/rcd/rcresponse-stipend.pdf>



UKHERD

<http://www.ukherd.org.uk/>

UKHERD is a national network of development practitioners and stakeholders with interests in the careers of research staff in UK Higher Education. Its mission is to enhance research capacity and performance by enabling better management, professional development and career structures for research staff. It is a body run by development practitioners who understand the issues facing both research staff and the HE sector

UKHERD aims to:

- * Share good practice
- * Build effective policy
- * Influence key decision makers

UKHERD & The London HUB

In 2005, the London HUB of the UK GRAD programme held a joint meeting with UKHERD, and this was the direct forerunner of UKHERD's Annual Conference that will take place this month in London.

The HUB congratulates UKHERD on the progress it has made in the last year and looks forward to working closely with UKHERD in promoting collaborative events in London in the future.

How you can join the UKHERD Network

Colleagues from across the sector are welcome, for example:

- Development and HR professionals (staff development officers, personnel managers, career advisors etc)
- Policy development staff within funding organisations

(RCUK, Wellcome Trust, HEFCs, charities)

- Other relevant staff within organisations that employ researchers (universities, research institutes, industry, charity sector)
- Staff from within other bodies with an interest in the development of researchers (ARMA, UCU, HEA, LFHE, UPA).

Sign up to the 'Research Staff Support' e-mail discussion list at www.jiscmail.ac.uk. Click on 'R' under alphabetical indexes and follow the on screen instructions to 'Research Staff Support'. Once you are signed up to the e-mail list you are a member of the UKHERD network! You will then receive regular mailings about all developments.

Some of the things UKHERD will offer its members

- An annual 'showcase' conference to bring together all those with a Research Staff development role
- Specific and relevant practitioner development events throughout the year
- An annual web based survey of the network asking what they need to help them do their jobs even better
- A method of pooling and sharing the very best practice from across the UK to ensure the efficient spread of knowledge, limit duplication of effort, and encourage efficient use of 'Roberts' funds

Information– UK HERD Flier

If you would like copies of a small coloured flier about UKHERD to distribute to research staff and colleagues in your institution, please e mail londonhub@grad.ac.uk

UKCGE Florence Summer Conference Discussion Fora

These afternoon sessions are being held on two different days. Tuesday 12 September 2006 in London and Wednesday 13 September 2006 in York.

Intended both for those unable to attend the Summer Conference in Florence and for those who did, this half-day Discussion Forum will present an overview of presentations and key outcomes at the Conference, supported by a full Conference Documentation pack. Delegates will have an excellent opportunity to present their views and observations on the Florence outcomes and make an active input to the Council's European Agenda – prior to publication of the Florence Conference Report in the Newsletter and elsewhere.

This Discussion Forum is intended for all those interested in a rapid update on doctoral education in the European context – including Directors of Graduate Schools, PVCs (Research), research supervisors, senior academics, administrative and senior professional registry staff with responsibility for doctoral students and doctoral programmes.

To book a place on this event, please visit the UKCGE website <http://www.ukcge.ac.uk>. The booking form is available on the homepage

UK GRAD Careers in Focus: Investment Banking for PhDs

This is an interactive one day event in London on 3 October 2006, hosted by employers keen to recruit PhDs with quantitative skills. The event will provide those of your students who will complete their PhD in 2007 or 2008 with a real insight into this challenging career through the following series of dynamic activities:

- Interactive workshops on core investment banking areas such as equities, fixed income and foreign exchange
- A tour of a trading floor to watch the banks in action
- Networking with representatives from the world's most prestigious investment banks, including ABN AMRO, Barclays Capital, Credit Suisse, Deutsche Bank, JP Morgan, Lehman Brothers, Merrill Lynch, Morgan Stanley and UBS
- A careers fair and CV clinic

If your students want to find out more about this event or to book online make sure they visit <http://www.grad.ac.uk/cif>



Deadline for applications is
Tuesday 12 September



LonDoc

The magazine for postgraduate research students based in and around London

In addition to **The London Researcher**, the Hub will also produce a web based quarterly newsletter **LonDoc**, designed for post-graduate researchers under the editorship of Paul Wicks from the Institute of Psychiatry, King's College London.

We are delighted that the first issue is now available and can be accessed via

<http://www.grad.ac.uk/londoc>

This is a highly entertaining and informative publication which we are sure your students will look forward to reading. As well as providing them with an invaluable resource they will enjoy the variety of articles written by other PGR students and those who have recently finished their PhD

Take a look and see for yourself just what makes it so special and then please

advertise its availability to your students.

We intend to produce some paper copies of the first issue and if you would like some to distribute in your institution please contact Londonhub@grad.ac.uk with an idea of numbers as well as the delivery address.

Kay Dorelli
London Hub Project Officer

Postgraduates who Teach Survey

Current psychology postgraduates have noticed a huge variation in the amount of teaching and support that they receive from their institutions, and suggested this should be explored. The Higher Education Academy Psychology network has therefore developed an online Postgraduates who Teach Survey. The survey explores the practice and support for postgraduates involved in teaching in psychology and aims to provide evidence against which future developments in the support of postgraduates who teach can be measured.

If you know of psychology postgraduates with teaching responsibilities please invite them to complete this survey at

<http://www.psychology.headacademy.ac.uk/survey/pgwt/pgwt.asp>

Further information from c.lantz@psych.york.ac.uk

Closing date: 20 Sept 2006



News from the UK GRAD Centre for Excellence

Sarah Every writes

The year has been as busy as ever for UK GRAD. These are some of the highlights so far.

The Rugby Team in 2006

In January the annual UK GRAD Policy Forum agreed to the recommendations of the Rugby Team, the sector working group, and that it would be useful for the group to continue to operate during 2006 and report back in January 2007. The first meeting was held in May 2006 to agree terms of reference and membership. During the meeting it was agreed that the Rugby Team should continue to focus on early career researchers and their transferable skills development. Its role in 2006 will be to influence policy in order to progress the overall skills agenda for researchers. There are also a number of research projects in progress. Details of the Policy Forum discussions on the Rugby Team as well as various papers produced by the group can be found at

<http://www.grad.ac.uk/rugbyteam>.

Scoping a national career mapping tool:

Earlier this year CRAC (the Careers Research and Advisory Centre, <http://www.crac.org.uk>) the national career development organisation which runs the UK GRAD Programme, was contracted by RCUK to scope a project to 'provide information regarding different research career paths, and... make career structures in research more clearly visible to early-career researchers (e.g. at PhD and postdoctoral level)'. The RCMT was conceived by the Research Careers Committee, a subgroup of the Funders' Forum. The RCMT final report of the first phase of the project was produced for RCUK in March. The RCMT project appendices includes the outcomes of our work with various stakeholder groups including researchers, employers and key organisations. The final report can be found at www.grad.ac.uk/publications.

Working with supervisors:

We have also published two editions of the supervisor newsletter OverVIEW, the latest of which provides a timeline for the Bologna Process so far as well as outlining useful information coming out of Europe relating to researchers. You can also find articles on a student's view of skills training and the awards for supervisor excellence recently instituted by Durham University. Email your Hub Project officer at londonhub@grad.ac.uk to receive your free copies.

We have also developed an online resource

for supervisors called '**Supervising a Doctorate**'. The aim is to provide a resource for those new to the role of supervisor or those wishing to re-visit their roles and responsibilities when supervising doctoral researchers. You will find tips and advice on things you may need to consider and do at the different stages of your researchers' progress through a doctorate. We have made the planner as generic as possible because of the wide range of PhD experiences and also because there are different timescales and procedures within universities. Go to <http://www.grad.ac.uk/supervisorplanner> to find out more. The planner complements the resources we have already developed for researchers.

Working with researchers:

The **Careers in Focus** programme has proven highly popular again this year. It was developed in response to requests from post-graduate researchers and consists of one-day events that focus on careers for PhD researchers in various sectors. They aim to combine:

- information about careers in specific sectors
- a chance to explore the skills and competencies required to succeed in roles within that sector
- opportunities to network with employees from that sector, find out what it's really like, and how to make a successful application

Each event is followed by an online chat to share the experience and is free to all post-graduate researchers.

Current sectors include: Academia, Investment Banking, Management Consultancy and Professional Services

If you want to find out more about remaining Careers in Focus events this year or to have your say on what sectors should be included in 2007, please go to <http://www.grad.ac.uk/careersinfocus>.

In July we ran a month of online events and advice for PGRs called '**Ask the Experts**'. Each week focussed on a different theme relating to research and career planning, with articles contributed by experts such as Sara Shinton, author of 'What Do PhDs Do?' (<http://www.grad.ac.uk/wdps>), and online chats with supervisors, careers advisors and Postdocs. Themes included writing up, CVs and applications, and future careers. We also held an online chat with participants from one of the Careers in Academia events to discuss the outcomes with those people who had not been able to attend. To read any of the articles and see the archives of the online chats go to <http://www.grad.ac.uk/asktheexpert>



Institutions supporting the London Hub



How to contact us and Newsletter contributions

The London Researcher is the newsletter of the London Regional Hub of the UK GRAD Programme. It is composed and edited by Kay Dorelli, Hub Project Officer and Norman Staines, Hub Coordinator.

Contributions are welcomed. E mail londonhub@grad.ac.uk for a copy of Instructions to Authors. In addition, if there are topics you wish to see discussed or relevant meetings you wish to publicise we should be delighted to hear from you. **The next issue will be published in October and deadline for receipt of contributions will be 29 September 2006.** If you know of someone who would like to receive this newsletter in the future please let us know. You can get in touch by calling **Kay Dorelli**, or **Norman Staines** as follows:

Tel: 020 7848 4461
or you can also e mail us at londonhub@grad.ac.uk or visit our website:
<http://www.grad.ac.uk/londonhub>

- European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers
Key elements in the EU's policy to make research an attractive career
- The UK GRAD Programme Activities Report 2003-2005
An overview to demonstrate activities, resources and depth of support available
- Proceedings of UK GRAD's Roberts Policy Forum Report 2006
- The UK GRAD Programme Guide to GRADschools
To illustrate their relevance to postgraduate researchers
- Overview – UK GRAD Bulletin for Supervisors 2nd issue

Publications

available from the
London Hub

To receive your copy (copies)

E mail

Londnhub@grad.ac.uk

