

Engaging Researchers in Continuous Professional Development and the RDF



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CPD and the RDF

1. Challenges

- a) Engagement of researchers
- b) Support of managers of researchers
- c) Funding

2. Engaging Researchers in CPD

3. How we have used RDF within the staff development programme

Engagement of Researchers

Challenge: Is CPD relevant?

Communication: increasing understanding of the links between subject specific knowledge, transferable skills and longer term career development (**RDF**).

Researcher/Post Doc Societies key element.

Challenge : CPD Planning: How do we get people to do this?

Induction: introduced to the **RDF** and Concordat, emphasising *researcher responsibility*

Central Programme: workshops mapped to **RDF** (University Working Group) . **RDF** used in promotion of programme - website.

Cohort programmes: assessments includes use of **RDF**.
Accreditation motivator for researcher engagement.



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We are exceptional!

**ENHANCING
RESEARCH
PRACTICE
PROGRAMME
2013/14**

The programme aims to:

- Support researchers professional activities and development aspirations
- Recognise individual professional achievement
- Advance professional practice
- Encourage researchers to plan their professional and career development

What's involved?

- 4 core workshops
- Optional training pathways in writing, project management or funding
- Action Learning Groups
- Continuing Professional Development Portfolio
- Final presentation
- ILM Accreditation

Application form available at www.qub.ac.uk/crs



Challenge: Support of managers

- Their primary focus is the completion of research project
- They are person researchers most likely to ask for careers advice (CROS)

Enabling Managers/PIs input to the programme:

- Research Staff Development Working Group
- Surveys
- Leadership and Development programmes
- **RDF** included in workshops
- Funding for School-based activities

Managers/PIs involved in implementing our Concordat Action Plan

Researcher Training and Development Fund (RTDF):

- Researcher-led and school based
- Applicants must map activity to **RDF**
- Developing researcher skills
- Increases researcher engagement across the wider development programme
- Funding used to support Researcher/Post Doc societies

Challenge: funding and sustainability

Roberts Funding provided sustainability and a breadth of activity
Now “do more with less” !

Concordat emphasises Researcher Responsibility for CPD
RDF provides a tool to enable researchers to focus on CPD

Mapping of **RDF** part of strategic initiatives – Senior Management support
– increases visibility and increases opportunities for funding.

Researcher/Post Doc societies important to sustainability.

Researcher/Post Doc societies now a key element in encouraging engagement in CPD

- Addresses communication issues
- Provides school and subject area focused development activity
- Many events on career development and raise awareness of **RDF**
- Importantly researchers reviewing needs, planning and delivering these events and producing resources
- RTDF funding used in establishment of these groups
- Use of Vitae resources on the benefits establishing societies.

Challenges:

- Engagement of researchers in their CPD
- Use of RDF to focus professional and career development
- Managers of researchers supporting staff CPD
- Funding and sustainability.

Question: How do we make CPD relevant for researchers?

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