Outstanding Support for Early Researchers: Building Institutional Capacity for researchers' development in an EU context

Introducing NU2EU

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Conference Themes:

- Building institutional capacity for researchers' professional development
- Demonstrating the value of researcher development on research outputs, researcher careers, economic prosperity and society
- Sustainable practice to support researchers

A unique Partnership: Building Institutional Capacity

Think about your own organisation, if you were asked to develop a development programme for researchers focussed on EU, **who** would you use (or who did you use) and **why?**

A unique Partnership: Building Institutional Capacity

Research & Enterprise Associate Dean also Enterprise Educator =

- Educator, Faculty Leader gives Academic Career focus

Three Times Three company =

- Funding expert gives Researcher/Vitae focus

Third-i-Publications company =

- Funding expert gives Business / Commercial focus

European & Business Developer =

- EU Funding and Policy expert gives New Horizon 2020 / Brussels focus

University Project Support Office =

- EU Funding and bid management expert gives exploitation, commercial and Knowledge Exchange focus (and BUDGET)

- ✓ Brussels Office - a Research & Innovation gateway

- ✓ Consultants worked with previously to support Research and Innovation
- ✓ University research strategic plan – 'commercialisation of research'

- ✓ University strengths in working with SMEs

- ✓ Operationally – Commercial awareness linked to the greater value of research

- ✓ Map to Horizon 2020 – excellence, exploitation and impact

- ✓ Timely University re-organisation and new University Framework

Designing a programme of support for researchers' professional development

The strategy is to grow research with funding and expertise but;

- We are research active so what about researchers that are new to this work?
- Growing Opportunity means growing capability and collaboration?
- Do we need a research programme or commercialisation training?

Thoughts?

We decided our need was increased confidence, understanding, partnerships and (non research) skills

Learning outcomes:

- Build <u>confidence</u> and <u>collaborative</u> relationships in relation to research and funding calls in Europe
- Achieve a full <u>understanding</u> of the EU research funding landscape
- Build skills in producing competitive <u>funding</u> proposals
- Increase understanding of how the <u>research</u> results can be taken to the <u>market</u> or society

Programme outcomes:

EU bid applications

Progress towards research publications

Collaboration with new researchers and outside the academic sector

Time commitment:

Approximately 100 hours with 50 hours matched by the candidates' Faculties and an additional 50 hours by the researcher using some SMRSA time. Attendance on all full days and participation in the directed activities is mandatory.

Mandatory pre-requisites for the programme.

• The ability to attend the entire programme.

• Prior experience of securing funding (in UK/EU).

• A track record of recent research publications.

• A credible track record of leading research projects and/or some experience of participating in externally funded research projects.

• A willingness to actively participate in reviewing the pilot and shaping future programmes.

How to apply:

A recommendation from the Dean of your Faculty submitted to PSO for approval. This should include a profile of the candidate and outline how attendance on the programme will complement Faculty objectives as well as the candidate's professional development.

The Programme:

Day 1, UK, 25 November 2013

Getting started, building networks for funding, understanding the funding landscape. An introduction to the EU funding calls.

Optional half-day, UK, 5 December 2013,

Horizon 2020 Marie Sklodowska-Curie grants and ERASMUS+

Day 2, Brussels, 9 December 2013

Achieving an understanding of EU research funding and preparing a research pitch. A visit to the European Parliament.

Day 3, Brussels, 10 December 2013

Practitioners' event on Horizon 2020 with the EU Commission, researchers and businesses from Europe. Getting to know the EU in Brussels, networking with potential partners, discussion of project ideas with the EU officials.

Day 4, UK, 6 February 2014

Writing successful European bids. A practical day for participants to examine what success looks like and gain some top tips.

Day 5, UK, 19 June 2014

Progress updates, follow-up and evaluation – both personal and programme.

DAY 2 - FINDING FUNDING OPPORTUNITIES: HOW DOES IT WORK?

Where can I find information on funding calls? Horizon 2020 Participant Portal – the new service

HTTP://EC.EUROPA.EU/RESEARCH/PARTICIPANTS/PORTAL/DESKTOP/EN/HOME.HTML

Task: Where do you start? What was critical information?

Examine a Work Programme Topic

Look at the content, structure, topics, find eligibility criteria, budgets

- Specific challenge

- Scope

- Expected Impact

- Type of Action

- Budget

- Eligibility criteria

- Deadlines

- How many proposals can be funded

DAY 3 – CONSORTIUM BUILDING

Where do I find collaborators?

Where do I find collaborators?

- Do I need any?
- Do I know any?
  - Current collaborators
  - Friends of friends
  - Scholars, with whom you would like to collaborate, but did not have a chance yet
- Networks (ex ERRIN)
- Partner searches (Brussels Office)
- CORDIS
- Brokerage events
- Conferences

How to approach your collaborators?

Task: What key information was necessary?

One page proposal:

- Work Programme, funding scheme
- Aims and objectives
- Background
- Expected results and lead users
- Phases of work
- Organisations involved and their roles
- Budget and duration

- Demonstrating the value of the NU2EU researcher development programme

How did we evaluate?

Question design:

1. Being able to look holistically at the individual against UK-wide development/skills – e.g. *vitae researcher development lens (D3)*
2. Understanding how the development related to the overall development of senior staff at professorial level or aspiring to this level against a recognised competency – e.g. *Professorial KPI's*
3. Being able to track the impact of the training directly relating to EU experience : and training e.g. The goal of the programme: *Understanding and Accessing European Research Funding*

- Demonstrating the value of the NU2EU researcher development programme

How did we evaluate?

Evaluation Tool: Programme Effectiveness Tracker
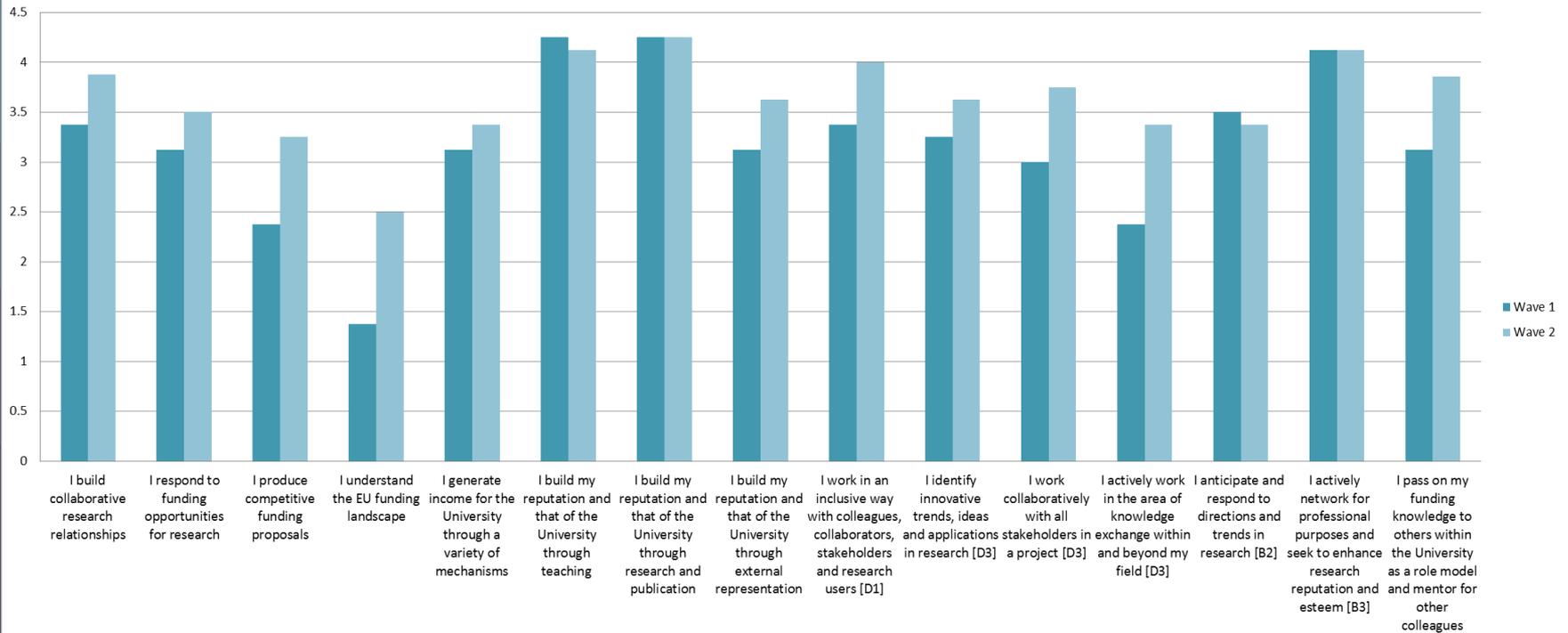
Survey – 4 stages

Example questions:
- I work in an inclusive way with colleagues, collaborators, stakeholders and research users [D1]
- I identify innovative trends, ideas and applications in research [D3]
- I actively network for professional purposes and seek to enhance research reputation and esteem [B3]
- I build my reputation and that of the University through research and publication
- I generate income for the University through a variety of mechanisms

- Demonstrating the value of the NU2EU researcher development programme

What were the outcomes? Benefits?

Tracking NU2EU Programme Effectiveness: Chart shows average scores (based on all participants) for each outcome measured at Wave 1 (start of programme) and Wave 2 (following Brussels trip)

What do you observe?
Any thoughts?

Key	
5	A clear strength
4	A developing strength
3	Neither a strength nor an area for development
2	An area where some development is required
1	An area where significant development is required

✓ **Results**

- ✓ Increased confidence in all participants, 1 participant promoted within their field of expertise and 1 has been made a professor

- ✓ 4 new research collaborations with international partners

- ✓ 4 programmes to attract research fellows from international universities

- ✓ Participation as partners in 2 projects and lead applicant on 2 projects worth 998,936 Euros in total

- ✓ Participants developed increased scientific confidence to talk about their work in a wider EU and university context.

- ✓ Greater awareness of EU research opportunity within the participants enhancing their career potential; 5 strong collaboration opportunities in development with participants to further Research Activity worth 2.5M Euros in total

- ✓ EU evaluator

Results

Despite hard work to look beyond a silo, its where benefits are greatest. **NB: The interesting part of any business is often what occurs on the edges of departments that reach out**

We encountered positive cross discipline research ideas

- ✓ Working in Prisons / Criminal law / understanding Social and Science
- ✓ Healthy Aging / Issues of aging Prison population / Building design
- ✓ Sport as a Medical treatment vs. novel drug applications
- ✓ Societal effects on school bullying / cloud computing & big data

Sustainable practice

Feedback and evaluation

- Finalising feedback and comments from participant researchers

- We welcome your feedback on what we have outlined.

- Does this opportunity appear relevant beyond HE?

Thank you!