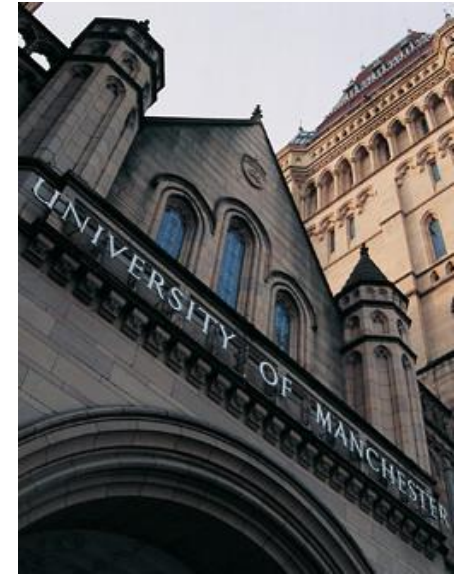
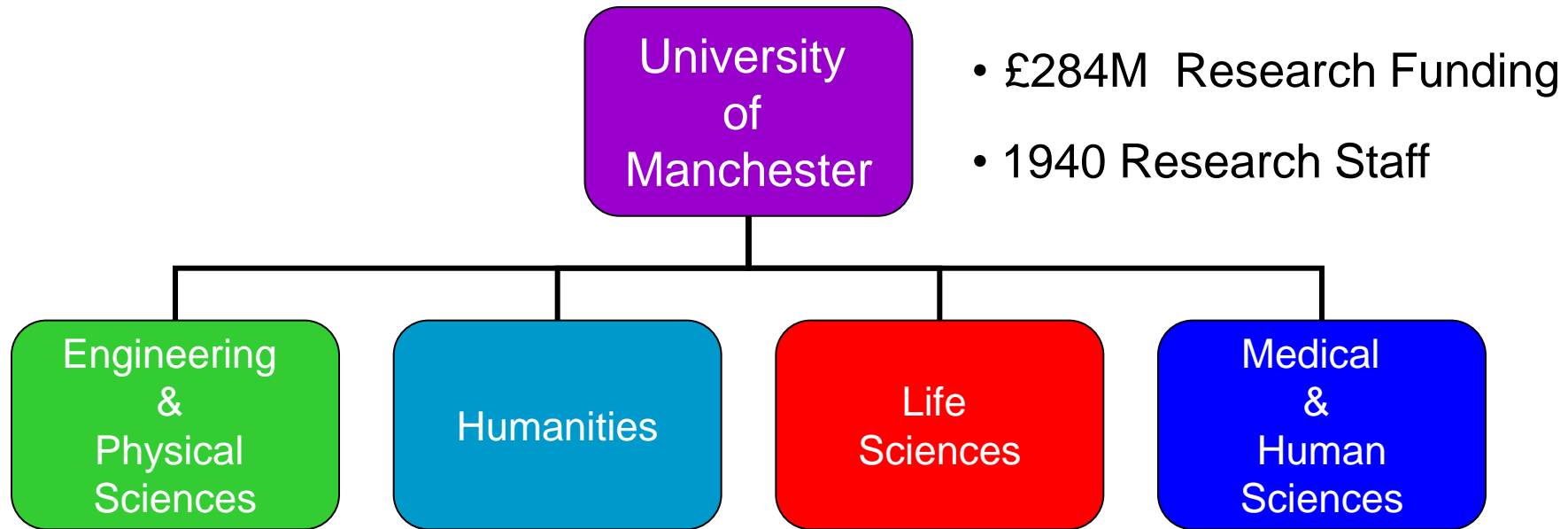


An Institutional Perspective: New Developments and Remaining Challenges



Rachel Cowen, Lecturer (*Research Staff and Academic Staff Development*), *University of Manchester*

Manchester a Nurturing Environment



Key Goals: Research, Higher Learning, Social Responsibility

“To achieve our goals we must ‘attract, develop and nurture the careers of excellent researchers and become the location of choice for staff at all stages of their career”

*University Research Strategy, 2011
Luke Georgiou, Vice President for Research and Innovation*

Committed to The Concordat to Support the Career Development of Researchers

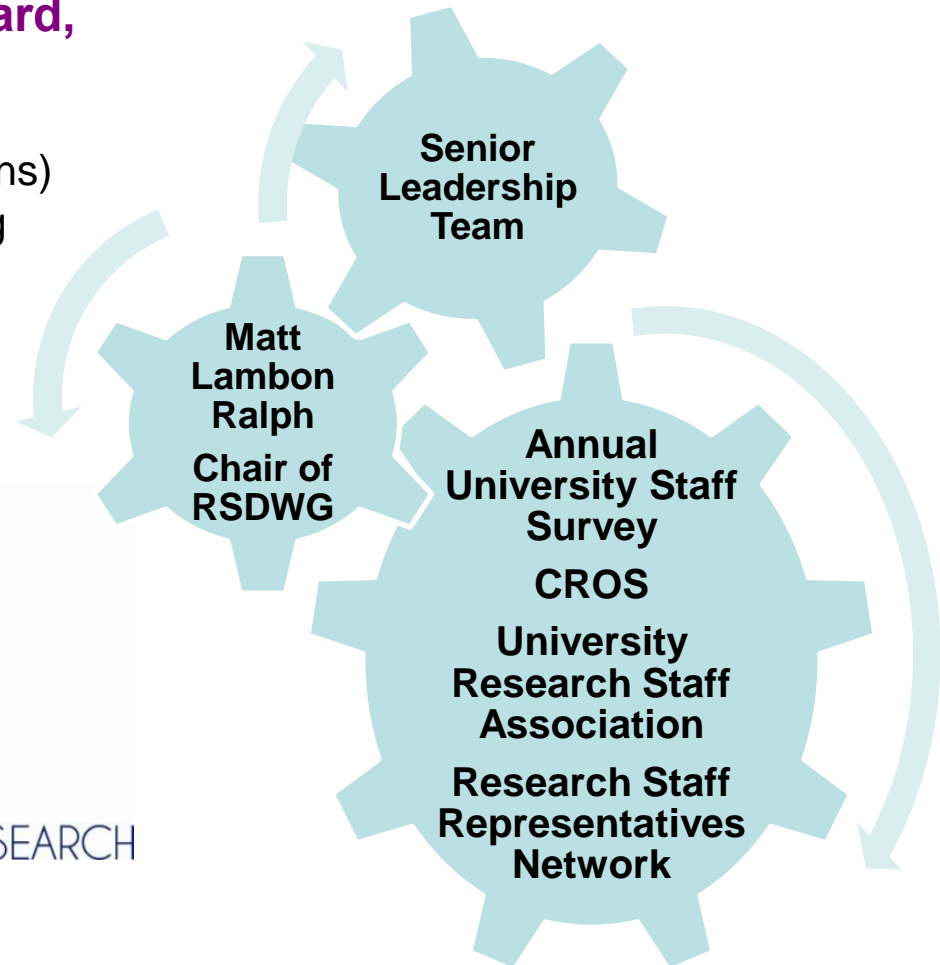
**“HR Excellence in Research” Award,
European Commission since 2011**

Concordat Implementation Plan (52 Actions)

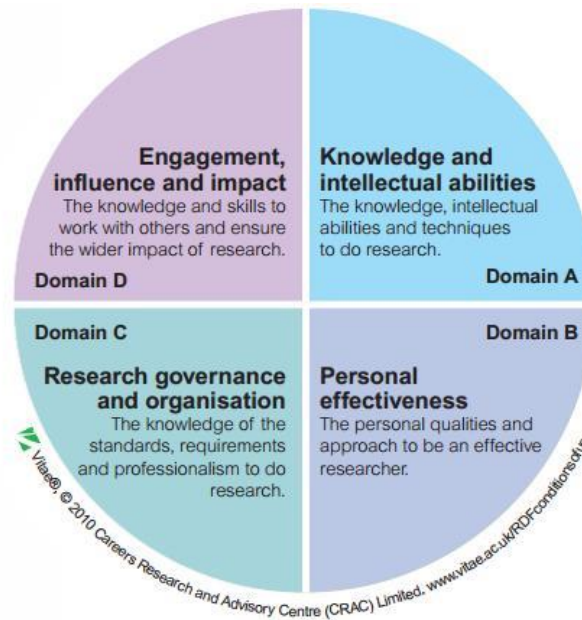
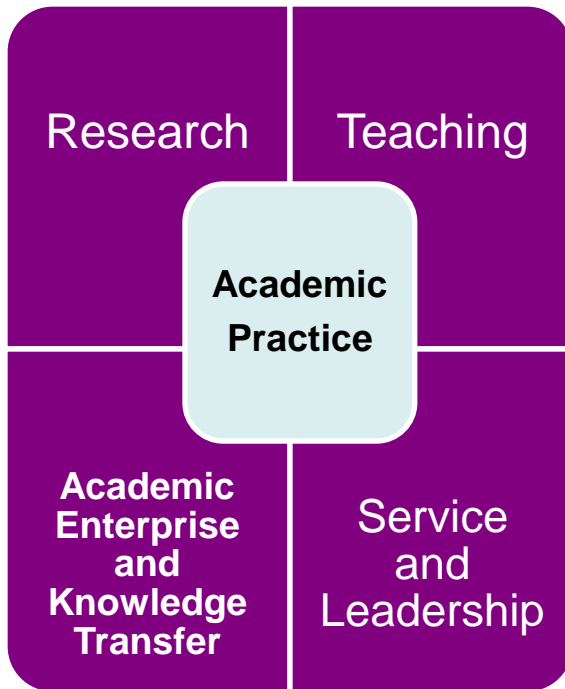
- Research Staff Development Working Group (RSDWG)



HR EXCELLENCE IN RESEARCH



Research Staff Training Programme



- 2089 courses for 2014/15
- 100+ specifically for Research Staff

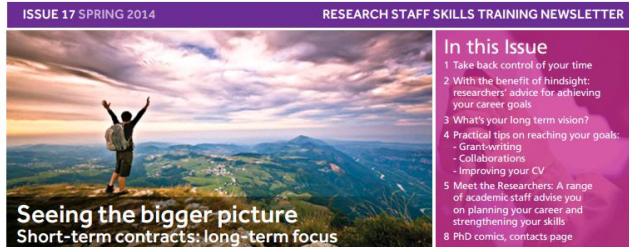
- 4 Faculty Research Staff Training Programmes
- 4 Faculty New Academics Programmes – open to Fellows
- Staff Training and Development Programmes
 - University wide online training catalogue

Fostering a Research Staff Community

University Research Staff Association
Annual Research Staff Conference
Incite Newsletter



incite



Exceeded my expectations. Helped me to know a bit more about myself and how to achieve my goals



Varied mix of workshops - an intense session on research impact followed by a relaxation session - great idea!

Leadership and Career Development

- Researchers into Management Programme
- Pathways – Annual Careers Event
- An Academic Career Website
- Fellowship Academy
- Mentoring
- Coaching



MANCHESTER GOLD
MENTORING



Is an academic career for you? About academic careers

An Academic Career

Is an academic career for you?
What do academics do?
How do you become an academic?

2011
THE AWARDS
AWARD WINNER

Pathways
Career options event for researchers

Listening to our Research Staff

Feedback from CROS and USS 2013:

- Appraisal/Performance and Development Review
 - Poor Uptake (46%)
 - Usefulness questioned (30%)
- Recognition and Value
 - Clearer promotion routes to research fellow needed
 - RS representation/involvement in decision making
- Communication
 - more effective channels needed (30%),
 - opportunity lacking to feed views upwards (48%)

Online Research Staff Appraisal System

ResDOT
[+] Instructions

View Documents

Subcategory: ResDOT documents

Search Term:

Search By: All

Research Staff View

Record 1 to 2 of 2

Title	Author	Type	Size	Uploaded
Reflective Practice log	Dr Mark Leech	docx	18 KB	21/02/2014
Personal Development Plan	Dr Mark Leech	doc	40 KB	27/06/2013

My ResDOT
My Reviews
[+] Instructions
There are no reviews to display.
My Reviewees
[+] Instructions

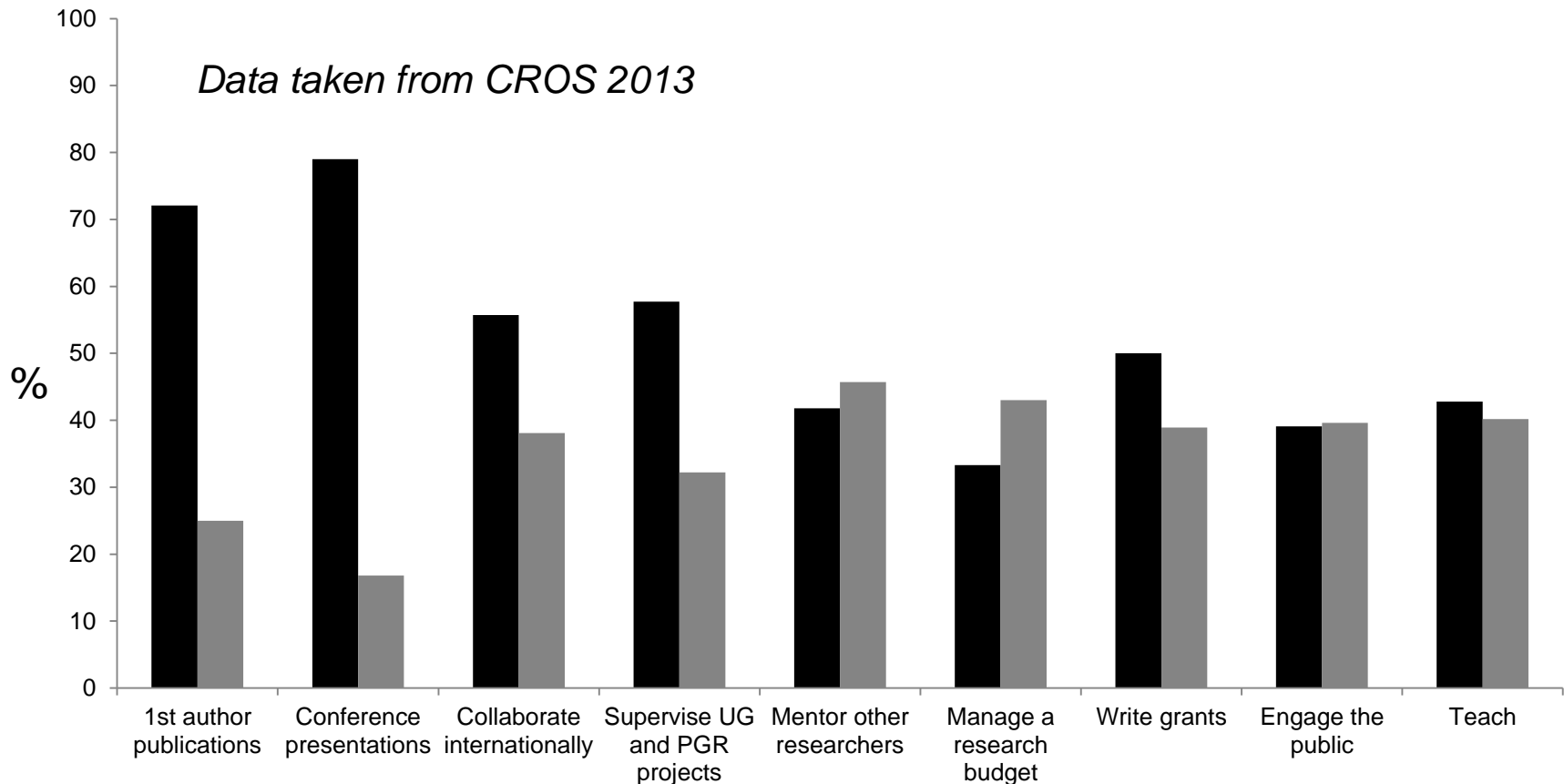
PI/Line Manager View

Year	Reviewee	CV Status	CV Date	View CV	P&DR Status	P&DR Date	View P&DR
2014		Not Started			Not Started		View
2014		Not started			Saved	21/05/2014	View
2014		Uploaded	16/07/2014	View	Saved	24/07/2014	View

Email Selected

- Mandatory training for PIs/line managers
- Appraisal with PI and another person with a wider career development perspective

Research Staff Recognition and Value



- 8% of staff returned in REF 2014 were RS
- Gathering data to reflect the full contribution that RS make

Research Staff Promotion/Careers Support

- Annual promotion process – open to all Academic and Research Staff
- New promotion guidance for Research Assistant and Research Associate level since 2013
- Awareness raising promotion workshops for early career researchers

One to one support:

- *Appraisal/promotion preparation*
- *CV clinics, careers advice and coaching*

Extended Access/End of Contract Support

- 3 months notice and re-deployment register (priority to apply for University jobs that match their skills)
- Extended access to email, library and e-resources (pilot since 2013)
- For Research Staff with 4 years or more continuous service ~ open ended contract:
 - Additional 3 months paid work
 - Redeployment register for a further 6 months
 - *PI status on funding applications**

**Uni of Manchester does not restrict eligibility to apply for grants based on contract*

Improving Communication Channels

- Increasing RS Representation
 - School/Institute Boards, Promotion Panels
- Strengthening RS networks
- Academic Champions in Schools/Institutes → PI engagement

Keep Listening and working with our Research Staff

