

CURSA

Cardiff University Research Staff Association

Activity ,Achievements and Challenges

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Manager for Research Staff

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CURSA

- **Aims**

CURSA's aim is aligned with the vision - **a fulfilling career for every researcher** and mission - **to empower research staff to take control of their careers and contribute to policy** of the UK Research Staff Association (UKRSA).

As CURSA develops, it is envisaged that it will enable Cardiff University researchers:

- To co-ordinate training activities/career development sessions for other researchers, and provide support for researchers as necessary
- Inform institutional management and administration on the interests of researchers
- Influence institutional policy

Role of CURSA

- **Provided feedback on:**

- managing parental leave for research staff on fixed term contracts
- Addressing disparities in selection rates to

REF2014

- **Promote**



- **RDF (Researcher Development Framework)**
- **Athena Swan**



Existing support from HR

- RDF based comprehensive training programme (free to RS)
- Annual Policy Forum – consultation to Committee and admin support / finance
- Communication – 3 times per year
Research Staff Update
- Cardiff Connections electronic – postings

HR communication



RS update articles



Research Staff:
the UK Community

Lee Parry

School of Biosciences and UKRSA Representative

UK Research Staff Association

UKRSA

supported by Vitae

RS Policy Forum 2013

Aims Research Staff Policy Forum are:

2013 moved from HR to

- to provide information about the support available for research staff and the University's policy and obligations to them, both Institution-wide and at School level;
- to increase awareness of national developments in relation to the management and career development of research staff;
- to provide research staff with the opportunity to meet and discuss their experiences with other researchers from across the Institution, and to feed their views into the management structure of the University.

CROS 2013



<http://www.vitae.ac.uk/CMS/files/upload/Vitae-CROS-Report-2013.pdf>

CROS 2013

- Key Statistics (Cardiff)
 - 255 Cardiff respondents from a population of 850:
 - 154 College of Biomedical and Life Sciences
 - 55 College of Physical Sciences and Engineering
 - 41 College of Humanities and Social Sciences
 - 30% response rate (25% in 2011)
 - 88% of respondents are employed as full time staff
 - 78% are on fixed term contracts
 - 69% on contracts of between 1–3 years

CROS 2013

- Informed by and supports



- Next steps at Cardiff
 - Report to University Executive Board
 - Report on Research Staff (HR) website alerted via RS Update

CURSA plans 2014-15

- Find a new conduit for influence (committee changes)
- React to CROS (Cardiff)survey and plan response lobby
- New leadership Chair Lydia Hayes (Law)

Challenges of CURSA

- Getting research staff involved as committee members
- Getting research staff involved as constituents
- Getting support from institute, senior staff, PIs
- Time management
- Financial support
- Sustainability (due to FT employment)
- Where we fit in the new college structure
 - Who do we engage with in CU post changes?