

Vitae International Researcher Development Conference 2022



26 – 27 September 2022, Etc Venues County Hall

In-person participant pack

We are delighted that you can join us for the in-person element of #VitaeCon2022. Please see below everything you need to know to be ready for the event.

1. Vitae International Researcher Development Conference 2022

Vitae International Researcher Development Conference 2022 (VitaeCon2022) is our annual event for all those with an interest in the policy and practice of global researcher development. The online element of the conference took place Tuesday 13 September – Thursday 15 September and we were delighted to have almost 300 participants in attendance.

The conference themes for this year are:

- Cultures, environments, and impacts of researcher development
- Horizon scanning in researcher development (post-Covid 19 and beyond)
- Supporting researchers into, through and beyond the PhD
- Researcher Development Concordat implementation; successes and systemic issues
- UK policy for researcher development; perspectives and predictions

The event aims to provide those working in researcher development with opportunities to:

- Moving the collective conversations of researcher development forwards
- Building on past and current experiences to predict future goals and challenges
- Showcasing examples of policy and practice and enabling participants to embed them
- Bringing together diverse perspectives to create shared learning

2. Agenda

Please note there are no parallel sessions, all workshops are in the Legislate Room and there will be ~80 people.

Day 4: Monday 26 September 2022

12.15pm	Networking lunch
1.30pm	Welcome & Introduction
	Introduction: Prof David Oswell, Goldsmiths University of London
	Keynote: Brigid Feeney, Place Team, SRI Directorate at Department for Business, Energy and Industrial Strategy (BEIS)
2.00pm	Workshop 1
	What does a positive research culture look like and how can we measure it?

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	Presented by Dr Emma Compton-Daw, University of Strathclyde & Dr Maria Weikum, University of Strathclyde
3.00pm	Refreshments and networking
3.30pm	Workshop 2
	Improving research culture for all: An exploration of reward and recognition schemes for contract researchers and professional support staff
	Presented by Jennifer Brown, University of York, Liz Wands-Murray, University of York & Jack Garry, University of York
4.30pm	Closing
	Presentation: Neil Jacobs, UK Reproducibility Network
	Closing remarks: Clare Viney, CEO Careers Research and Advisory Centre
5.00pm	Drinks reception
6.30pm	End of day

Day 5: Tuesday 27 September 2022

8.30am	Networking breakfast
9.30am	Welcome
	Introduction: Rachel Cox, Engagement and Policy Team Lead
	Reflections on workshops from Day 4: Dr Tina Ramkalawan, Director of Graduate School, Brunel University London
10.00am	Workshop 3
	Exploring practices to support researcher mental wellbeing throughout Europe
	Presented by Brian Cahill, TIB - Leibniz Information Centre for Science and Technology, Janet Metcalfe, CRAC, Vitae, Adam Keszler, SciLink Foundation, Melita Kovačević, University of Zagreb
11.00am	Refreshments
11.30am	Workshop 4
	Evaluating your impact: going above and beyond the evaluation form
	Presented by Sophie Morris, Edinburgh Napier University

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12.30pm	Closing
	Reflections from the contributors
	Closing remarks from Dr Kate Jones, Vitae Head of Learning and Professional Development
1.15pm	Networking lunch
2.15pm	End of day

3. Workshops

We have four interesting and thought-provoking workshops for you to engage with during the in-person element of #VitaeCon2022. They are being run synchronously so all participants will be able to fully engage and attend all four.

Workshop 1, What Does a Positive Research Culture Look Like and How Can We Measure It?

Presented by Dr Emma Compton-Daw, Academic Development Lead (Research) who will be supported by Dr Maria Weikum, Concordat Officer, University of Strathclyde

Dr Emma Compton-Daw leads staff Researcher and Supervisor Development activities at the University of Strathclyde. She is also currently the Chair of the Universities Scotland Researcher Development and Training Committee.

Abstract:

Based on the Royal Society, the term Research Culture can be defined as the behaviours, values, expectations, attitudes and norms of our research communities influenc[ing] researchers career paths and determin[ing] the way that research is conducted and communicated. With such significant impact on research in the Higher Education sector from its people to its processes and structures the topic has moved more and more into the spotlight in recent years, including through BEIS R&D People & Culture Strategy, the work of research funders (e.g. UKRI s new EDI Strategy and Wellcome Trust What researchers think about the culture they work in and, last but not least, the revised Researcher Development Concordat.

Yet, defining what a positive Research Culture actually looks like and how we can measure it is not straightforward. The University of Strathclyde has recently started a review process to define specific Research Culture indicators to be monitored through University committees alongside its research KPIs (Key Performance Indicators). This session builds on this idea by exploring as a sector-wide community what indicators may be used to describe Research Culture and how these may be quantified at an institutional level. Focusing on group discussions, participants will have the opportunity to share their own good practices and develop new ideas about key features of a positive Research Culture, what data and monitoring may be necessary to capture positive culture indicators and how such processes may be built into their own institutions.

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Workshop 2, Improving research culture for all: An exploration of reward and recognition schemes for contract researchers and professional support staff (PSS)

Presented by Jennifer Brown, Research Fellow, University of York who will be supported by Liz Wands-Murray, Head of Department Office Manager, University of York and Jack Garry, Research Support Officer, University of York

Jen is a research fellow in the Department of Health Sciences at the University of York. She is co-chair of the departmental Equality, Diversity, and Inclusion Committee and one of the department's equality champions. Previously, she has co-led a departmental Athena SWAN application. Jen has a keen interest in improving research culture, career progression, and personal and professional development opportunities for everyone involved in research.

Abstract:

Research culture should benefit, nurture, and support everyone who contributes to the delivery of research, regardless of their job title or contract status. We consider contract researchers and professional support staff to be integral parts of research teams. In our department, routes for career progression and professional development can be difficult to navigate for these staff groups as the promotions process is tailored towards staff on academic contracts. As part of a UKRI/Higher Education England funded project to Enhance Research Culture, we are investigating the uptake and experience of the reward and recognition schemes available to PSS and contract researchers at departmental and institutional level. We are quantitatively measuring the number of applications annually as well as success rates and qualitatively collecting feedback from colleagues to explore their experience of engaging, or not engaging, with these schemes.

The project is jointly led by an early career contract researcher and a member of PSS and supported by a junior contract researcher. Data collection draws on institutional and departmental records over the past five years and includes information about protective characteristics, where available, of those applying for these schemes, total number of applications, and success rates (total and by protected characteristics). The quantitative findings are supplemented by qualitative interviews and focus groups to explore colleagues' experience of applying to the schemes, their reasons for doing or not doing so, the support they received, and any other pertinent issues relating to their perceptions of reward and recognition opportunities for contract researchers and PSS. We will use the findings from this project to produce a departmental report and action plan with the aim to improve equality of opportunity for all staff within the department. Data collection is ongoing. Findings will be available for sharing at the Vitae Conference 2022.

Workshop 3, Exploring Practices to support Researcher Mental Wellbeing throughout Europe

Presented by Dr Brian Cahill, Research Manager, TIB- Leibniz Information Centre for Science and Technology who will be supported by Dr Janet Metcalfe, Principal of Vitae, Prof Melita Kovačević, Former Vice Rector for Research and Technology, University of Zagreb and Dr Adam Keszler, Managing Director, SciLink Foundation

Abstract:

The ReMO COST Action on Researcher Mental Health is an international network that focuses on wellbeing and mental health within academia. The Researcher Mental Health and Well-Being Manifesto (Kismihok et al., 2021, <https://zenodo.org/record/5559806>) is a call to identify which practices and actions are effective at creating research environments that foster mental health and wellbeing, reduce mental health stigma, and empower researchers when it comes to well-being in their workplace. The ReMO COST Action provides a framework for involving a network of

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researchers, practitioners, and institutional stakeholders in achieving the objectives of the Manifesto through designing actions and initiatives at the policy, institutional, community and individual levels.

This session aims to leverage the experience of the audience with regard to how research institutions in the UK have addressed Researcher Mental Health with specific attention to the central place of mental health in the Concordat to Support the Career Development of Researchers (2019).

The session will include a panel of speakers from throughout Europe who will discuss how societal awareness of mental health has led to greater willingness of researchers and many research stakeholders to recognise their responsibility to foster a positive research culture. It will focus on the lessons that can be learned with regard to moving from raising awareness of researcher mental health towards involving institutions, funders, supervisors and researchers in developing practices that promote a healthy research environment and culture.

Workshop 4, Evaluating your impact: going above and beyond the evaluation form!

Presented by Sophie Morris, Researcher Developer, Edinburgh Napier University

Sophie works across two different, highly intertwined, sectors of the higher education system: researcher development and public engagement and her focus is evaluation and thinking about measuring and demonstrating impact.

Abstract:

Evaluation is absolutely essential to demonstrating what impact we are having on the research culture at our organisations.

This interactive session is about going above and beyond with your evaluation. We will explore the use of the logic model framework and theory of change and how you can apply it to your researcher development projects. Using an evaluation plan, you will be getting creative with your evaluation techniques as you work through a range of methodologies commonly used in impact projects. We will discuss the pros and cons of different evaluation techniques before having a go at a case study, from our work at Edinburgh Napier University, and having the opportunity to think about your very own researcher development projects. This interactive session will include case-study based and peer-peer learning. By working in groups, people will also have the opportunity to network and meet new peers.

4. On the day

Meals & refreshments

Included with your ticket you will be provided with teas & coffees on both days, an afternoon break on the Monday, Lunch on both days and breakfast on Tuesday morning.

- **Breakfast** – always a full spread of continental breakfast, including yoghurts, cereals, pastries, artisan breads, fresh fruits, cured meats, hard-boiled eggs, pancakes/waffles, & other bits.
- **Mid-morning break** – selection of fruit and biscuits, fruit smoothies, and a selection of small bites such as granola bars / sausage rolls / mini muffins, flapjacks.
- **Lunch** – for hot food, there is always 1 x meat option, 1 x fish option, & 1 x vegetarian option (can also of course cater for other dietary requirements e.g., vegan or gluten free,

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providing we know in advance). There will also always be a variety of salads (3 x chef's choice), charcuterie platters, fruit platters, the dessert of the day & cheese platters.

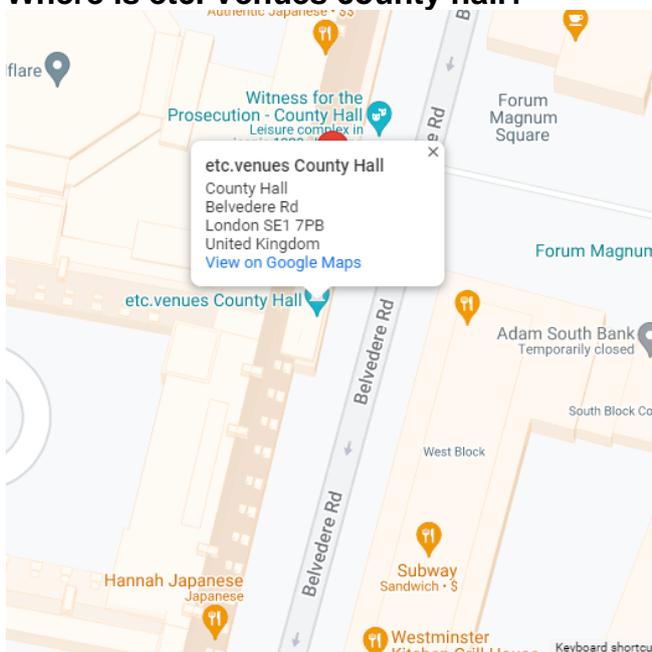
- **Afternoon break** - selection of 'cake bites' (e.g., spiced fruit cake, raspberry madeleines, chocolate layer cake) as well as whole fruits and biscuits.

We are also hosting a drinks reception within etc. Venues at 17:00 Monday. This will include at no extra cost, house wine, beer, soft drinks, and artisan snacks.

Please do let me know if you have any dietary requirements that were not included on your original booking form asap.

If you would like to join an informal meal (at your own expense) with participants and some of the Vitae Team, please complete this [form](#).

Where is etc. Venues county hall?



What to do when you arrive

When you arrive at etc venues county hall please go straight to etc venues reception (on the 4th floor same level as the conference room). There is a free cloakroom for you to drop off any luggage. Reception will then direct you to the Vitae conference room (you can also follow the green vitae arrows) Once you arrive at our conference room (legislate) there will be a Vitae registration desk with a vitae member nearby. We will provide you with your badge and tote bag and be able to support you with any questions you may have.

Seating plan

We will create a seating plan for the room to facilitate and allow guests who are travelling solo or who are new to Vitae to meet and network with the community, this will also help with the smooth running of the event.

Health and Safety

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We ask that if you are feeling unwell or have tested positive for COVID-19 that you do not attend the in-person conference and let us know immediately.

Train strikes

In the event of train strikes, #VitaeCon2022 in person will still go ahead as expected. If the train strikes will affect you, please contact us immediately on events@vitae.ac.uk or call Hannah on 07590 445184.

Additional support

If you require any additional needs or support throughout the event, please don't hesitate to contact events@vitae.ac.uk.

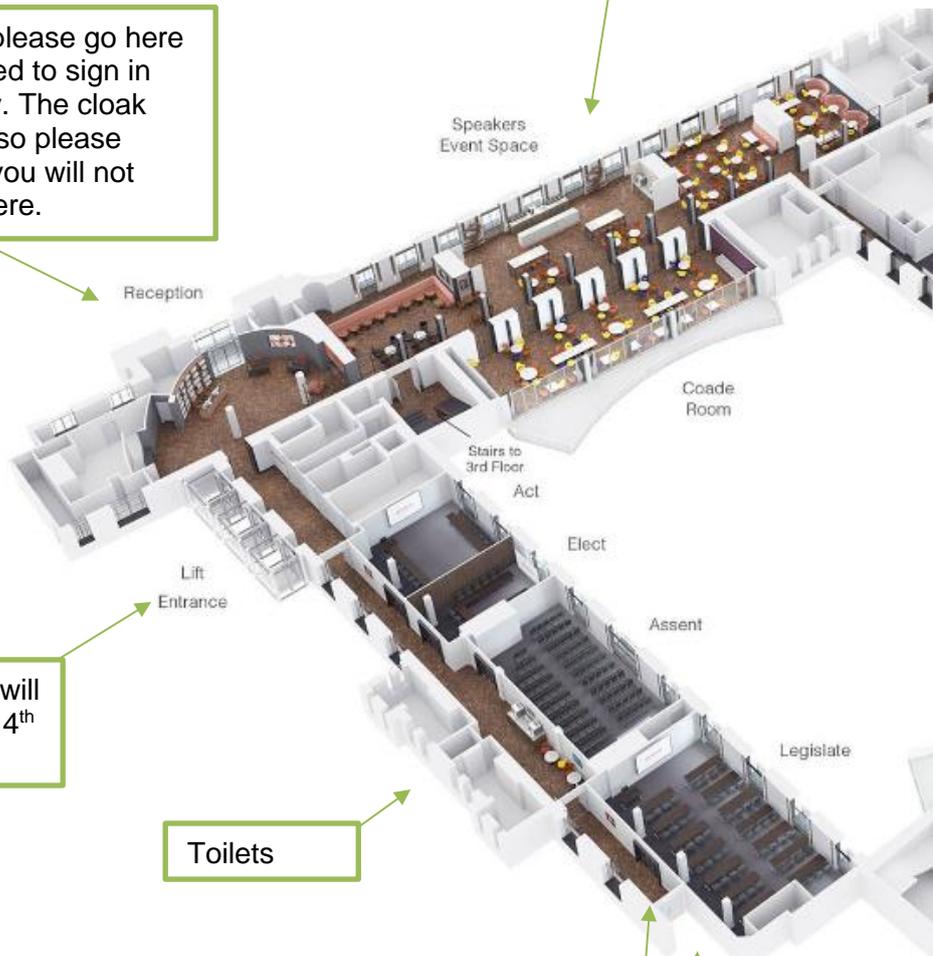
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Venue layout

The speakers and events space are where the refreshments, lunches, breakfast, and evening receptions will take place.

This is etc. venues reception, please go here when you arrive as you will need to sign in with them for first for fire safety. The cloak room is right next to reception so please place all your belongings that you will not need in the room with you in here.



This is the lift you will go up to enter the 4th floor.

Toilets

Legislate is our conference room, please come here once you have signed in at etc. venues reception. Here you will be provided with your badge and tote bag. There will be a few vitae members of staff around this area so if you have any queries at all about your workshop, please don't hesitate to ask us.