Vitae annual programme 2021/2022

An overview for the Vitae community
Being a part of the Vitae membership community

Researcher development is at the heart of improving research culture; bringing together wellbeing, ethics and integrity, leadership, and equality, diversity and inclusion to create an environment conducive to successful research.

Our evidence-based approach to researcher development draws on independent research, policy and frameworks; supporting you to identify goals and evaluate success in your strategy and provision.

Through a culture of engagement and practice sharing, researcher development professionals connect with diverse perspectives to generate new ideas and drive collective progress.
Annual programme development

Emerging themes

- Research culture and wellbeing
- Researcher development and careers
- Supporting communities
- Researcher Development Concordat and sharing good practice
Annual programme areas of focus

• Research culture and wellbeing

Findings from the Vitae UK member survey highlight that institutions prioritise research culture, wellbeing, and equality, diversity and inclusion (EDI) internally, and also envisage these as key themes for Vitae to address with its community.

We will continue to give space to discuss these issues, particularly with attention to institutional leadership and awareness, and in relation to the government’s Research and Development People and Culture strategy.

Vitae’s Wellbeing Working Group will also remain a platform to champion positive researcher experiences and mental health.
• **Researcher development and careers**

Attendees at our member forums highlighted current goals for researcher development, such as supporting the transition towards blended and bespoke learning and development provision. Fixed-term contracts and planning for diverse career paths were also raised as consistently difficult issues.

Reflecting on these aspirations, we will continue enabling our members in supporting researcher development with targeted events to explore sectoral challenges. We will further engage the Vitae community in our evolution of the Researcher Development Framework.

Vitae will also continue its schedule of regular member forums to uncover potential approaches to improving academic career precarity.
Annual programme areas of focus

• **Supporting communities**

Members of Vitae’s community highlighted the key importance of being part of a wider national and international network, particularly in raising the profile of researcher development.

We will continue to provide opportunities for researchers to network through the UKRSA. Vitae’s Research Networks Working Group will also compile a toolbox of good practice for forming and maintaining researcher networks, to help researcher developers perform their important role in sustaining these groups.

Vitae will also use the year ahead to engage with researcher development networks internationally, welcome new members, and strengthen connections with, and understanding of, our global community.
• **Researcher Development Concordat and sharing good practice**

Institutions report facing multiple and overlapping challenges in meeting the obligations expected for the Researcher Development Concordat and the HR Excellence in Research Award (HREiR).

Vitae is currently curating a Concordat Platform of Practice on behalf of the Concordat Strategy Group to support the sector in responding to the Principles of the Concordat. The examples of practice collected will also help inform our evolution of the UK HREiR process planned for the year ahead.

Opportunities for sharing good practice will also focus on impact and evaluation of the Culture, Employment and Development in Academic Research Survey (CEDARS) following the ‘on’ survey year in 2020/2021.
Programme of events: Sept-Dec 2021

7-10 September
Vitae Connections Week
Our annual international researcher development conference reimagined as a fully online event. Connect with colleagues and be immersed in the latest policy and practice of researcher development.

12 October
Analysing CEDARS
An online event to discuss how the data from CEDARS can be analysed and the ways in which it might be applied, using case study examples at the national and institutional level.

22 November
Connections: Policy and Practice
An extended online event for those looking to broaden their understanding of evaluation and impact of researcher development to inform policy and practice.

21 October
Australian Member Forum
This event will bring together members of Vitae’s community in Australia to revisit themes raised at Connections Week and discuss sector priorities at an accessible time of day.
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Coming soon…

Vitae member forums
More opportunities for members to engage and network on topics of mutual interest.

Social activities
Activities co-developed with members like Vitae Festive Networking event.

HREiR and CEDARS
Member drop-ins, cohort support and webinars.

More to follow…
Look out for updates in monthly Vitae member briefings.
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On-going work

Future of Vitae membership

Through surveys and forums, we will continue to develop our membership offer to meet the emerging needs of our community.

Evolution of HREiR

Based on prior and prospective feedback from applicant cohorts, we plan to streamline and evolve the HREiR submission process.
Engagement opportunities
Examples from 2020/2021

- Members invited to participate in 18 member-only events
- Across four Vitae Working Groups, 48 members collaborated
- Opportunity to connect with 683 attendees from 212 institutions at Vitae events
- 62 members engaged in CEDARS 2020 and 2021
- 24 member updates sent to 540 member contacts, covering topics across policy and practice
- 18 editions of Vitae news in the last 12 months reaching over 25k subscribers worldwide
- 24 publications, reports, interviews and presentations published in 2020/2021
- 88 RDF Planner subscribers with over 6.5k researchers engaging across 18 countries
- Supporting international researcher networks, including UKRSA
Reflecting on your engagement with Vitae membership

How would you like to engage with opportunities in the year ahead?

Who would you like to build connections with?

How can you make the most of what membership offers your institution?
Contact us

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