



# 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.**



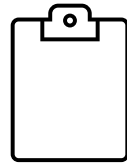
Our evidence-based approach to researcher development draws on independent research, policy and frameworks; **supporting you to identify goals and evaluate success in your strategy and provision.**



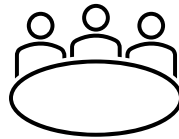
Through a culture of engagement and practice sharing, researcher development professionals **connect with diverse perspectives to generate new ideas** and drive collective progress.

# Annual programme development

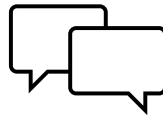
Surveys



Forums / drop-ins



Conversation



## Emerging themes

- Research culture and wellbeing
- Researcher development and careers
- Supporting communities
- Researcher Development Concordat and sharing good practice

## Annual programme areas of focus



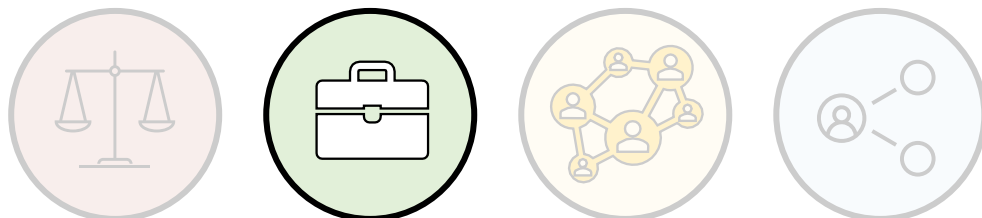
- **Research culture and wellbeing**

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.

## Annual programme areas of focus



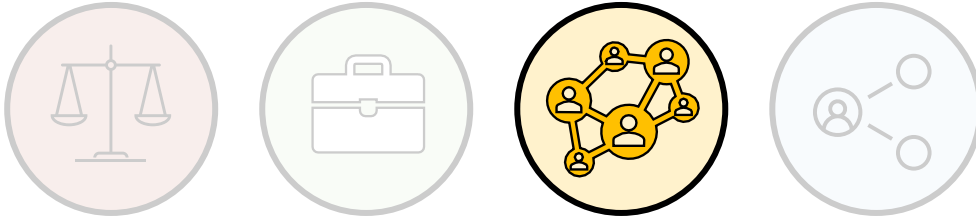
- **Researcher development and careers**

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.

## Annual programme areas of focus



- **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.



**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.

## 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.

**12 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.

**21 October**





# Annual programme 2021/2022

## 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.


# Annual programme 2021/2022

## 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.



Based on prior and prospective feedback from applicant cohorts, we plan to streamline and evolve the HREiR submission process.



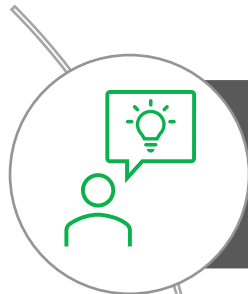
### Evolution of HREiR

# Engagement opportunities

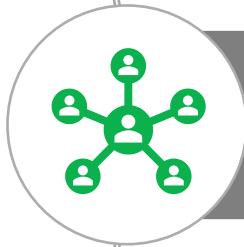
## Examples from 2020/2021



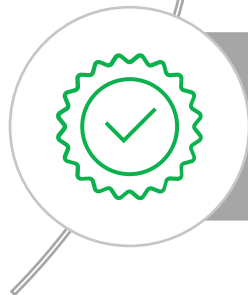
# Reflecting on your engagement with Vitae membership



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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