FOR RESEARCH ACTIVE STAFF
MARCH 2017 E-NEWSLETTER

SUPPORT OVERVIEW FOR 2016-2017
The Learning & Development Centre is currently looking to develop the Research Active Staff (RAS) provision under these main thematic areas:

⇒ Leadership Development
⇒ Career Development
⇒ Skills Development
⇒ Research Impact & Public Engagement
⇒ Enterprise & Entrepreneurship
⇒ Diversity & Inclusion

Please send any of your RAS needs through to the following inbox: researcherqueries@warwick.ac.uk

UKRO Annual Visit to Warwick
Warwick's UK Research Office in Brussels (UKRO) contact, Blazej Thomas, will lead a series of sessions on Wednesday 15 March 2017, which will address a variety of topics, including the impact of Brexit, related to the EU's research funding programme, Horizon 2020.

The sessions will be open to academics, researchers and administrators.

Details of the various sessions being held throughout the day and a chance to register can be found here: http://www2.warwick.ac.uk/about/partnerships/europe/events/local/

http://www2.warwick.ac.uk/services/ldc/researchers
FOCUS ON: SPECIALIST 1-1S & COLLABORATIVE EVENTS

**Specialist 1-1s**

Four new specialist 1-1s have just been announced and are available to all Research Active Staff. These 1-1 sessions have been designed to compliment the other resources/training available in the four key areas:

**MBTI (Myers Briggs Type Indicator)**

MBTI is a self-assessment programme based on Jung’s theory of psychological type. It is a questionnaire that assesses your personality type and highlights to you your strengths and weaknesses by placing you into one of sixteen distinctive categories. The report generated by MBTI helps participants understand both themselves and how they interact with others. The programme is well established (60 years old) and is used world-wide to help people improve their communication skills.

Before you sign up for one of the MBTI 1-1s you might want to add yourself to the mailing list for the Open Programme workshop—Understanding Your Personality Type. You can also have a look at the related, self-directed learning on MBTI by clicking here.

**Emotional Intelligence**

Emotional Intelligence (TEQUie) is the ability to identify, understand and manage your personal emotions, together with the emotions of others.

Along with the 1-1 on offer here, you can also add yourself to the mailing list for the following workshop—Introduction to Emotional Intelligence

In addition to this there are some self-directed learning materials:
- Emotional Intelligence
- How to Develop Your Emotional Intelligence

**360 Review**

A 360 review is a process which helps Research Active Staff receive feedback on how other people perceive them both on a personal and professional basis (work colleague, friends and line manager), getting feedback on their leadership style and areas for development.

**Want to know more about the four 1-1s?**

For further information on each of the four 1-1s mentioned above, including Benefits, Objectives, Eligibility, Cost, Length and how each session will be prepared/delivered, please click on the link below and go to the relevant PDF document. It’s here that you will also find the relevant booking forms:

http://www2.warwick.ac.uk/services/ldc/researchers/opportunities/1_1support/spec_one_to_one

If you have any queries please email either Sandy Sparks—Sandy.Sparks@warwick.ac.uk or Jane Cooper - Researcherqueries@warwick.ac.uk.

These are Collaborations between the Library, Student Careers and Skills and LDC (RAS).

**Research Data Management (RDM)**

Research Data Management (RDM) is vitally important for the success of a research project and is becoming increasingly important with major funding bodies, such as RCUK, the Wellcome Trust and Horizon 2020. Across the spring and summer terms, there will be three RDM workshops running consecutively. For further details on each please click on the relevant hyperlink:

1) **The Essentials**

   Thursday 2 March 2017; 11am to 1pm; Research Exchange Wolfson 1, 3rd Floor, Library.

2) **Data Management Plans**

   Friday 12 May 2017; 10am - 12pm; RO.14 (Ramphal Building)

3) **Tools for Data Management**

   Thursday 8 June 2017; 10am - 12pm; Research Exchange, 3rd Floor, Library

Although each of these sessions are standalone, they form part of a series on Research Data Management (RDM).

Planning Your Publication Strategy: The Essentials

What is involved in the publication process? This workshop introduces the essential things to consider when planning to publish your research: why you might want to publish, what to consider when deciding where to publish, how to promote your published work, open access and more.

This workshop is scheduled for Wednesday 15 March 2017, between 12pm—2pm and is taking place in Ro.03/4 (Ramphal Building). To find out more and/or to book a place please click here.

Open Access: The Essentials

This session will give attendees a grounding in the mechanisms, variety, opportunity and pitfalls of open access, open data and related activities.

The event is taking place on Friday 28 April 2017, between 10am-12pm and is being held in Ro.14 (Ramphal Building). In order to view further details and/or to book a place please click here.

http://www2.warwick.ac.uk/services/ldc/researchers/
Unconscious Bias

The term ‘Unconscious Bias’ refers to the way in which the brain routinely and rapidly sorts people into different groups, bypassing normal rational and logical thinking.

Recently, in an article published in ‘Leading Edge’ magazine, Pepi Sappal discusses how leaders and managers can tackle unconscious bias and create a more inclusive environment.

Sandy Sparks was interviewed for the piece and at the same time produced a case study, providing some interesting insights and opinions.

Sandy said “It requires a long-term commitment and patience. At the University of Warwick, we started small to test our method before it was rolled out to all staff. For the past four years, we have been focusing mainly on creating awareness and it’s only now that we are starting to look at how we can build capacity, i.e. train the trainer and how to manage the impact. So it’s certainly not a quick fix.”

In order to view the full article and/or to read Sandy’s case study, please click on the following links:

- Becoming Conscious of Unconscious Bias
- Unconscious Bias Case Study

Women in Science - Unconscious Bias Workshop

On the 15 February 2017 Sandy Sparks, in support of the Women in Science (WIS) Series for Early Career Researchers, ran an Unconscious Bias workshop.

The workshop was a huge success and as such, Anna York, who works as part of the WIS, provided the following feedback:

“Thank you so much to Sandy for a fascinating, engaging and interactive delivery of the Unconscious Bias Workshop. We were surprised by how much discussion there was from within the audience, but it was great to see people interacting and sharing opinions and experiences surrounding the topic so freely. The presentation was brilliant, and covered so many aspects of unconscious bias in such a small period of time. It was intriguing how we all find it obvious it is when it is pointed out to us, yet it can pass us by completely unnoticed for decades! Overall, the workshop was very well received, there was a lot of positive feedback from attendees and many people thought it should be compulsory. In the future it may be beneficial to offer a longer session or even a course/series of shorter sessions; it is such a huge topic, very interesting and hugely important to everyone, it is likely that many people will immediately notice things they weren’t aware of before and begin to adjust and modify their behaviours accordingly. “

Academic Writing - Feedback

Handling Feedback from Journals, Publishers and Grant Review Panels

On Thursday 26 January 2017, George Yuexi Liu (Institute of Advanced Study), James Amor (Engineering) and Annamaria Pinter (Centre for Applied Linguistics) were invited speakers at the above event. This event was organised by Sandy Sparks (LDC) and George Ttoouli facilitated the session.

The workshop primarily targeted Early Career Researchers and provided guidance and discussion on peer review processes in publishing and grant awarding bodies. It was in expectation of researchers going through publication and funding processes, who wanted to share knowledge and gain insight into how others handle feedback.

In order to view the resource bank page for this workshop please click here.

REF Cycles, Open Access, and the Competitive Academic Marketplace

On Tuesday 7 February 2017, Lindsay Wood (Library) and Lucy Oates (OUP Publisher, Open Access), who were invited speakers at the workshop, discussed ‘REF Cycles, Open Access, and the Competitive Academic Marketplace.’ This event was organised by Sandy Sparks (LDC) and George Ttoouli delivered the workshop.

The workshop was a practical discussion with knowledge sharing, examining how the REF cycles have affected academic publishing and the knock on effect for academics at all levels of their careers. It also took the writing of research as a focus for the discussion, but also examined practical aspects of developing a writing strategy in response to the issues that arose.

The event received some good feedback. Huayi Huang who is a Research Fellow for WMS, made the following comment:

“Insightful and informative introduction to some of the cut and thrust of REF”.

In order to view the resource bank page for this workshop please click here.
Demystifying the Academic Promotions Process 2017

⇒ Are you interested in applying for promotion but unsure where to begin?
⇒ Are you supporting or mentoring a colleague who wishes to apply for promotion?
⇒ Would you like to find out more about the promotion process at Warwick?

Event to be held on **Thursday 23 March 2017** between **10.00-12.00**, in the **Zeeman Building (Room B3.03)**. In order to register please click [here](http://www2.warwick.ac.uk/services/ldc/researchers/events_news/ras_events/).

Monash

The Monash Warwick Alliance encourages the development of joint research and educational collaboration between Monash University and the University of Warwick with the aim of mutually beneficial growth in the research and teaching excellence of both institutions.

The Alliance Seed Fund has been established with the specific intention to contribute to the support of new initiatives with high potential that combine complementary aspects of each institution towards novel research and educational outcomes.

The Alliance Seed Fund can contribute support of up to a maximum of **AUD 30,000** (for expenses incurred by Monash) plus **GBP 15,000** (for expenses incurred by Warwick) for new initiatives. These grants are awarded through a competitive selection process.

The next Monash Warwick Alliance Seed Fund application deadline is **26 March 2017**.

For details on how to apply for this funding, along with the various funding conditions and eligibility, please click on the link below:

[http://www2.warwick.ac.uk/fac/cross_fac/monash-warwick-alliance/funding/seed_fund/](http://www2.warwick.ac.uk/fac/cross_fac/monash-warwick-alliance/funding/seed_fund/)

Daphne Jackson Fellowship

**University of Roehampton - Department of Life Sciences**

Applications are invited from UK residents for a Daphne Jackson Fellowship that will be hosted by the University of Roehampton.

The fellowship is intended for individuals returning to research in the broad disciplines of Zoology and Ecology, and they will join the Centre for Research in Ecology (CRE) within the Department of Life Sciences.

For further details please click on the link below:

[http://www.jobs.ac.uk/job/AWU798/daphne-jackson-fellowship/](http://www.jobs.ac.uk/job/AWU798/daphne-jackson-fellowship/)

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**LDC EVENTS**

*Click on the titles below for more information and booking forms for the events confirmed for this academic year, or visit our events page for the full programme:*

- [http://www2.warwick.ac.uk/services/ldc/researchers/events_news/ras_events/](http://www2.warwick.ac.uk/services/ldc/researchers/events_news/ras_events/)

**Spring/Summer Term:**

- **2 March 2017**
  - Research Data Management: The Essentials
- **9 & 10 March 2017**
  - Academic Writing Retreat ‘Bootcamp’
- **15 March 2017**
  - Planning Your Publication Strategy: The Essentials
- **28 April 2017**
  - Open Access: The Essentials
- **12 May 2017**
  - Research Data Management: Data Management Plans
- **23 May 2017**
  - Research Staff Forum Meeting
- **25 May 2017**
  - Academic Writing: Making the Most of Sabbatical Time
- **8 June 2017**
  - Research Data Management: Tools for Data

**Research Active Staff Network: Qualitative and Mixed Methods Interest Groups (QMIG)**

**Monday 13th March, 12.30-2pm**

(A039, Warwick Medical School). This session will be led by Dr Shelina Visram, Senior Lecturer at the Centre for Public Policy and Health, Durham University. The title of her talk is: **Conducting public health research with and within local authorities: reflections from four years of navigating the political landscape.** Lunch will be provided. If you would like to attend, please contact Stephanie (stephanie.tierney@warwick.ac.uk).