

# Research Staff Forum

11<sup>th</sup> March 2014

# Welcome!

- Introduction to the Research Staff Office
- Vitae – What can Vitae do for you and your career?
- Psychology Research Staff Reps
- Potential Research Methods Seminar Series – Liz Ford
- Open Discussion – Key Issues for Research Staff at Sussex
- Lunch!

# The Research Staff Office



**Professor Michelle O'Malley**  
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Development

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# How did we get here?

University begins work on gap analysis and action plan for the HR Excellence in Research Award

CROS Survey for Research Staff

University Strategic Plan specifically states continued development of 'sustainable and thriving research staff community'

Development of priorities, benchmarking against other institutions, review of CROS, initial meetings with schools, HR, Careers, Athena Swan Group etc

Research Staff Working group – Agreement of Priorities, future projects

2012

April 2013

May 2013

Sept 2013

Nov 2013

Jan 2014

Jan → 2014

March 2014

April 2014

University achieves HR Excellence in Research Award

Appointment of Director of Research Staff Development to oversee strategy for Research Staff

Appointment of full time Research Staff Officer to coordinate research staff strategy projects, working group and activities

First Research Staff Forum – meeting with research staff, discussion about priorities and key issues

# Role of the Director of Research Staff Development





# Role of the Research Staff Officer



# Research Staff Working Group



## Membership

Professor Michelle O'Malley – Director of Research Staff Development (Chair)

Professor George Kemenes – Director of Doctoral Studies, Life Sciences

Professor Jamie Ward – Director of Doctoral Studies, Psychology

Jane Summerville – Director of HR and/or  
Michelle Punter – Head of HR Advisory Services

Paul Roberts – Assistant Director, Doctoral School

**Research Staff Representatives x 2? –  
could it be you?**

Natalie James – Research Staff Officer (Secretary)

# Research Staff Working Group

- Monitor University's application of the Concordat to Support the Career Development of Researchers.
- Oversee HR Badge of Excellence action plan and projects
- Oversee professional services support for research staff
- Receive recommendations from research staff representatives
- Benchmark the University's support and provision for research staff against other institutions
- Implement measures to support the professional development of research staff
- Monitor national and EU policy relating to research staff



# Research Staff Working Group – Topics for next meeting (3<sup>rd</sup> April 2014)

- Careers in Research Online Survey 2013 –outcomes and recommendations
- HR Badge and Concordat action plan – progress, key actions and next steps
- Comparison of Research Staff Support at Other UK Institutions
- 2014/15 Priorities for the Research Staff Agenda

# Priorities 14/15 (under development)



Your Views?

# Research Staff Reps

We are looking to form a group of research staff representatives to represent the views of colleagues in developing university policy/practice relating to research staff.

Ideally 1 or 2 reps per school.



# Research Staff Reps – What's involved?

- Termly meeting that will feed into the Research Staff Working Group.
- Provide feedback, advice and recommendations on key issues.
- Communications links between University and Research Staff.

## (Optional Extras)

- 2 reps will also sit on Research Staff Working Group (termly meeting)
- advise on specific projects
- Representation on other University committees/groups (e.g. Athena Swan Working Group)

# Research Staff Reps – What's in it for you?

- Get your opinions heard
- Improve your own and others' experiences
- Work in a team with other researchers from across the University
- Influence University policy and practice.
- Get University committee experience for your C.V.

Speak to Natalie at lunch for more information or to sign up

# Research Staff Forum – Future Topics

The Research Staff Forum is your meeting

We want to make sure that we cover topics of relevance and interest to you

Please suggest ideas for topics, speakers, format and we will do our best to deliver what you ask for over the series.

**Suggestion boards, pens, post-its available, please make use of these to share your ideas.**

**Next Forum – Lunchtime Weds 4<sup>th</sup> June – tell your fellow researchers!**

## Potential topics/talks

- Funding for early career researchers
- Equality and diversity
- Fixed term contracts – know your rights
- Career development for early career researchers
- Impact
- Peer review
- Publishing
- Enterprise and Knowledge Exchange
- Careers outside of academia
- Getting a fellowship
- Managing your online profile

# Remember....

## Who we are:

- **Michelle O'Malley** – Director of Research Staff Development  
(M.O-Malley@sussex.ac.uk)
- **Paul Roberts** – Assistant Director of the Doctoral School  
(P.E.Roberts@sussex.ac.uk)
- **Natalie James** – Research Staff Officer  
(N.A.James@sussex.ac.uk; T: 7979)

## We want to hear from you!

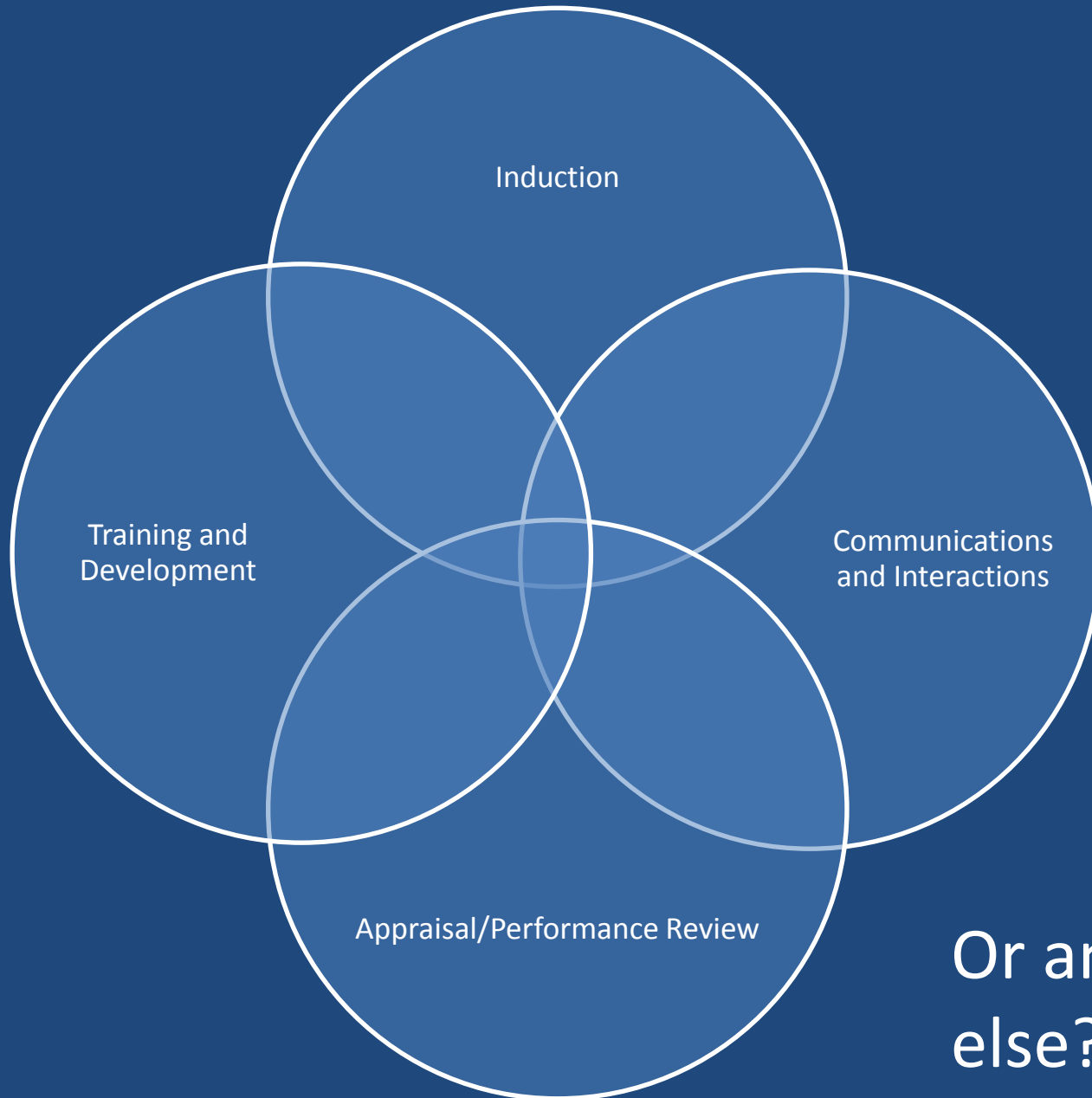
- Contact Natalie with questions, issues, ideas etc – phone/email, drop in Falmer House L1
- Research Staff Representatives – talk to Natalie if interested or sign up
- Research Staff Forum – Ideas/suggestions on the board
- Date of next forum **Wednesday 4<sup>th</sup> June Lunchtime (exact times and location tbc)**

# Open Discussion

What are the key issues affecting research staff at Sussex?



# Your Views?



Or anything  
else?