

Grant/funding applications (63.8% agreement)
Knowledge transfer and commercialisation (66.7% agreement)
Managing budgets and resources (58.3% agreement)
Publications (73.3% agreement)
Public engagement with research (68.8% agreement)

Actions for New Implementation Plan:

Raise awareness of Code of Practice to new research staff and new PIs. Assess through CROS 2015.

In collaboration with Research Staff, review

Action for new plan:

| | | |
|---|--|--|
| <p>Continuing Professional Development of RAs to be included in grants, and as one of their outcomes</p> | <p>Improved uptake of CPD by researchers ()</p> | <p>PIs can choose to include training of researchers in grants, however it is still rare for them to do so. Funders require justification of any training that is asked for, in some cases training for researchers is specifically asked for to fulfil the requirements of the project.</p> <p>Grants and Contracts team are willing to provide guidance on this to PIs. Some work is still required to put this into to place and monitor effectiveness (May 2014)</p> |
| <p>Continuing Professional Development to include teaching & training in teaching and preparation for academic practice</p> | <p>Researchers prepared for and successful in achieving academic roles ()</p> | <p>Wide range of professional development available to support Teaching, which researchers can benefit from. CAP has introduced new PG Certificate in Academic Practice (Octob.48 0.48 ref206.QQ EMC q303.05 630.69 2</p> |

| | | |
|---|--|---|
| | | <p>currently under full review by the relevant University HR work stream to address this.</p> <p>Action for new plan: The HR Strategy Group reviewing PDR process should take account of the poor uptake for research staff, devising mechanisms for improving PDR uptake, and monitoring of PDR for this group</p> |
| <p>i) Publish template Career Development Plan incorporating Framework development.</p> | <p>Publication & promotion on relevant websites; included in information for PDR process ()</p> | <p>Career Development plan has been incorporated into a</p> |

| | | |
|--|--|--|
| | | <p>Centre.</p> <p>1:1 appointments continue to be available with a specialist Careers Adviser for Researchers.</p> <p>2011/12: Consultations (1 hr) 25, Extra time (30 mins) 2, Tel Quick Advice (30 mins) 4, QA (30 mins) 5, Interview coaching (1 hr) 6</p> <p>2012/13 Consultations (45 mins) 16, QA (20 mins) 10, Extra time (20 mins) 3, Interview coaching (45 mins)</p> <p>2013/14 Consultations (45 mins) 34, QA (20 mins) 13, Extra time (20 mins) 4, Interview coaching (45 mins)</p> <p>The Research Staff Mentoring Scheme is entering its 6th year, with around over 70 successful mentor/mentee pairs since 2009. A wide range of successful outcomes have been reported for both mentors and mentees, including improved career direction, improved productivity, grant applications, papers, improved networks.</p> <p>A wide range of workshop sessions are available through staff development and include courses accredited by ILM. 21 research and research and teaching staff have participated in ILM course. Research Staff have engaged in over Staff Development 1200 sessions since 2010, however the figure of engagement with CPD opportunities is likely to be far higher as different database booking systems are in use across different sections of the University, and some activities are not recorded.</p> <p>LURSA, in collaboration with Universities of Leicester and Nottingham, are running an AHRC-funded peer-to-peer training project entitled 'Developing Research Staff Skills for Leadership' to develop the material and teach the sessions as well as being able to attend the sessions. 13 staff from Universities of Loughborough and Nottingham will deliver training in these sessions, with 47 researchers from three Universities having attended the three events so far, with a further five sessions planned. The sessions are being filmed and will be made available online.</p> <p>Linked to Principle 7 of the Concordat, we have provided a range of opportunities promoting women in academic careers including UKRC Leadership Skills for Women (6 research staff) and Mentoring for Women in SET (4 research staff)</p> <p>Action for new plan:</p> |
|--|--|--|

| |
|--|
| career options and possible opportunities, a career development planner leaflet, a suggested model for research career progression, a reflective sheet to aid action planning and an action plan. Feedback is being sought via LURSA to inform further development. (May 2015) |
|--|

Support Research Staff Association, such as through supporting funding applications



