



Support for Early Career Researchers

Dr Sara Shinton, IAD

Dr Patrick Hadoke, CMVM

Dr Alex Martin, CHSS

Dr Marlene Marghalaes Pinto, CMVM

Dr Marie-Louise Monaghan, CMVM

Dr Gillian Gray, CMVM

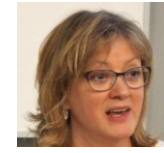
Dr Caroline Proctor, CSE



Understanding Early Career Researchers



- ~2000 Research Staff
- EMS - No record of :
 - Who
 - How Many
 - Where
 - What to call them (Post docs, ECR, Researchers, etc)
- CMVM HR all new grade 6 & 7 research staff EMS from March 2017
- 476 currently on database.
- External, Fixed-term funding
- Poor Career Support • “...Funding from MRC, Wellcome, NIHR could be withheld unless Universities provide better support for early and mid-career research staff...”
- Unethical
- Recruitment Problems
- Funding Problems



gillian.gray@ed.ac.uk
 @EdMedECR

Paying the price

Universities must see that inadequate support of early-career researchers has consequences.

Letters from research funders to university leaders rarely raise eyebrows. But a letter sent this month by the heads of the United Kingdom's major medical-research funders did just that. It could be withheld unless funding could be withheld unless funding for early- and mid-career staff — And it warns that institutions could need posts unless they change their heads of the Medical Research Council Research (NIHR) and Wellcome. tion is the fact that universities promote when applying for grants — making quality mentoring, or a path to promotions are ignored once grant violation of contracts.

No institutions are named in the letter, a copy of which has been seen by *Nature*, but it points to “some very large and well-established Universities and Medical Schools”.

One of the signatories — the NIHR — was an early adopter of tough measures in support of advancing women's careers. In 2011, it made grants conditional on medical schools achieving a gold or silver in the Athena SWAN Charter, a scheme designed to improve women's career prospects that has also raised awareness of the structural barriers to gender equality in universities.

Athena SWAN has enabled many universities to take positive action to advance equality and diversity. But when it comes to the needs of early- and mid-career clinical researchers, the NIHR and the other medical research funders are not doing enough.

Nature, August 2019

Dr Patrick Hadoke, Reader & Director of PGS & ECR Experience, CMVM.



- Perspectives from research staff, schools, college and central services
- Emerging responsibilities and opportunities

- **The Early Career Researcher Perspective**

Dr Alexander Martin, Research Assistant, Ctre for Language Evolution, School of Philosophy, Psychology & Language Sciences, CAHSS.

- **Early Career Researcher Societies**

Dr Marlene Magalhaes Pinto & Dr Marie-Louise Monaghan, Research Assistant, Ctre for Cardiovascular Science, Deanery of Clinical Sciences, CMVM

- **Engaging Early Career Researchers**

Dr Caroline Proctor, Graduate and Staffing Services Manager, School of Biological Sciences, CSE

- **Current Models and Emerging Responsibilities for Early Career Researcher Support**

Dr Sara Shinton (IAD); Dr Gillian Gray (CVS/ EMS)

Dr Patrick Hadoke (CVS/ CMVM)



Perspectives

Dr Alexander Martin,

Research Assistant, Centre for
Language Evolution, School of
Philosophy, Psychology & Language
Sciences, CAHSS.



Engaging Early Career Researchers

Dr Caroline Proctor,

Graduate School & Staffing Services
Manager, School of Biological
Sciences, CSE.



BioDocSoc Postdoc Committee Members since 2009:

- | | |
|---|---|
| Sarah Martin – Scottish Government Statistician | Maddy Seale – Heriot Watt University |
| Victoriya Volkova – Kansas State University | Sujai Kumar – Biological Sciences, UoE |
| Karen Wills – Medical Education, UoE | Marta Trub – University of Basel |
| Jimi Wills – IGMM, UoE | Joanna Koszela – University of Glasgow |
| Rob Cain – Teaching Fellow, BMTO, UoE | Sonja Prade – Biological Sciences, UoE |
| Erwan Lejeune – NuCana BioMed, Edinburgh | Patricia Castro – Biological Sciences, UoE |
| Helen Falconer – Clinical Scientist, NHS | Emanuelle Theron – Biological Sciences, UoE |
| Clare Andrews – Newcastle University | Elisa Pesenti – Biological Sciences, UoE |
| Stephanie Tetelin – Medical Writer, Paris | Alessia Lepore - Biological Sciences, UoE |





Postdoc Career Development Day Team 2019:

Anahi Binagui-Casas – **Biological Sciences, UoE**

Lucas Frungillo – **Biological Sciences, UoE**

Jana Hinners – **Biological Sciences, UoE**

Sonja Prade – **Biological Sciences, UoE**

Patricia Castro – **Biological Sciences, UoE**

Emanuelle Theron – **Biological Sciences, UoE**

Jacob Holland – **Biological Sciences, UoE**

Louise Holyoake – **Biological Sciences, UoE**

Johanna Knipper – **Biological Sciences, UoE**



Postdoc Champions, appointed summer 2017



Gerben
van Ooijen



Dan
Nussey

- School Leadership
- Wider network: IAD including network for staff supporting ECRs; SULSA; Concordat





Who are our postdocs?

- currently 278 postdocs (G7/8, not independent researchers)
- c.10% part time, c.15% visa holders
- some have been working with the University since 2007, more than 30 started in the last year.
- spread buildings, institutes, campuses
- blurry edges: RAs, technical staff, fellows, visiting postdocs
- mailing list



What can we do to support postdocs?

- focus groups (70 postdocs)
- key concerns:

Gaps in information, especially for new postdocs

Lack of awareness of and support for career development options amongst postdocs and PIs

Need for support beyond the PI

Lack of postdoc community

What have we done so far?

- Postdoc Advisor role



Liz Bayne Atlanta Cook Tilo Kunath Jenny Regan Dan Nussey Gerben van Ooijen

- Network of alumni career contacts and fellowship holders
- Postdoc Webpages
- School Guidelines for Management of Postdocs
- Postdoc Career Development Day (80 postdocs)



What are we are working on now?

- Induction communications
- Promoting the role of Postdoc Advisor
- Postdoc Career Development Day 2020
- Improving our support for independent research fellows – working with our Research Grants team
- Postdoc Teaching Development Opportunities – led by our Teaching Organisation
- Postdoc Industrial Engagement/Entrepreneurship Development Opportunities – working with the Wellcome Entrepreneurs in Residence

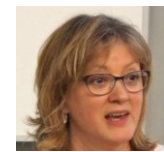


Awareness

- excellent existing training, development & support in UoE

Engagement

- with career planning and training



gillian.gray@ed.ac.uk
 @EdMedECR

Feedback

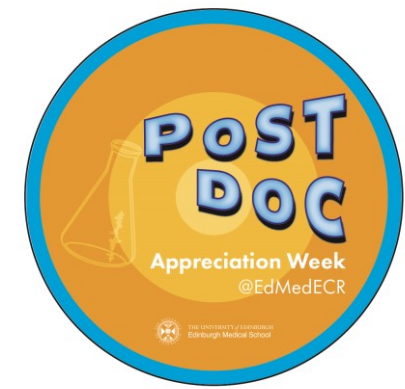
Lack of knowledge of training available

Welcome letter with key links.

Twitter account

Key contacts database for publicity (events & Opportunities)

Post-Doc Appreciation week



Work with training providers to **organise bespoke training**

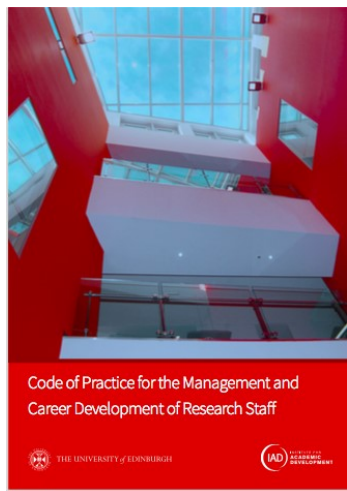


- P&DR
- Communications
- Doctoral College
- Ethos
- The national picture




- P&DR
- **Guidelines for post-doc P&DR**
 - trialed in Deanery of Clinical Science (2019)
 - informal feedback +ve,
 - now on CMVM HR website

Linked to IAD resources





Being a researcher in Edinburgh:

Beginning your Research Position in Edinburgh



"Transitioning from your PhD to your postdoc is simultaneously exciting and terrifying. Allow yourself to be terrified, and be wary of your health – both mental and physical – throughout." (University of Edinburgh Postdoc)



Thriving in your Research Position

Being a researcher in Edinburgh



"During my position, I have gained practical experience in research projects, created networks by working with different academics and explored new areas of interest." (Postdoc, University of Edinburgh)





- Researchers to boost their careers at Edinburgh (whatever the trajectory)
 - More engaged in their own careers
 - Contributing to the institution more effectively
- Managers to support their staff without additional burden or broadening of role
 - Mentoring conversations – guidance and resources
 - Support for own development choices
- Schools and institutes share good practice
- Support services
 - To reach this audience and develop distinctive offer
 - co-creation with research staff
- Research Leaders
 - Attract better researchers
 - Use them to support ambitious research plans
 - Use them to build a positive research culture



Emerging Responsibilities for Early Career Researcher Support

Dr Sara Shinton

Head of Researcher Development





“there is still much to do to create the healthy and supportive culture needed to ensure our researchers are given every opportunity to thrive and realise their potential in the increasingly diverse, mobile and global environment in which we work. “

Professor Julia Buckingham CBE, Chair of the Concordat Strategy Group and Vice-Chancellor and President of Brunel University London



Three core principles

- Excellent research requires a supportive and inclusive research culture
- Researchers are recruited, employed and managed under conditions that recognise and value their contributions
- Professional and career development are integral to enabling researchers to develop their full potential



Four stakeholder groups

- Funders
- Institutions
- Researchers
- Managers of researchers

Universities can become signatories if they commit to implement the principles

We are currently conducting a gap analysis in preparation for our decision




Navigation: About Us | Postdocs | Fellows and Clinicians | Courses and Pop Ups | Individual Support | Working with Departments | MORE

@ImperialPFDC

Tweets by @ImperialPFDC

Imperial PFDC
@ImperialPFDC

'Imperial scoops research fellowships worth £12 million' - You can read more about our new Future Leader Fellows here! imperial.ac.uk/news/192773/m...



Imperial scoops research fello...
FUTURE LEADERS - Eight resea...

Embed | View on Twitter

Courses and Pop-Ups

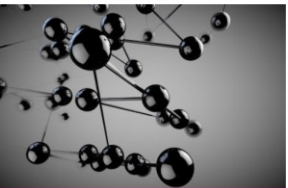
- PFDC Courses
- Pop-up Workshops
- Funders Showcases
- About our trainers

Individual Support

- One-to-one Support
- Mock Interviews


Fellows and Clinicians

- Bespoke programme of support
- Data: Imperial Fellows and Clinicians
- Resources




Working with Departments

- PFDC Champions
- Postdoc Reps Network
- Reps Organised Events



Fellowships Opportunities

- Fellowships Opportunities
- Imperial College Research Fellowship



Online Resources

- Tip sheets
- Publications
- Useful Links
- FAQs

Imperial

- Single, clear website
- Single events calendar
- Fellowship focus and 1:1 support
- Bespoke support for clinical academics
- Support for staff societies



Office of Postdoctoral Affairs

OPdA Office of Postdoctoral Affairs

Home About Us Postdoc Centres Career Development Further Support Events Postdoc Community Moving to Cambridge Contact

Check out the Postdoc Calendar

for a collated listing of upcoming events from around the University, aimed specifically at postdocs!

Cambridge

- Single, clear website
- Single events calendar
- Dedicated space on each campus
- Admin support for societies
- Careers consultants (5 for 4000 research staff)

OPdA Tweets

Tweets by @opdacam

Postdoc Matters @opdacam

Come and meet the Vice-Chancellor with drinks and canapés - find out more about postdoc societies and networks, their history, how they can help you and how you can be involved with activities for postdocs, by postdocs bit.ly/2ITrxIk https://twitter.com/Katharina_Greve/status/1177144572985712640

21h



- Signposting to key supporting services and activities
 - Strong steer from postdoc project
 - Will accelerate development of more online resources
 - Will be key in demonstrating we are making staff aware
 - Effective platform for focused EDI activity
- An events calendar – automatically pull events into a programme which appears in one place
- A career consultant focused on research staff
 - Support for managers
 - Develop a strategy for capturing destination data



- The low activity of our societies
 - researcher driven initiative is key
 - Reinvention and reorientation is reducing the development and sustainability of their work
- Dedicated spaces across the campuses as a focal point for researchers
 - To book and use
 - To promote activity and events
 - To engage them in policy and influence
 - To demonstrate their value



- P&DR more effective and provides data
- Recognition of diverse career paths
 - Produce short guides to career tracks linked to P&DR form
- Develop research staff on fellowship track to support grant writing
- Develop research staff through delegation and opportunities
 - recognised
 - tied to career trajectory
 - supported to be successful



- Our research staff identify with the University & feel valued
- They are aware of the support we offer, engage with it and are instrumental in its development
- A shared ambitious institutional plan, efficiently delivered through an implementation process.



Championing Diversity

- More likely to reach and understand experiences of minority groups
- Intervene to improve accessibility of opportunities
- Engage with funders to redefine leadership, success and excellence





Come to the University of Edinburgh to
Improve and Develop your Career

Without this:

Fall behind other HEIs/ Reputational Damage
Lose Funding Streams
Fail to attract high caliber candidates

This needs:

A plan
An Implementation Strategy
A Driving Force

