

Training and development initiatives for young female research staff looking for promotion



School of Mathematical and Physical Sciences



“The prime function of leading-edge research is to develop new understanding and the creative people who will carry it into society”

Boulton, G. (2010). Harvesting talent: strengthening research careers in Europe, League of European Research Universities (LERU), January 2010

Workshop on Career Development for Grade 6 researchers

- Reasons for workshop
- Speakers
- What did they hear?
- The promotions process
- Promotions, the bigger picture
- Concluding statement

Reasons for workshop

- Athena SWAN silver award in 2010
- Few women going forward for promotion
- Change in the internal promotion assessment process
- Encourage post-docs to plan for their career...
- ...to put forward cases for promotion
- ...to tell them where they can find support



Workshop speakers

- School Director of Research, Prof. Mike Lockwood:
“Your needs, University needs, REF needs”
- Research and Enterprise, Dr Charlotte Johnson:
“Getting help with grant proposals”
- Grade 7 researcher: Dr Paul Williams
“Some advice on the transition from Grade 6 to 7”
- Senior Research staff: Prof. Ellie Highwood:
“Taking a break”
- Networking lunch

What did they hear?

- Your needs for success match the university's needs
- What is quality and how to achieve this
- Career pathways, what next?
- Planning for your career – support and how to do this
- The school's promotion process
- What does a case look like?
- Maternity breaks
- Flexible working



The promotion process

- Transparency of the promotions process
 - Who is on the panel?
 - Internal pro-forma
 - Allowance for career breaks and part time work
- Encouragement to put forward a case
 - Email to all
 - Financial implications
- Support for putting together the case
- Feedback

Promotion – the bigger picture

- Using Staff appraisals effectively
 - Selection of reviewers
 - Discussing the criteria
 - Broadening research staff experience
- Extending research staff contracts
- A strong research community
 - Research Funded Staff Forum

Concluding statement

School post-doc promotion:

- Applications: 27% to 38%
- Success rates: 16% to 42%

School academic promotion:

- 4 promotions to Professor

Comments:

- Increased understanding of the requirement
- Improved confidence in the system

