



UNIVERSITY OF
LIVERPOOL

Research Staff Association Evaluation Report 2018-2019

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February 2019



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1. Executive Summary

The University of Liverpool's Research Staff Association (RSA) was initiated by and continues to be logistically and financially supported by The Leadership, Organisational Staff & Academic Development Academy (The Academy). A partnership was formed between The Academy's Research Staff Developer, Dr Saneeya Qureshi, and myself, Dr Helen Cauldbeck, who at the time held the position of Chair of the [UK Research Staff Association](#) (UKRSA)¹. Our aim was to create a community-owned and led initiative to provide support for research staff from across the University. The association was also designed to be fully aligned with "[The Concordat to Support Career Development of Researchers](#)" particularly the following principles:

1. The importance of equipping researchers with the skills to be effective and adaptable workers, not just in their current post, but also in their ongoing careers. (Principle 3)
2. The importance of supporting researchers' personal and professional development. (Principle 4)
3. The need for researchers to engage pro-actively with opportunities to develop themselves. (Principle 5)

The [University's 2017-2019 Concordat Implementation Plan](#) also outlines actions that the University commits to undertake in order to retain its HR Excellence in Research Award. The UoL RSA aims to meet the University's commitment to the support and career development of researchers in accordance with the success measures for Sections 4.13, 6.1.2 and 7.1.1 of the University's 2017-2019 Concordat Implementation Plan.

In February 2018 the initial meeting of the RSA took place; the agenda for the meeting was to express the aims of the RSA and to set up a steering group of pan-institutional research staff to run the RSA. Since then there have been 8 meetings of the RSA, with invited speakers, discussing a range of issues/providing support for research staff which will be discussed in this report. Information about the meetings, including minutes and relevant presentations can be found on the [RSA intranet pages](#).

The RSA also hosted an event during [Making an Impact Week 2018](#) (MaIW) which was organised by The Academy and colleagues from Research, Partnerships & Innovation. MaIW ran on the 11-15 June 2018 and the RSA took part in a panel session "[Support for Impact: top things to know](#)" as well as led an interactive workshop titled "[Research Staff Association Session: Building career impact and networking](#)". Finally at the end of 2018, 11th December, the RSA held its inaugural RSA Conference, "[Enhancing the Research Environment and Researcher Career Progression](#)". This event comprised of a keynote session led by Pro-Vice Chancellor Professor Anthony Hollander, a showcase of ECR and Returners Fund winners and two panel sessions discussing PIs and their career paths and support networks from the UoL.

Overall this report will evaluate the RSA's progression within 2018, lessons learnt and plans for the future.

¹ The UKRSA, in association with Vitae, aims to provide a collective voice for research staff across the UK, through building researcher communities and influencing policy.

2. Research Staff Association

An RSA according to the UKRSA Publication (2010, p.3), [Understanding Research Staff Associations and their Impact](#) is:

“an organisation or group of individuals where research staff (those employed primarily to do research in higher education) represent the interests of their constituency in a range of activities, such as interactions with institutional management and administration, informing institutional policy, facilitating the organisation of training activities or career development sessions for other researchers and providing support for researchers. In practice these groups are often called committees, forums, societies, networks and staff representatives, but all undertake similar activities.”

The UoL RSA is a research community-owned and led initiative; upon commencement of contracts, research staff automatically become members of the UoL RSA.

2.1 Aims

The aims of the UoL RSA, which were set out in the inaugural meeting, are:

- Represent a collective voice for research staff from all Faculties, Schools and Institutes on matters affecting researchers.
- Provide a platform for communication and networking amongst research staff both within the schools, institutes and across Faculties and the wider University community.
- Coordinate central support for researcher development with that provided locally by Faculties, schools and institutes.
- Facilitate a borderless community for researchers to make the most of their time at the University of Liverpool.

2.2 Committee Structure

The structure of the RSA committee was agreed at the initial meeting in February 2018. The structure proposed is shown in Figure 1.

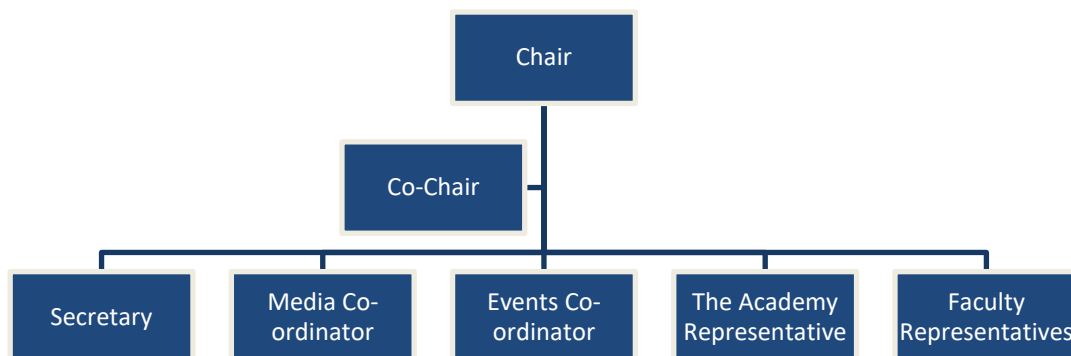


Figure 1. Proposed structure of UoL RSA.

Two options for faculty representation were put forward:

1. Each faculty would have 2 representatives from Health and Life Sciences, Science and Engineering and Humanities and Social Sciences.
2. Each School/Institute would have representation; this would mean recruiting approximately 15 members.

It was agreed that option 1 would be the committee format due to ease of organisation as well as reasonable representation. Following the meeting a representative focussing on mental health and wellbeing of research staff was suggested and approved.

The proposed roles of the committee are to entail:

Chair

- Oversee and bring together all aspects of the association's activity
- Directs and organises monthly RSA meetings
- 1 year commitment followed by helping as out-going chair for 1 year/until end of contract

Co-Chair

- Supports chair and acts as incoming chair for one year

Secretary

- Takes minutes and helps organise meetings
- Contributes to making of agenda
- Maintaining organised/effective records

Social Media Co-ordinator

- Updates/maintains social media accounts linked to UoL RSA
- Promotes UoL RSA and events which are potentially helpful to research staff on social media

Media Co-ordinator

- Maintains website space (linked with The Academy intranet)
- Produces posters/leaflets for the UoL RSA and planned events

Career Development Events Co-ordinators

- Organises events for career development such as: seminars of research, visits from industry, initiate collaborations within the university
- Schedule approximately one event every 6 months

Professional Development Events Co-ordinators

- Organise events for professional development such as: grant writing workshops, understanding different funding streams
- The persons in this role will be introduced to the North West hub of Vitae and use them as a resource

Social Events Co-ordinator

- Will generate a social aspect to the RSA, funding from The Academy will be available to subsidise events such as Summer BBQ/Christmas Ball

Mental Health and Wellbeing Representatives

- Provide an overview of support which is currently available from the UoL
- Promote mental health/ wellbeing of research staff as the University
- Innovation of ideas for the University on structures and organise events

Faculty Representatives

- Attend monthly RSA meetings
- Gather information from departments within their school/institute of opportunities available such as funding, support and career development opportunities

- Be the point of call for staff within the school/institute to contact with any issues/problems and bring these to the RSA meetings
- Report back to their school/institute with outcomes from the RSA

Following the assignment of roles a survey *via* Survey Monkey (<https://www.surveymonkey.co.uk/r/T8TTZH5>) was sent to committee members to understand what research staff on the committee would like from their roles but the uptake of the survey was minimal.

2.3 Future Proposals

Through 2018 the roles developed and research staff numbers within different faculties analysed (see [Appendix 1](#)) to ensure true representation of the research staff at the University. In the past year lessons on time pressures and limits on commitment research staff can give who would like to take on roles with the RSA have been realised, therefore it has now been proposed that roles can/should be shared to overcome any of the issues. This is particularly relevant for the Chair and Deputy co-chairs to ensure sustainability of the RSA.

Other changes to the structure include the removal of the secretary position, instead this has been replaced with the Deputy Co-chair position which again is open to 2 individuals. The positions of events co-ordinators have been collated to hold the same title rather than career development, professional development and social events. Finally the liaison committee members will now have to formally report back/communicate to both the people they represent and the RSA as well as actively participate in the organisation and/or promotion of the RSA events.

The committee roles now entail:

Co-Chairs – 2 individuals

- Oversees and brings together all aspects of the Association's activity
- Directs and organises regular RSA meetings, conferences and social events
- Holds this position for at least 1 year then helps as out-going chair for one year/ until end of contract
- Collaborates with co-chair to ensure all responsibilities including representation on University committees and groups are covered as required
- Has a direct responsibility to liaise with The Academy

Deputy co-chairs – 2 individuals

- Takes minutes and helps organise meetings
- Contributes to developing the agenda
- Day-to-day management of the RSA mailing account
- Maintains organised/effective records
- Potential to becoming co-chair

Media Co-ordinators – At least 2 representatives

- Updates/maintains social media accounts linked to UoL RSA
- Promotes UoL RSA and events which are potentially helpful to research staff on social media
- Produces posters/leaflets for the UoL RSA and planned events
- Liaises with RSA members to promote UoL RSA and planned events within their Schools/Institutes
- Supports organisation of events

Professional Development Events Co-ordinators – At least 2 representatives

- Takes a lead role in collaborating with RSA colleagues to organise one major event every 6 months, such as the Annual RSA Conference and Annual RSA Summer Social

- Supports research staff collaborations across the University and with external researcher development groups such as Vitae and other University RSAs

Health and Wellbeing Representative – At least 2 representatives

- Provides an overview of support which is currently available from the UoL and update the RSA regularly through written updates
- Takes a lead role in collaborating with RSA colleagues to organise at least one wellbeing/mental health awareness event annually
- Promotes mental health/ wellbeing of research staff at the University

Liaison committee members from each School/Institute – at least 2 representatives per School/Institute

- Attend regular RSA Steering Committee meetings
- Be the point of call for staff within Schools/Institutes regarding issues/problems/sharing of effective practice and bring these to the RSA meetings
- Gather and supply relevant information and updates to the RSA from respective Schools/Institutes, (such as sharing of effective practice, funding, support and career development opportunities/responsibilities) which will be included in regular RSA minutes as a standing item of agenda
- Actively report back/communicate to their school/institutes with outcomes from the RSA activities
- Actively participate in the organisation and promotion of RSA events

All roles within the RSA committee are designed to be undertaken with the support of fellow Steering Committee members, and the Academy representative. Current members of the Steering Committee can be seen on the [RSA intranet page](#).

3. Promotion

3.1 Logo Development

Media co-ordinator (Dr Rebecca Lace) designed the original UoL RSA logo as shown below in Figure 2.



Figure 2. Original UoL RSA logo.

During the banner design process, detailed in [section 3.3](#) this logo was updated to have better resolution and visibility for scale up and variations produced as shown in Figure 3.



Figure 3. UoL RSA logo on coloured background.

3.2 Poster

For all meetings and events the UoL RSA host posters are made and disseminated. The poster is sent to the research staff mailing list to promote the event, the committee mailing list so people on the committee can print and post in their local areas as well as an image capture put on to the UoL RSA twitter ([@UoL_RSA](#)) for promotion. The poster contains details of the date, time and location of the meeting as well as information about guest speakers and the main topic which will be discussed. The format of the poster is shown in Figure 4.



Figure 4. An example poster of a UoL RSA meeting.

3.3 Banner

Before the UoL RSA conference discussed in [Section 4.3](#) a banner competition was run to produce a design for a pull-up banner, the winning design was awarded a £20 amazon voucher. The competition was advertised *via* email and Twitter.

To enter the competition the design had to follow the following criteria:

1. The design has to be 780 mm (W) x 2000mm (H). The final design to be submitted in any one of the following formats: .pub, .pptx
2. Only high resolution image files should be included. The overall design has to include University of Liverpool Logo and has to be 320 mm wide and include a perimeter around the logo in accordance with the University's brand identity policies. High quality images of the logo and social media logos can be found on the brand identity pages. <https://www.liverpool.ac.uk/intranet/brand-identity/brand-toolkit/logos/>
3. Other information that needs to be included is:
 - i. Email Address: researchstaffassociation@liverpool.ac.uk
 - ii. Twitter handle: @UoL_RSA
4. Include the UoL RSA logo.

The competition had the following rules:

1. Competition is only open to research staff at the University of Liverpool
2. Multiple entries are accepted but please refrain from using multiple accounts.
3. Graphic and adult content and copyright infringement is a violation of [Twitter Rules](#) and will be reported/ removed according to the Terms of Service.
4. It is the responsibility of the entrant to ensure that they have secured explicit and written consent from each individual person in any image(s) that are used on the banner.
5. Entries will be judged by a panel of RSA committee members, and judges' decision is final. The winner will be notified by email.
6. Chosen design will be printed for the UoL RSA to use for marketing purposes and the winner of the competition will be awarded a £20 amazon gift voucher.
7. Entries close Sunday 25th November 2018.



Figure 5. Image of UoL RSA winning design and the banner created.

This banner will allow advertisement at all future UoL RSA events and if the RSA hosts any stands etc. at any conferences. It will allow the RSA to be seen and allows for an easy way to promote how to contact the RSA.

3.4 Social media

Currently the UoL RSA twitter account [@UoL_RSA](#) has a following of 203 accounts (including the Pro Vice Chancellor for Research and Impact) and follows 201 accounts. We have ensured that we interact with the UoL accounts and promote any opportunities which may help research staff in terms of development or career. Twitter is a great platform to reach researchers at the University of Liverpool as well as network with UoL societies and other universities. In the future the UoL RSA could look at alternate social media platforms such as LinkedIn and Facebook to reach alternative audiences.

Besides the Twitter account the UoL RSA also has a webpage within the UoL website: <https://www.liverpool.ac.uk/researcher/uol-rsa/>. The website holds information on the aims of the RSA as well as details on upcoming events, dates, times, locations, and invited speakers. Information of steering group committee members can also be found. The RSA also holds an intranet page within the UoL intranet: <https://www.liverpool.ac.uk/intranet/the-academy/researching/rsa/>. On this page meeting minutes and documents from all previous RSA events can be found, these are available to all staff at the UoL. The RSA have also had news items published on the main university website to promote events such as [meetings](#) and the [conference](#).

4. Events

4.1 Regular Meetings

Originally the RSA planned to have a meeting every 4 weeks, however, this was changed to every 6 weeks in May to mitigate time commitment restrictions. In 2018 the meetings were as follows, the meeting minutes are contained below along with PowerPoint presentations and any other useful information which was an outcome from the meeting:

February: Inaugural meeting of the UoL RSA and its structure

[Meeting Minutes](#)

[Agenda Powerpoint](#)

March: Benefits of engaging with an RSA

[Meeting Minutes](#)

[Agenda Powerpoint](#)

[University of Lancaster RSA Powerpoint](#)

April: Planning for RSA session during Making an Impact Week 2018

[Meeting Minutes](#)

May: 'Making an Impact Week' development opportunities for research staff

[Meeting Minutes](#)

[Statement of Expectations: Principal Investigators and Research Staff](#)

[RSA Poster](#)

June: UoL RSA planning for development activities

[Meeting Minutes](#)

August: Benefits of engaging with UoL's Statement of Expectations

[Meeting Minutes](#)

[Agenda Powerpoint](#)

October: UoL response to the Review of the Concordat to support researchers' careers
[Meeting Minutes](#)

November: Understanding how the Researcher Development Framework (RDF) can be used by researchers to evaluate their training and development needs

[Meeting Minutes](#)

[Agenda Powerpoint](#)

[Introduction to Vitae RDF](#)

The meetings are open to all research staff and are scheduled for one hour, refreshments are provided during this time. Originally the committee met at different times to these meetings, however, it was agreed that the committee would meet for 30 minutes following the scheduled meetings to discuss updates. The minutes for these meetings are circulated *via* the appropriate mailing list, all research staff and committee members respectively.

4.2 Making an Impact Series of Events

During [Making an Impact Week 2018](#) (MaIW) which was organised by The Academy and colleagues from Research, Partnerships & Innovation and ran on the 11-15 June 2018, the RSA took part in a panel session "*Support for Impact: top things to know*" as well as providing a networking session. The panel session allowed for the introduction of the RSA to the audience as well as express the aims of the association, as stated in [section 2.1](#). The RSA networking event was the penultimate event before the closing showcase on the Friday of MaIW, Dr Eva Caamano Gutierrez took the lead organising this event. It was advertised on the Eventbrite page as:

"Come to this session to get a hands-on experience in networking, starting interdisciplinary collaborations and help shape up the future of your research staff association. From career development courses query to enhancing creative collaborations, this session is for you! We will have a series of stations where you will be able to get involved in different activities and give your opinion to help shape the future opportunities that the University of Liverpool has to offer us. Free lunch, nice people and a chance to win prizes! Sign up! Places are limited!"

28 people had registered for the event, however, only 13 of these attended the full session; some people stayed just for the networking lunch. 2 people however, who hadn't registered for the session did attend. Following the networking lunch the RSA was introduced, and attendees split into 3 working groups. They were tasked with coming up with research or public engagement proposals which enveloped their key skills and research interests within 45 minutes. Each group were then given 5 minutes to present their work using a flipchart and judged by the RSA committee. The attendees were then encouraged to stay for the closing remarks of MaIW which was led by Prof. Anthony Hollander who presented the winners of the session with £20 amazon vouchers.

4.3 Research Staff Association Conference

At the end of 2018, on Tuesday 11th December, the RSA held its inaugural conference, titled "[Enhancing the Research Environment and Researcher Career Progression](#)". The [programme](#) comprised of a keynote session led by Pro-Vice Chancellor Professor Anthony Hollander, a showcase of ECR and Returners Fund winners and two panel sessions discussing PIs and their career paths and support networks from the UoL. The sessions sandwiched a networking lunch with stands and representatives from a number of areas, both internally from UoL and external, these included: Talk

Liverpool, Research Gate, Public Engagement, Research, Partnerships & Innovation Team and the Disabled Staff Network.

Registration to the event was monitored and controlled *via* an [Eventbrite page](#). Promotion included tweets about the event, posters ([Appendix 2](#)) and emails ([Appendix 3](#) & [4](#)). A [news item](#) was also posted on the UoL main webpage. The room booked had a capacity of 120, therefore was the limit to registrants. A total of 96 people registered for the event, of this approximately 70 people turned up to the event throughout the day. There was a sign in sheet where name badges and printed programmes were supplied, however, not everybody signed in. In the future this should be made mandatory.

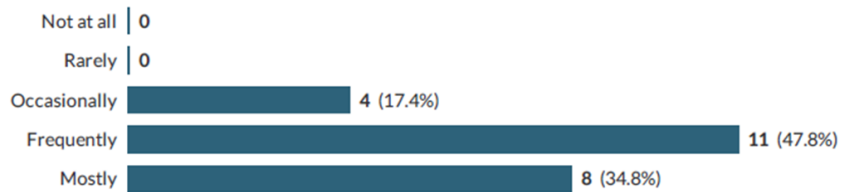
Organisation of the sessions involved emails to PAs and invited speakers/facilitators which were modelled on those sent during MaIW and included in the [Evaluation Report](#). The list of ECR and Returners Fund winners was provided by the Research and Partnerships Development Team. All researchers on the list were contacted and invited to present. On the day the organiser of the ECR & Returners Fund was in the audience and provided valuable insight into the funding, in the future it is recommended administration of any funding or projects be invited to participate.

Following agreement to be involved in the conference all participants were contacted to ensure recording of the sessions was acceptable. Recordings of the sessions were done through UoL Stream Capture and are now provided on the [RSA Conference website page](#). In the future all participants should be encouraged to wear microphones as this improved sound quality on recordings.

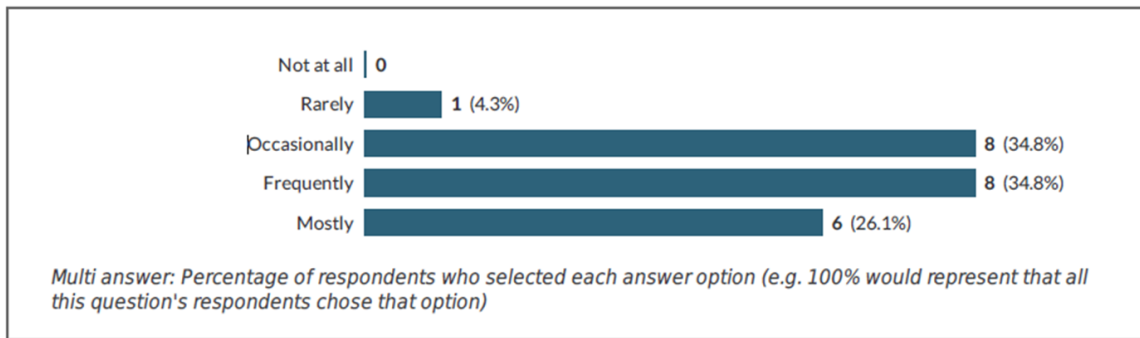
A twitter competition was announced at the beginning of the conference which entailed the “the best tweet of the day” and had to include the hashtag #LivRSA2018. This was to promote the RSA twitter page as well as provide exposure to researchers who hadn’t attended the event. The winner was announced at the end of the day and will receive a £20 amazon voucher.

A feedback form provided by The Academy was distributed to attendees on the day; there were 24 respondents (62.5 % HLS, 20.8 % S&E and 16.7 % Other –RPI and Professional Services). The feedback indicated the majority of attendees were post-docs and ECRs at 58.3 %. Other useful feedback are detailed in Figure 6.

3.1 Did the conference meet your expectations?



3.2 Was the conference relevant to your current needs?



3.3 Was the conference useful to your future needs/career plans?

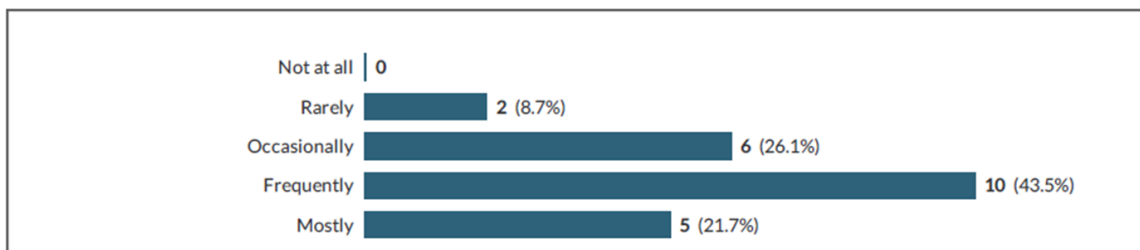


Figure 6. Attendee's Qualitative feedback relating to the RSA conference.

Overall attendees were happy with the session content, with positive comments about all aspects, however in the future it is proposed to target different research staff throughout the day in different sessions, for example sessions targeting ECRs and those with more experience etc.

4.4 Future Proposals

For the upcoming 6 weekly meetings the timetable has been filled until June; this has been accomplished by people contacting The Academy or RSA directly and asking for a slot to speak indicating the increase in awareness of the RSA network. The upcoming meetings are:

Date	Invited Speaker	Overview
Friday 22 March 2019	Mr Simon Thomson, Director, Centre for Innovation in Education	Teaching, learning and assessment at UoL; the use of educational technology; and the design and delivery of co and extra-curricular provision and how CIE supports staff in this regard.
Wednesday 8 May 2019	Research, Partnerships, and Innovation Team	Support facilities available to researchers at every stage of their research, the impact and knowledge exchange process, and effective engagement options with collaborators, partners and funders.
Thursday 13 June 2019	Ms Mary Jane Monaghan, Research Assistant, FIT4RRI Project funded under Horizon 2020	Embedding responsible research and innovation principles into current ethics and science education practices. If interested, you can get a chance to be involved in her research too!

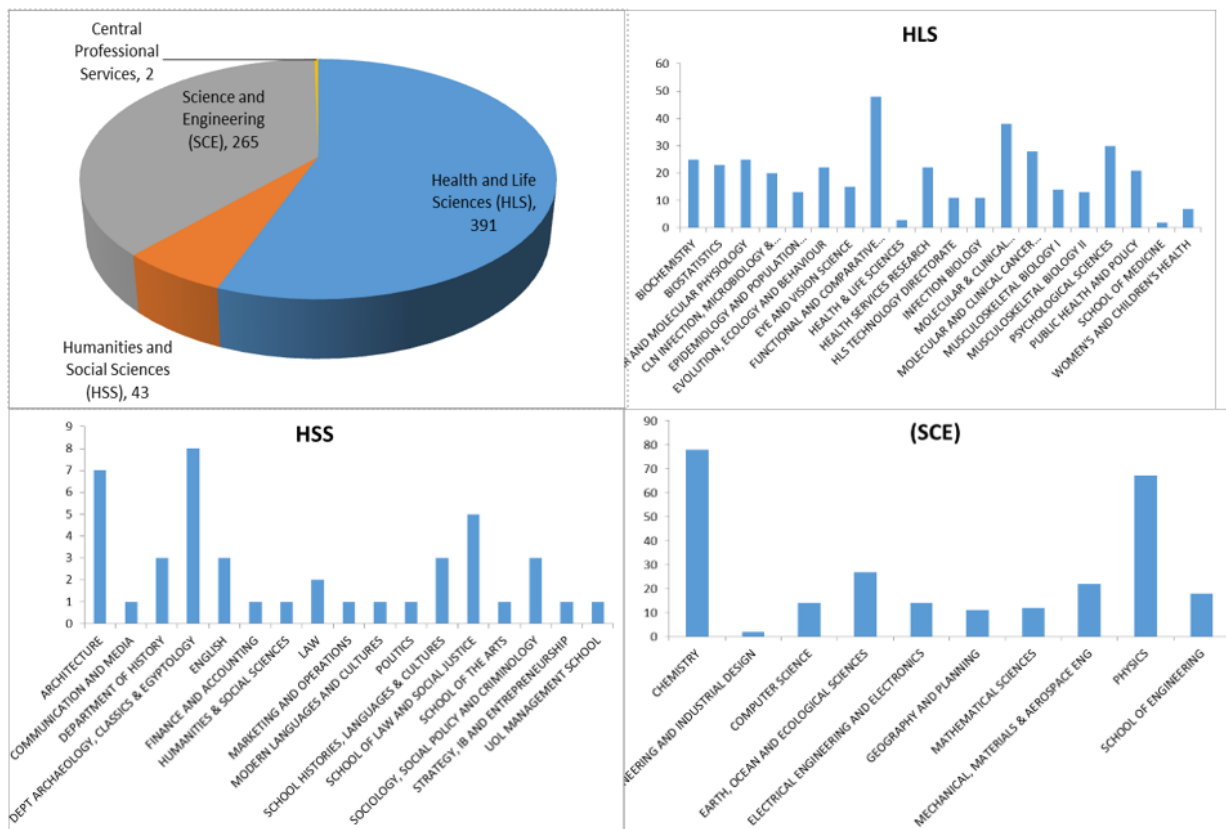
Alongside these meetings the RSA will continue representation within the Concordat Steering Group. During these meetings the RSA provides an update on activities as well as an insight into current researcher's achievements and issues.

The next event besides the regular meetings which is currently being planned by the RSA is a summer event in June or July. Currently the RSA committee are gathering ideas but the format of the day will include a development session with an invited speaker followed by a social event to gather research staff to network.

Other events the RSA will be hosting in the upcoming year is at least one event during 2019 Making an Impact series of events which are to be spread over May-June; plans of which are currently in the initial stages. Finally the RSA will again end the year with a Research Staff Conference scheduled to be in December. This will build on lessons learnt from 2018's conference discussed in [Section 4.3](#). It has also been proposed that the RSA participate in National Postdoc Appreciation Week (NPAW) and provide an awards ceremony which colleagues vote for different categories. [Queen's University Belfast](#) provided a series of events and awards to a number of postdocs during this week in 2018. The national postdoc association also provided an [online tool box](#) with ideas for events etc. and how to host a session during NPAW.

5. Appendices

Appendix 1: Distribution of PDRAs across UoL – McCoy and Hasell 16-02-2018



Research Staff Association Conference

*“Enhancing the research environment and
researcher career progression”*

11th December, 10:30—16.30

Management School, Seminar Room 5

Keynote Speaker:

Prof. Anthony Hollander

Pro-vice-chancellor for research and impact

Featuring:

ECR & Returner Fund Awardees

Flash Presentations

Career Development Discussion Panel

Wellbeing Stands and Outreach Demonstrations

RA discussion panel

Networking, Refreshments and Lunch



researchstaffassociation@liverpool.ac.uk

@uolrsa

Appendix 3: Initial Email Promoting RSA Conference

Dear All,

We would like to invite you to the Research Staff Association's One Day Conference on **Tuesday 11th December, 10.30 – 4.30 pm at the Management School, Seminar Room 5** focussed on: Enhancing the Research Environment and Researcher Career Progression.

We will have a variety of presentations including a Keynote presentation from Pro-Vice Chancellor for Research and Impact Prof. Anthony Hollander, flash presentations from seed fund winners, and panel discussions.

10.30 Registration and Refreshments

11.00 Keynote: Prof. Anthony Hollander – “Research and Impact Strategies” and Your Questions

12.00 Flash Presentations from Seed Funding Winners & What It Has Allowed Them To Achieve

13.00 Networking Lunch: Wellbeing Information Stands and Outreach Demonstrations

14.30 Panel Discussion Facilitated by James Howard (Director of The Academy): PIs and their Career Paths

15.25 Refreshments Break

15.45 Panel Discussion Facilitated by Saneeya Qureshi (The Academy): Support Networks

16.30 Close

To attend please register at <https://www.eventbrite.co.uk/e/research-staff-association-conference-registration-51959551417> by 3rd December. Lunch and refreshments will be provided.

Best wishes,

Helen



*Dr Helen Cauldbeck
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Appendix 4: Final Email Promoting RSA Conference

Dear All,

We would like to invite you to the Research Staff Association's One Day Conference on **Tuesday 11th December, 10.30 – 4.30 pm at the Management School, Seminar Room 5** focussed on: Enhancing the Research Environment and Researcher Career Progression –the programme is below.

We will have a variety of presentations including a Keynote presentation from Pro-Vice Chancellor for Research and Impact Prof. Anthony Hollander, who will discuss the research and impact strategies and cradle to chair framework. There will be flash presentations from seed fund winners from a range of institutes (see below), and panel discussions about career pathways/advice from PIs and examples of practice of Support Networks across the University.

To attend please register at <https://www.eventbrite.co.uk/e/research-staff-association-conference-registration-51959551417> by Friday 7th December. Lunch and refreshments will be provided.

Time	Programme	Speakers
10:30	Registration/Refreshments	
10:50	Welcome from the chair of the RSA	DR HELEN CAULDBECK Post-doctoral Researcher, Department of Chemistry
11:00	“Research and Impact Strategies” and Your Questions	PROF. ANTHONY HOLLANDER Pro-Vice Chancellor for Research & Impact and Professor of Stem Cell Biology
12:00	Flash Presentations & Discussion 11 Researchers from all facilities who have been awarded the ECR & Returners Fund: How this funding has benefitted their career?	DR DAVID ASHMORE (SE), DR ANNA BOCKING-WELCH (HSS), DR ALICE CARRAVIERI (FSE), DR RICHARD DUNNING (SE), DR SEBASTIANO FICHERA (SE), DR HUGO KIN-SANG LAM (HSS), DR ADRIANA NILSSON (HSS), DR AGNIESZKA J TURLO (HLS), DR ANDREA VEZZOLI (FSE), DR KONSTANTINOS ZOGRAFOS (SE), DR GEMMA BIRD (HSS).
13:00	Networking Lunch: Wellbeing Information Stands and Outreach Demonstrations	Disabled Staff Network, Talk Liverpool, Research Partnerships and Innovation, Public Engagement Stands, UKRSA/Vitae, Sports Centre, Research Professional
14:30	Panel Discussion: Pls and their Career Paths	Facilitated by DR JAMES HOWARD (Director of The Academy) PROF. GEORGINA ENDFIELD (APVC Research and Impact (Humanities and Social Sciences); Professor of Environmental History), PROF. AHMED ELSHEIKH (Professor of Biomaterial Mechanics, Civil Engineering and Industrial Design), DR AINHOA MIELGO IZA (Sir Henry Dale Fellow & Senior Lecturer, Molecular and Clinical Cancer Medicine) DR ERIC ROBINSON (Senior Lecturer, Psychological Sciences)
15:30	Refreshments Break	
15:50	Panel Discussion: Support Networks	Facilitated by DR SANEEYA QURESHI (Research Staff Developer) DR SARAH ARROWSMITH (ITM postdoc network president), MR ASHKAN ELIASY (Chair of School of Engineering’s Research Associates Society), DR HELEN BROOKS (lead for the IPHS career coaching scheme), DR ANASTASIA VOGEL (SPS Researcher Forum Chair), DR IAN WILSON (IIB Postdoctoral Society)
16:30	Close	DR HELEN CAULDBECK (Chair of RSA)

Best wishes,

Helen



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