UNIVERSITY OF DUNDEE
CAREER DEVELOPMENT FOR RESEARCH STAFF

A meeting of the Steering Group was held on 26th April 2018.

Present: Professor John Rowan (Convener), Dr Lisa Anderson, Mrs Gillian Jones, Dr Shona Johnston, Dr Sandra Oza, Dr Clive Randall, Ms Joan Robertson, Mr Ajit Trivedi

Apologies: Dr Lynsay Pickering, SLSRSA Chair

In Attendance: Miss Nicky Millar

1. Welcome
   The Convener welcomed the Steering Group, inviting introductions from around the table. The importance of this group was recognised, noting that this critical area needed to be action orientated in order to support the postdoctoral community. Following discussion it was recognised that the career development and quality of the post doc experience are included within the REF environment statement for example, and as such we need to encourage this group to flourish.

2. Minutes of the meeting held on 4th December 2017
   The Steering Group approved the minutes of the meeting held on 4th December 2017.

   A discussion took place regarding the focus of this Steering Group. It was agreed that the principle focus was around postdoctoral researchers, however discussions at previous meetings had been around research technicians. It was agreed however that the support and training needs for long serving technical support staff vary greatly from postdocs who are predominantly on short term contracts.

   It was confirmed that the Steering Group reports into the Research and Knowledge Exchange Committee (RKEC). At present no university wide forum exists for the postdoctoral community; organisation of any such groups currently sits at School level. Representation on the Steering Group from the postdoctoral community was required, however members noted that there had been difficulty in attracting members in the past.

   The Convener suggested that a University wide networking event in the Global Room be organised over the summer/autumn (June 2018 proposed) for postdoctoral researchers to gather in an informal setting. Consideration to be given to the setup of the event (coffee morning, lightning talks, etc) and the distribution list (postdoctoral researchers, Associate Deans for Research, Research Admin Leads, etc). Such an event would close the loop following the ‘have your say’ event previously held for postdocs.

   Action: summer/autumn 2018 networking event to be organised for the University postdoctoral community.

3. HR Excellence in Research Award
   The Head of OPD updated the Steering Group on further developments with regards to the HR Excellence in Research Award, following previous discussions. As requested, feedback on the original University submission was received from Vitae. Six key actions were identified,
which the HR Manager (Strategic Projects) took forward on behalf of the University. Following this we received notification that the University had now been awarded the HR Excellence in Research Award, with a request from Vitae that further changes still be made. The HR Manager (Operations) agreed to take a look at these further requested changes.

**Action:** HR Manager (Operations) to look at further requested changes from Vitae with regards to the HR Excellence in Research Award.

The Head of OPD raised the issue of resource again, noting that the HR Manager (Strategic Projects) would not continue to support the work involved here and as such, how do we maintain the award going forwards. The Convener suggested that the budget be looked at and a case for a role be considered. In order to progress this, consideration would need to be given as to who ‘owns’ the HR Excellence in Research Award.

4. **Vitae ‘Five Steps Forward’ Leaflet**

   The Vitae ‘Five Steps Forward’ leaflet circulated provides a good overview of the CROS and PIRLS surveys. The Researcher Development and Projects Officer (OPD) confirmed that the CROS survey was now incorporated in the staff survey.

5. **Universities Scotland (US) Response to survey on the review of the Concordat to Support the Career Development of Researchers**

   Universities Scotland (US) response to the survey on the review of the Concordat had been circulated for information. Following in sector recognition of duplication across areas, a major revision (expected June 2018) was proposed inviting responses from institutions. The University provided comments to Universities Scotland, for inclusion in their submission. The Convener thanked the Researcher Development and Projects Officer (OPD) for the sound advice and response provided.

6. **AOB**

   No other business was raised.