

Minutes from the ECR Liaison Forum (Cornwall)

Friday 8 November 2019 at Penryn Campus

Peter Lanyon Seminar Room 6 (11:00-13:00)

Attendees:

- Dr Camille Coye, ECR (Biosciences, CLES)
- Dr Jacquelyn Eales, ECR (College of Medicine and Health)
- Dr Carmen Falagan Rodriguez, ECR (CSM, CEMPS)
- Dr Oscar Fitch-Roy, ECR (CLES)
- Dr Matt Jones, ECR (College of Medicine and Health)
- Dr Ajit Pillai, ECR (Engineering, CEMPS)
- Dr Vikki Reid, ECR (Engineering, CEMPS)
- Dr MD Sharma, ECR (Biosciences, CLES)
- Dr Clemens Ullmann, ECR (CSM, CEMPS)
- Dr Alejandro Roman Gonzalez, ECR (Geography, CLES)
- Dr Jo Wood, ECR (Geography, CLES)
- Dr Katie Orchel, ECR (Geography, CLES- ESI)
- Andy Matthews (CLES)
- Charlotte Juggins (PGR and ECR Experience Officer) – Secretary to the meeting
- Dr Chris Wood (Researcher Development Manager) – Chair
- Professor Andrew McRae (Dean of the DC)

Apologies:

- Drs Astrid Wissenburg (Director of Research)
- Kate Foster (Careers Coach)
- Juliet White, Doctoral College (Administrator)

1 Welcome & Introductions

Dr Sharma and Dr Ullmann introduced themselves and explained their role in the ECR LF. They also explained about DCSB and RIEG. Everyone introduced themselves.

2 Networking ‘in our own words’ and updates from the ECRNs (including feedback from the focus group).

Dr Eales asked about and update on the request to continue Email access after end of the fixed term contracts. Dr Wood reported that this went to Doctoral College Strategic Board and a small study is being conducted to see if this viable as an institutional policy; there are library licencing issues to be considered etc. This is ongoing.

There was a discussion around the applicability of ECRs being co-named PIs on research grants and what the policy is around this, as it seems to be specified by the ESRC policy. Dr Wood agreed to look into this.

Concerns were raised concerning ‘follow on contracts’ in that there can be somewhat of a stop-start effect, which seems inefficient and can lead to confusion. Dr Wood agreed to look into this and see if we can get more clarity on the situation.

Questions were also raised about the policy regarding what happens after 4 years of continuous role and becoming permanent member of staff. Dr Fitch-Roy gave an update on this. This discussion evolved into discussion of the 'Exeter Academic' programme and the need for clear routes of progression. Clarity on the progression routes. It was suggested that Janice Button from HR to come and speak to ECRs about this and the general plans for the 'Exeter Academic'. Dr Fitch-Roy has recently gone through different HR approvals and would also be willing to speak about this.

Dr Wood also explained that the 'Exeter Academic' Steering Group will be requesting an ECR rep from Penryn, in due course. It was agreed that Janice Button, who is leading on the 'Exeter Academic' should be asked to come down to Penryn to talk about this and the next ECR LF.

3 **Changes to ECR representation and reporting to RIEG.**

Dr Chris Wood explained that 4 ECR Reps (2 Exeter, 2 Penryn) have previously sat on the DCSB (Doctoral College Strategic Board) which has always reported to RIEG. DCSB no longer exists and now the same Reps will sit on RIEG which will have an ECR Focus. Reps have been invited to an informal luncheon. RIEG is chaired by Deputy VC and meets monthly with 2 or 3 will have an ECR Focus.

A paper will be going to RIEG (November meeting) which will be an update of the DCSB September Paper with two additions (ECR Week and, in addition to ECR LF, there will be Steering Group set up to discuss more strategic items).

4 **Update from the Doctoral College (Exeter Academic, HR Excellence/Concordat, ECR Brochure, Fellowship Funding).**

Dr Wood explained that we are working more closely with HR and People Development around the Exeter Academic Project which consists a suite of developmental activities that takes you from ECR stage to world authority. It is designed to provide ECRs with information as to how you can progress through each level. Janice Button has been appointed and Dr Wood is working closely with her with a view to linking agendas up. Dr Wood and Clive Betts (Head of People Development) meet regularly with Roz Harrison-Brown around training programmes and Dr Wood will report back as to how this is going.

Dr Wood explained about the Concordat which tells Researchers, employers and institutions about what they should do to support career development of Researchers. The Concordat has just been revised which we took an active involvement in the consultation stage. The language of the new version has been changed from 'it is recommended' to 'must' and Exeter is now a signatory to the Concordat.

Those institutions who have a plan in place to implement the Concordat are awarded their HR Excellence Award and Exeter has retained its Award. Dr Wood, Tim Wilkinson and Clive Betts all took part in its implementation. Dr Wood explained that the University's Management is really supportive of this, in particularly Prof Andrew McRae, Drs Astrid Wissenburg, and Prof Neil Gow.

Dr Wood stated that a small print run of ECR brochures would be available for the Orientation Event on 6.11.19. This will be sent to PIs/ECRs. He also explained that the RLI

funding is now open and deadline for entries is 25.11.19. If anyone has queries, please make contact with Researcher Development.

Finally he stated that GW4 Crucible applications are open. Expressions of interest deadline 11.11.19 and Chris encourages those who are interested in putting forward an EoI to contact him in the first instance.

5 **Results and discussion regarding the CROS survey results.**

Charlotte Juggins encouraged those present to form two groups to discuss the results of the recent CROS survey. There was a particular focus on what might be the reason behind the results (i.e. any underlining issues within the ECR community) and what the university could do to improve these scores. Notes of this will be circulated separately.

6 **Any Other Business**

Chris Wood promoted the Researcher Led Initiative Awards which are open for both PGRs and ECRs to apply for up to £1000 to design professional development until 25 November 2019.

It was discussed that not all staff had received an invite to the University wide 'Welcome' and ECR Induction event. Dr Wood is to speak to HR about why people had not been invited.

7 **Close of Meeting (date of next meeting: 14 February @ 11:00-13:00)**

The meeting closed at 13:00.

Exeter ECR Liaison Forum - Action Points Summary

Item No	Action Point	Assigned to	Completed
2	Look into what the guidelines/policies are re. ECRs being listed as co-named PIs on research grants.	CW	
2	Look into what the guidelines/policies are re. 'follow on' contracts for research staff.	CW	
2	Invite Janice Button and Dr Oscar Fitch-Roy to talk to a future ECR LF re. the 'Exeter Academic' and progression routes for research staff.	JW	
6	Chris to check with HR as to why some ECRs had not been invited to the Universities welcome talk/induction. Events to be initiated before the end of the calendar year	CW	