Academic Staff Development

**Mission:** to enhance excellence across the range of academic practice by developing individuals and championing development provision across the University.

[bris.ac.uk/staffdevelopment/academic](bris.ac.uk/staffdevelopment/academic)
Academic Staff Development areas of activity

- Events, web resources and 1:1 support under three core strands:
  - Research
  - Learning and Teaching
  - Leadership
- We also offer the following:
  - Focused support for early-career research staff
  - CREATE CPD Scheme
  - GW4
  - Bulletins
- All 3 pathways with tailored support for different roles and levels
- ~ 300 events per year
Key areas today

• Alison:
  • Research staff support
  • Leadership and management
  • GW4 opportunities

• Jane:
  • Learning and teaching
  • CREATE
Research Staff Support

- Courses and programmes (incl. careers and professional skills)
- Website - info, advice, careers videos, induction videos
- 1:1 Career coaching
- Career seminars
- Mentoring circles
- Research Staff Reps and Working Party
- Dedicated Staff Dev Officer
- Email bulletin
Leadership and Management Development

• Courses:
  • Managing a Research Team
  • Influencing Others
  • Leading Collaborative Projects
  • Handling Difficult Conversations
  • Coaching and Mentoring Others
  • Navigating People Management
  • Staff Review Training

• Programmes:
  • Standing out from the crowd
  • Preparing to Manage research groups
  • Leading Research teams
  • Senior leaders programme
  • Senior leader inductions

• Resources:
  • Seven suggestions
  • Management pocketbooks
  • Management toolkits

http://www.bristol.ac.uk/staffdevelopment/academic/resources/leadershipandmanagement.html
GW4

• Collaboration lifecycle
  • Tailored support for collaborative research groups
  • Online guide to collaboration
    http://gw4.ac.uk/guidetoresearchcollaboration/

• Shared research staff development
Learning and Teaching

• Starting to teach
  • PGRs
  • Research Staff
  • Technicians

• Doctoral supervision
  • Various themes
  • Workshops and lunchtime sessions
CREATE

• Cultivating Research and Teaching Excellence
• CPD scheme
• 3 strands
  • Learning and Teaching, Research/Scholarship, Leadership and professional skills
• AFHEA, FHEA, SFHEA, PFHEA
• Eligibility
  • Pathway 1, 2, 3
• 2 cohorts a year – Oct and Jan
Our careers

• How did we get here?
• Why?
• How did we navigate the transition?
Professional services Staff Development

• Career management and cultural change team
  • Supporting Professional Services Staff through a range of development activities that include workshops, conferences, bespoke events, and individual support.
  • Allison McRitchie - Staff Development Officer with a specific remit for technical staff:
    • Technical apprenticeships - recruitment, further development and monitoring progress
    • A similar range of development activities as above but specifically tailored for Technical Staff
    • Co-delivery of Starting to Teach for Technicians
    • Member of the Technical Staff and Services Strategic Group

• Leadership and management development
  • Range of courses, programmes and resources on this area

www.bristol.ac.uk/staffdevelopment
• Emails
  • Alison.Leggett@bristol.ac.uk
  • Jane.Pritchard@bristol.ac.uk
  • Allison.Mcritchie@Bristol.ac.uk

• Services emails
  • staff-coaching@bristol.ac.uk

• Academic Staff Development Web links
  • www.bris.ac.uk/staffdevelopment/academic
  • www.bris.ac.uk/researchstaff
  • www.bristol.ac.uk/staffdevelopment/academic/resources/leadershipandmanagement.html
  • http://gw4.ac.uk/guidetoresearchcollaboration/

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