



Research Staff Committee Meeting

Monday 19 February 2018

1.20-1.21 35 Berkeley Square

Apologies: Ilse Daly, Holly Baum, Laura Thomas, Dinithi Wijedasa, Elaine Mawbury, Abigail Smith, Philippa Lewis, Lis Bates, Mascia Amici, Kirsty Garfield, Padraig Dixon, Mike Gulliver (MG), Claire Wrixon (CW)

Present: Scott Greenwell (SG, Chair), Chris Yates, Marco Longana, Danielle Colenbrander, Chris Danson, Ian Bull, Erica Morley, Sean Roberts, Paras Naik (PN, Co-Chair), Katie Manktelow (KM, Academic staff development), Daisy Gaunt (Secretary)

1. Welcome and announcements – SG

Dinithi Wijedasa is leaving UOB and as a group we would like to extend out thanks for her commitment to the group in post as co-chair.

Action: **PN** to organise suitable acknowledgement.

2. Research Staff Working Party (RSWP) update – SG

Corporate Credit Cards: discussion went well at the RSWP, problems acknowledged across the university. A working party will be set up to look at this issue including Mike Gulliver and Scott Greenwell and representatives from HR. Other research staff representatives are also needed with experiences of the differences across the departments, speak to SG.

Action: **All** - canvas experience of the use of Corporate Credit Cards across the departments and email results to SG

3. VC Fellows – KM

Nearly 300 applications in total and we have Fellowships available for up to 9 Fellows in STEMM and 6 Fellows in HASS. Aim of 12/15 fellows per cohort.

STEMM: 86 credible applications (not credible meant they didn't complete the correct paperwork), 76% White. 45% from UK, 31% Europe, 20% International, 4% prefer not to say. 38% Female 59% Male 3% prefer not to say.

Number Split by Faculty: Biomedical Sciences=7, Engineering=11, Health Sciences=10, Science=58

HASS: 127 credible applications, 77% White. 50% from UK, 22% Europe, 25% International, 3% prefer not to say. 49% Female 48% Male 3% prefer not to say.

Number Split by Faculty: Arts=95, SSL=32

Completed all three shortlisting panels for the VC Fellowships and the number of candidates being interviewed per faculty is as follows:

Health Sciences=3/Life Sciences=5, (2 internal, 4 Male 4, Female)

Science=7/Engineering=4. (6 internal, 9 Male, 2 Female)

Arts=5/SSL=5, (2 internal, 5 Male 5 Female)

4. Post-Doc Residential – KM

The aim of this is to engage with the very early career researchers (1st post-doctoral position post-PhD), as these are a group which has not had a lot of input from academic staff development. The residential will be a 2-day, 1 night stay close to Bristol in a hotel over the 16/17 May 2018. It has been designed as time away from work to discover what ECRs need to be supported in and to facilitate discussion around career development. There are 16 spaces, which will be filled through a competitive application form with approval from line manager. Suggestion of disseminating to higher-grade academic staff to promote to their ECRs.

5. Industrial Action – P2 implications (Proposed by Philippa Lewis – SML Rep)

Open discussion, summary of key points:

- Strike only affects you, loss of own time to work, no affect on students as not teaching
- Loss of time is particularly felt if coming to end of contract with deadlines
- Hardship fund available through UCU
- Affects deadlines with external partners: front-loading work so those who are striking can approve work before sign-off

Action: **All** – Suggestion to email Hugh Brady (VC) and HR with issues

6. Co-Chair Applications – SG

Email SG and PN with application for co-chair post. If there are multiple applications, SG will meet to discuss.

7. A.O.B

“Ghost” schools/departments

There are still some schools/departments where there are missing research representatives. We can tackle this either through speaking to the faculty research directors and asking them to approach Heads of School for a research staff rep or by going directly to HoS.

Action: **ML** – approach MVB engineering department for a rep

PN – photos and reps contact details on website with MG and KM.

All – encourage visibility of research staff reps on departmental website

Regular list of new starters with departments

CW used to send out a list of new starters from HR PIMS system, really useful to see who to approach within department and introduce the Reps system.

Action: **KM** – to look into re-starting this process using HR database.

Next Meeting: Monday 23rd April 2018 – Cabot Room – Hawthorns – 13:00-14:00