



**Research Staff Representatives Committee Meeting minutes**  
**Friday 8 March 2019, 12:30 – 13:30**  
**Cabot Room – Hawthorns**

**Apologies:** Gilberto Algar-Faria, Debra Long, Holly Baum, Suzanne Doyle Guilloud, Katherine Baldock, Claire Wrixon, Padraig Dixon, Lis Bates, Abigail Smith, Julie Dunne, Robert Drake

**Present:** Kristopher Magee (KM, Co-Chair), Scott Greenwell (SG, Chair), Daisy Gaunt (DG, Secretary), Ian Bull (IB), Marco L. Longana (MLL), Paras Naik (PN, Co-Chair), Bryon Adams (BA), Sean Roberts (SR), Ella Gale (EG), Katie Manktelow (KaM, Academic Staff Development), Rachel Dill (ASD), Mike Gulliver (MG, ASD), Kaitlin Wade, Ilse Daly, Chris Yates, Carla Mereu Keating, Rehemat Bhatia, Celine Petitjean

**1. Welcome – Scott Greenwell**

SG welcomed everyone to the meeting, and introductions were made. SG will be stepping down as Chair from this meeting. Paras will also be stepping down as co-chair and the Research Staff Working Party and DG will replace him. Co-Chairs (Kris and Daisy) will chair meetings, but reps are welcome to come forward to take on any role

UPDATE after meeting: Sean Roberts has agreed to take the minutes.

**2. RSWP update – Chair and co-chairs**

Mike Axtell has agreed that a finance representative will present to RS reps committee about the indirects and estates costed on grants. Extra meeting to be scheduled. Lists of questions to be agreed beforehand, and sent to finance representative.

**ACTION:** DG to schedule meeting and KM to create question list to be circulated

RSWP has no representation from Arts or Humanities, lack of females and only very senior positions within the university. Tim Peters (chair) will invite others to join. Research Staff Hub (<https://www.bristol.ac.uk/staffdevelopment/academic/researchstaffhub/research-staff-reps/>) has objectives of RSWP and reps committee members.

RSWP would like to add Bristol specific questions to CROS survey. MG will be organising this and would like help with questions for inclusion.

**3. Feedback on School well-being actions plans – Kris Magee**

Chemistry (IB), Physics (SG/PN) and Population Health Sciences (DG, department of Bristol Medical School) have developed action plans that focused on P1, including their issues around workload and teaching. PHS HoD also agreed that it was too focused on P1.

BA - Earth Sciences reps have spoken to new HoS, and had responses from RS, but the action plan was the same as Athena Swan. Good dialogue with RS and HoS active within research forums. New well-being role had been created and a mentoring scheme and support available with careers advice from Chris Hawkesworth.

MLL felt concerned that mental health issues were difficult to admit to due to the precarious nature of research contracts. Support for staff is available through staff counselling service (<http://www.bristol.ac.uk/staffcounselling/>), although not widely advertised, and specific P2 support not always available within each department.

#### 4. Vitae Concordat – Kris Magee

KM had been part of the recent phone call with Vitae assessing the support that UoB HR had been giving RS against the Concordat UoB had signed up to. Assessment every few years, action plan then developed by HR. Important framework for P2 reps to hold UoB accountable to their commitment to RS. UoB are compliant but their commitment is not as strong as it could be. We should look at the Concordat and assess where we feel the gaps are.

**ACTION: ALL** review Concordat (<https://www.vitae.ac.uk/policy/concordat-to-support-the-career-development-of-researchers>)

#### 5. Bristol Clear update – MG & KaM

Bristol Clear organising Academic Journey's event on 4/4/2019 – promote with in schools and display posters. Suggestion that next event (provisionally 2/7) could involve a speaker from Arts, suggestions for other speakers welcome.

MG would like input from RS reps into UoB specific questions for the national CROS survey (<https://www.vitae.ac.uk/impact-and-evaluation/cros>). Important to promote within schools as only 1/3 of researchers completed it last year, mainly females and those within health sciences. IB asked for support/ideas of how to engage *missing* staff; MG and ASD will be working on ways to promote and enable completion to be as easy as possible – including releasing live completion figures by faculty/school for reps to circulate.

RSWP suggested questions around wellbeing and P&P as these were clearly P2 specific issues from the staff survey. Alternatively, we could not add any more questions and set up our own RS survey, although there is the potential of survey fatigue and there is weight to CROS because it is “owned” and support by RSWP who are a UoB committee. Issue felt with the staff survey was that RS are clearly different from other academic staff – more autonomy, (potentially) more freedom, although lack of career progression and support from UoB. Need to understand the why's and how's from the what's asked in the staff survey.

PN suggested questions around career planning and mentorship and support/preparation for work outside of academia.

EG felt that there were important questions missing from the staff survey around unprofessional behaviour, sexism and bullying.

MG has found some RS are not being allowed time away from labs to attend 1:1 with ASD. MG will set up a working group to develop questions (roughly 1hr of pre-reading) and a few hours of discussion. Questions need to be finalised beginning of April.

**ACTION: MG** to email reps to form working group.

#### **6. Update from Faculty of Arts research committee meeting – Sean Roberts**

P1 are expected to apply for two big grants per year, excludes P2 staff. However, a small investment may help increase the applications from P2 staff. Goes against assessment for P&P as this needs you to apply for funding bids. Arts is currently running at a loss and there are very few research staff.

In some departments/research councils only PIs can be apply/be named on grants as P2 staff are not permanent – alternative suggestion is that letter written to say that P2 staff will be made permanent if grant awarded.

BA – some feeling from PIs that “you can stay, as long as you write my grant” but no recognition after that.

**ACTION: Co-chairs/MG** to take to RSWP

#### **7. AOB**

KM raised the issue of difference in overheads across schools – this is a UoB policy and therefore no differences are expected.

PN – post-doc forums/lunches in departments. Done in Earth Sciences, Physics and Biology but could be implemented in other departments. M – early-career network to start again.

MG – budget for away day/informal meeting with lunch and drinks.

**ACTION: MG/DG** to liaise around away day.

#### **Next Meetings:**

Tuesday 14 May 2019, 13:00 – 14:00, TBC

Tuesday 11 June 2019, 13:00 – 14:00, Brunel Room, Hawthorns