

There's more to

HR



Becoming an Effective Researcher Part 1

RDT

Researcher Development Team

The University of York
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Human Resources

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Researcher development

Training, development and career planning for researchers

Research students excel at Knavesmire competition

For research students

- [skills development](#) to help you with your studies
- support and information for [postgraduates who teach](#)
- the [Preparing Future Academics](#) programme

For research staff

- a dedicated [research staff development programme](#)
- [learning and teaching training](#)
- [leadership and management development](#) for those in leadership roles

Our development framework

We organise development opportunities using the [Researcher Development Framework](#)

<p>Engagement, influence and impact</p> <p>Enterprise, publication, media, collaboration</p>	<p>Personal effectiveness</p> <p>Networking, personal skills, career planning</p>
<p>Knowledge and intellectual abilities</p> <p>Research methods, critical thinking, innovation</p>	<p>Research, governance and organisation</p> <p>Strategy, ethics, copyright, income</p>

Research Leaders

- Our new pilot programme, [Research Leaders](#), focuses on some of the key leadership challenges in the context of a research environment.
- The programme is aimed at senior researchers and principal investigators who are heading up research projects and managing researchers.

The Concordat
to Support the Career Development of Researchers

[Find out what the Concordat means for you](#)

Who are the RDT?

[RDT staff profiles](#)

Skills Forge

- [Browse and book courses from our student programme](#)
- [What is the Skills Forge? \[pdf\]](#)

Twitter updates

Free Event. - HEA Young women engineers network event - Sponsored by HEA STEM.
<http://t.co/DX1b6bSU> 14 Days ago

Best places in world for careers: Photos: The Best Places For Business And Careers @forbes
<http://t.co/E4MB7yRs> via @sharathis 42 days ago

How to follow up after an interview: Photos: How To Follow Up On A Job Interview @forbes
<http://t.co/BBQXU2Hy> via @sharathis 42 days ago

Public Engagement Competition - A real success. Inc a York winner!
<http://t.co/42gLOvSD> 50 Days ago

[Follow @rdt_york](#)

Human Resources
Legal statements | Website feedback

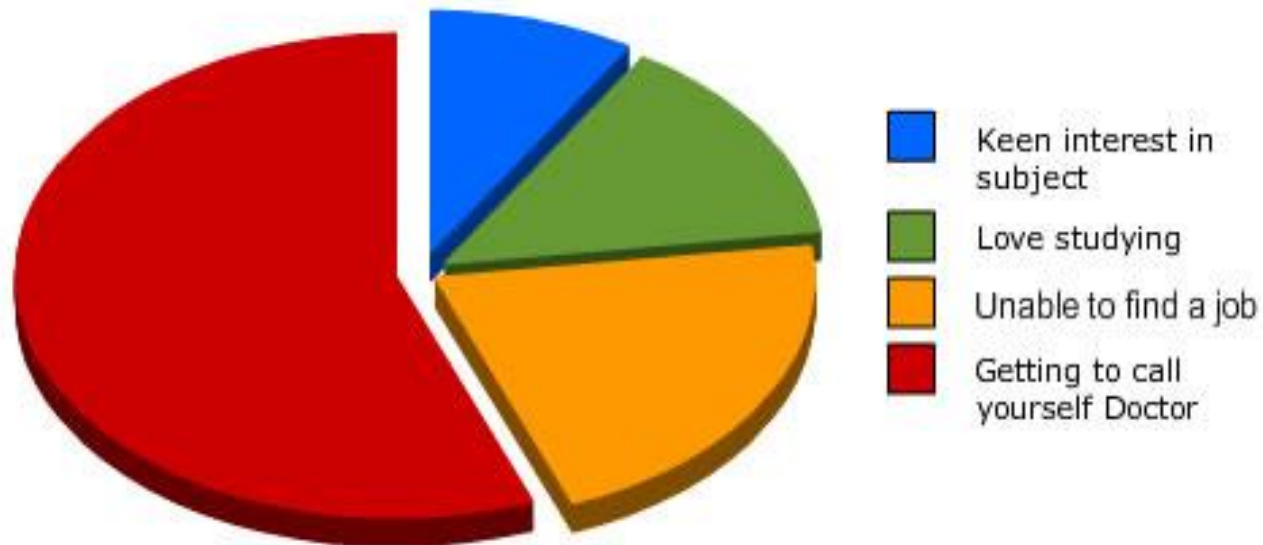
University of York, Heslington, York, YO10 5DD, UK

Tel: 01904 324835 | Fax: 01904 324837 | hr-enquiries@york.ac.uk

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Why have you chosen to do a research degree?

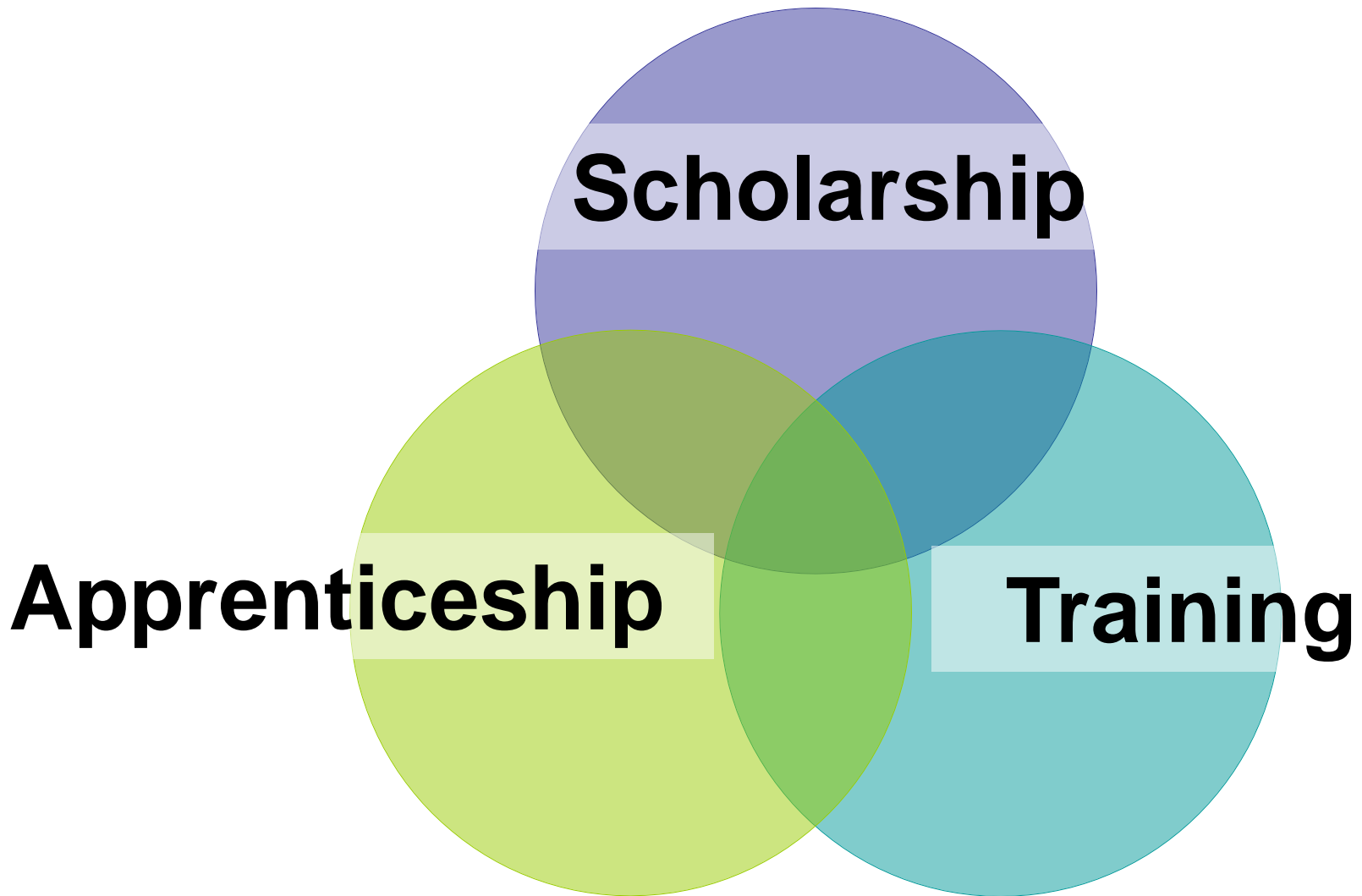
Motivation for doing a PhD



"If we knew what we were doing, it wouldn't be called research, would it?"

-- Albert Einstein

What is a PhD?





3 years

Meaningful addition to knowledge

Scholarship

Original Piece of Research

Publishable Quality

Originality

- Carrying out empirical work that hasn't been done before
- Synthesising two ideas that haven't been brought together before
- Using existing material in a new way
- Trying something that has only been done in a different context or country
- Applying a technique to a new area
- Bring new evidence to bear on an old issue
- Using methodologies that haven't been used in your discipline
- Looking at things that haven't been considered in your discipline
- Adding to knowledge in a way that hasn't been done before
- Giving a good exposition of another's ideas
- Creatively testing someone else's material, data or ideas


Adapted from Phillips and Pugh 'How to Get a PhD'

Independence

Responsibility/ Integrity

Apprenticeship

The PhD is the process of
producing a *researcher* as well
as a piece of research



**The PhD is the
process of
producing a
researcher as well
as a piece of
research**

What are the *Skills* and
Qualities of a good
researcher?



Employability skills

Competent in research skills

Training

Challenging your personal and
interpersonal management skills
as well as your intellect

You are a Global Researcher

**What are the essential skills
of a global researcher in 2012?**



How can we help you?

- Engagement, Influence and Impact
- Personal Effectiveness
- Research Governance and Organisation
- Knowledge and Intellectual Capabilities
- Postgraduates who Teach

Researcher Development Framework

A: Knowledge and Intellectual Abilities – training delivered mainly by your department

- 1. Knowledge Base**
- 2. Cognitive Abilities**
- 3. Creativity**

B: Personal Effectiveness

- 1. Personal Qualities**
- 2. Self-Management**
- 3. Professional and Career Development**

Researcher Development Framework

C: Research Governance and Organisation

- 1. Ethics and Academic Integrity**
- 2. Research Management**
- 3. Finance, Funding and Resources**

D: Engagement, Influence and Impact

- 1. Working with Others**
- 2. Communication and Dissemination**
- 3. Engagement and Impact**

Engagement, Influence and Impact

What is it?

“the demonstrable contribution that excellent research makes to society and the economy”

Why?

It is increasingly important that researchers consider the wider societal implications of their work

- inclusion of pathways to impact in grant applications &
- 20% weighting on impact in the REF assessment exercise

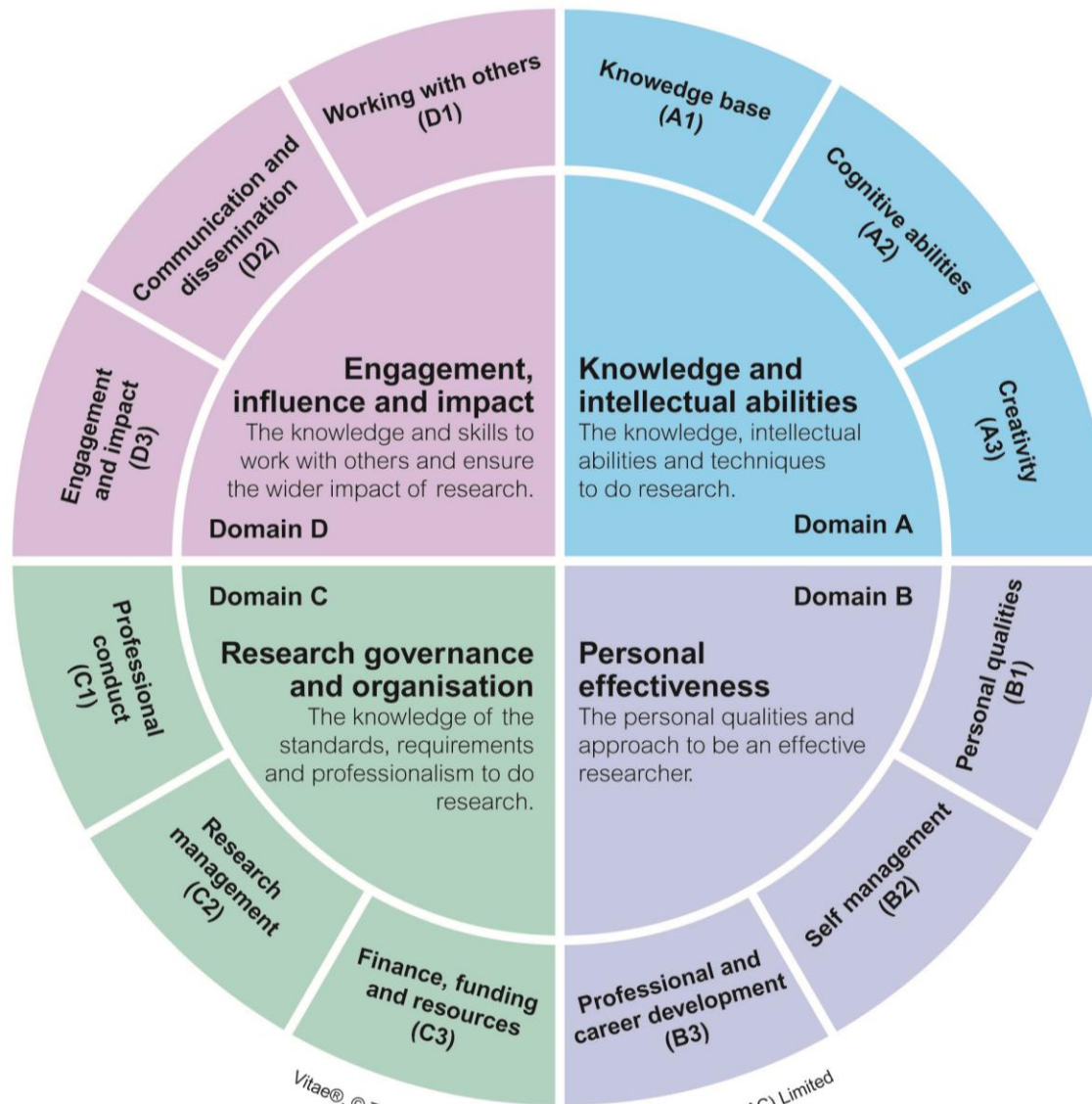
How can RDT help?

The Engagement, Influence and Impact programme supports skills development in this area through training and guidance

Doctoral graduates form the most highly educated and skilled group in the UK. Many will go on to use their skills within academia or in research- intensive occupations in industry. However, there will be others who will draw on their research background and the skills gained through a doctoral degree in a wide variety of other occupations.

Vitae

The Researcher Development Framework (RDF)



Plus 20+ workshops, resources and a VLE for PGWT

Careers Support for Students

RDT support

Career management workshops

- Career planning
- CV's, applications and interview skills
- Academic and non academic careers support

Careers Service

- One to one careers advice
- Access to wide range of facilities including an up-to-date dedicated resource area for researchers



What do I have to do?

- **Induction – Becoming an Effective Researcher
Parts 1+2**
 - **Academic Integrity Tutorial**
 - **Produce a Professional Development Plan
(in the Employability Tutorial)**
 - **Introduction to Teaching and Learning or the
PGWT Residential if you wish to teach**

See section 9 of the Code of Practice on Research Degrees

Employability Tutorial – Research Students

Understanding myself:

What I have to offer, and how it may help me choose a career and be successful

Understanding the way forward:

Making the most of my time at York, making decisions and planning my career



Understanding my options:

What doctoral graduates from my discipline do, my other options and where to find jobs/opportunities

The Employability Tutorial: Research Students

Helping you take control of your future

| Completed 8/9 sections

▶ Getting started

▶ Understanding myself: What I have to offer, and how this will help me in my chosen career

▶ Understanding my options: What doctoral graduates from my discipline do, my other options and where to find jobs/opportunities

▶ Understanding the way forward: Making the most of my time at York, making decisions and planning my career

↑ You have read the summary of each of these sections; you may now find it useful to look at **Understanding my options** now and to review these sections later. Click the title above to continue

These sections will help you to access activities along-side your research, choose a career and prepare for applications.

✓ What can I do while at York?

Access activities and other development opportunities, to gain skills, knowledge and experience which will enhance your employability.

✓ How do I choose my future?

Learn about decision-making techniques, and the factors you might consider in choosing a career, so that you can think about what you want to do next.

✓ When do I need to get started?

Find out how to research deadlines and manage your time effectively, in order to make successful applications - and get some suggestions of



- **What:** The tutorial is compulsory for all York students and introduces academic integrity and misconduct. It explains what is good and bad practice and advises on how to stay within the rules;
- **How:** through Yorkshare (VLE);
- **When:** You need to complete the tutorial before your confirmation of registration meeting;

Your registration for your PhD will not be confirmed until you complete the tutorial.

See Guide to Assessment, Standards, Marking and Feedback:

<http://www.york.ac.uk/about/departments/support-and-admin/registry-services/guide/>

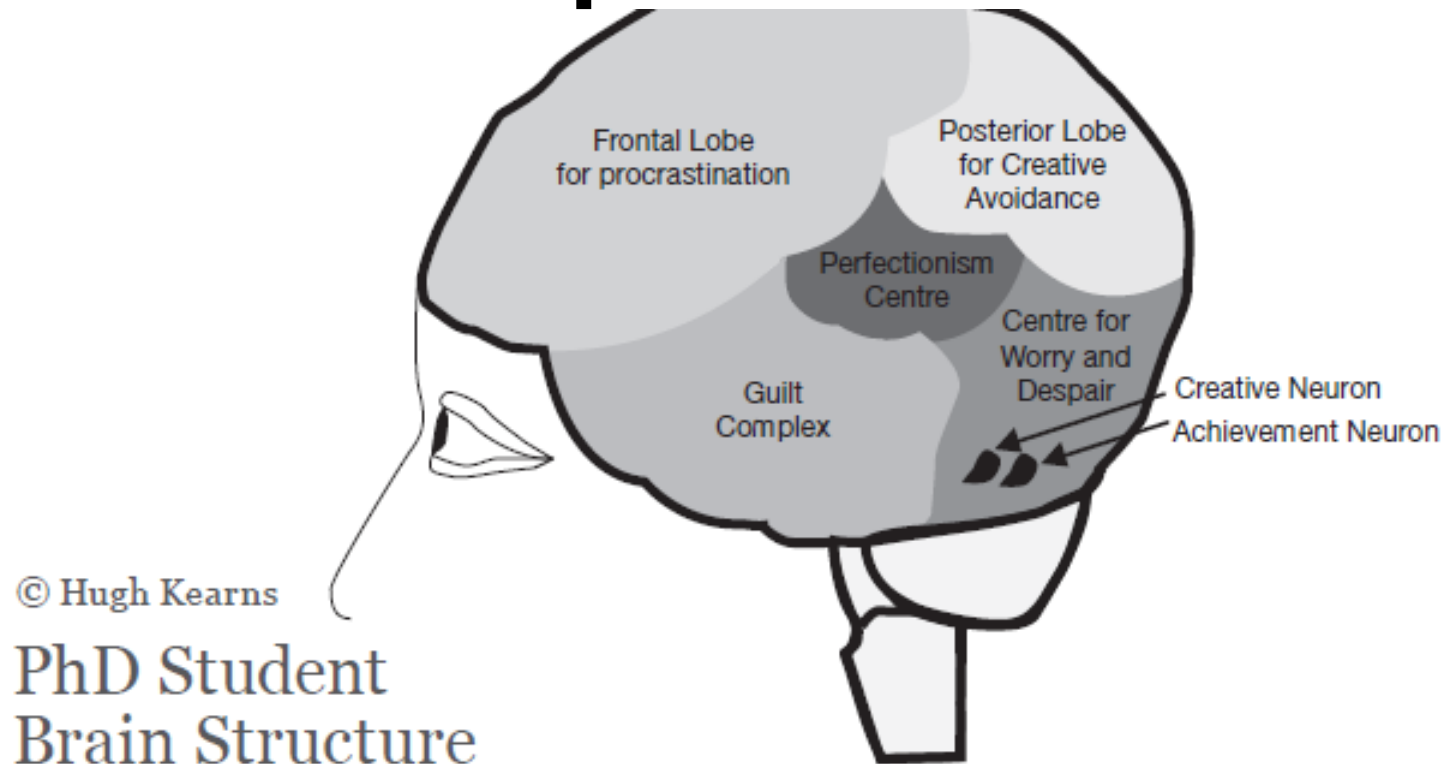
The Concordat to Support the Career Development of Researchers

- Principle 3: Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment
- Principle 4: The importance of researchers' personal and career development and lifelong learning, is clearly recognised and promoted at all stages of their career
- Principle 5: Individual researchers share the responsibility for and the need to pro-actively engage in their own personal and career development and lifelong learning

<http://www.vitae.ac.uk/policy-practice/505451/Key-principles-of-the-Concordat.html>

**Your
Supervisor
and
You**

What do you want from your Supervisor?



What do you think they want from you?

“Formal supervisory meetings, at which substantial discussion of research progress and plans takes place, should be held at least twice a term [...]
A meeting with the supervisor, if requested by the student, will take place within one week, as far as practicable.”

How do you prepare for a meeting with your supervisor?

- Submit drafts in lots of time for your supervisor to read them
- Summarise your progress since your last meeting so that you have it clear in your mind
- Make a list of any questions that have been hounding you
- Make a list of anything you need from your supervisor before you can continue
- Send this agenda to your supervisor in advance if at all possible

In the Meeting

- Review your progress and update your supervisor on new developments
- Explore any problems, interpretations, issues and results
- Clarify your next steps and identify tasks to be completed either by you or your supervisor
- Set Goals to be completed by the next meeting
- Set a date for the next meeting

It is considered good practice for the student to draw up a record of formal supervisory meetings for approval by the supervisor. This should include the date of the meeting and a summary of the content of the meeting and of future actions to be performed.

University Policy on Research Degree Programmes

"Don't rely on your supervisor to push you. Learn to push yourself."

PhD in Philosophy

Ways to Organise the Mass of Information

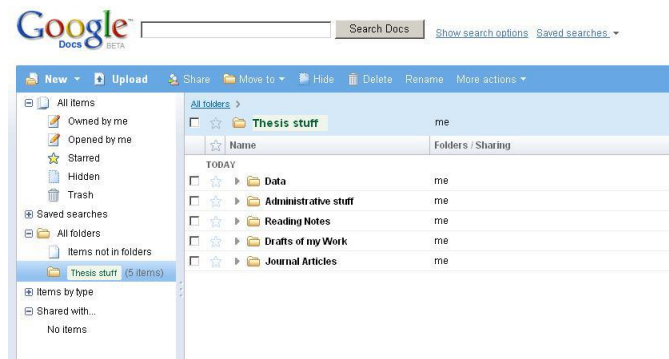
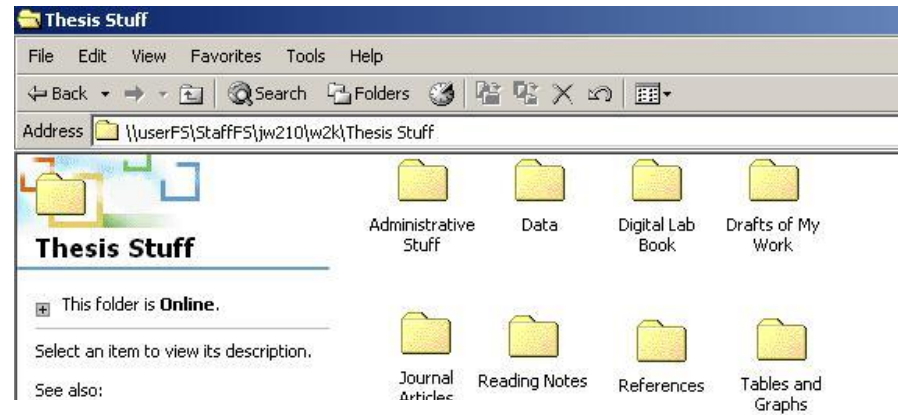
**Chronologically
by publication
date**

Thematically

**Chronologically
by when you
accessed it**

**By Chapter of
your thesis**

**Alphabetically
by 1st Author**



Slumps

STOP WHINGING:
YOU CHOSE TO
DO THIS.

“Post-It of the Week” on a blog by a current PhD student.

www.zoeadokierski.blogspot.com

Sources of Support

So, who have you got on your side?

- Friends
- Family
- Partners
- Supervisor
- Thesis Advisory Panel
- Chair of Graduate
Schools Board
- Student Administration
Office
- Student Support Office
- GSA
- Graduate Administrator
- Researcher
Development Team

Each Other!!

Support units

Information Directorate: Library & Archives

- Resources available to you
 - JB Morrell, Raymond Burton Library for Humanities Research, King's Manor Library, York Minster
 - Print and online collections, plus access to materials elsewhere
 - Borthwick Archives
- Study spaces
 - [Harry Fairhurst building](#), includes research lounge
- Sources of help
 - [Subject Guide](#) for your department
 - Your Academic Liaison librarian is your specialist librarian
 - [Library webpages](#) give full details of all services
 - Contact us: lib-enquiry@york.ac.uk
 - Follow us on Twitter: @UoYLibrary

Information Directorate: IT Services

- IT Services network
 - Your IT Services account
 - IT classrooms
 - Wireless access
- Services to support research
 - From filestore to word processing to Google mail/drive/sites to specialist software
- Sources of help
 - Contact: itsupport@york.ac.uk
 - IT Support Office in Harry Fairhurst building
 - IT Services webpages <http://www.york.ac.uk/it-services/>
 - Follow us on Twitter: @UoYITServices

Information Directorate: Opportunities

- Get to know your services
 - Visit the [Library induction pages](#) for a virtual tour and much more
 - Use your library [Subject Guide](#)
 - Attend departmental sessions if available
 - Investigate the IT available to you
- Book a place on RDT programme workshops
 - Searching the literature, EndNote, and Creating your thesis
 - Book a place on IT Services programme
- Get in touch if you need help!

Careers

Developing your employability



Make the most of your time

Careers
Developing your employability



- Work experience
 - Volunteering
 - Enterprise
- Clubs & societies
- Careers support



Explore your options &...

Careers

Developing your employability

Careers: not just for undergraduates

- Information & resources
- Events, fairs & workshops
 - Departmental events
- CV & application form reviews!
- One-to-one advice appointments



...think about the value

Research Student Administration Team

- Financial Support and support with grants and scholarships (RCUK and otherwise)
- Assistance with and processing of variations of enrolment
- Process Student appeals
- Administer the examination process

Rsat-team@york.ac.uk

01904 322141

CELT

Centre for English Language Teaching

The Centre for English Language Teaching specialises in providing intermediate and advanced level English courses and academic preparation programmes.

We offer courses, workshops and consultations in the following areas:

- English for academic and research purposes
- General English and examination preparation
- Specialist Contract Programmes in English language and British culture
- English language teacher education

THE UNIVERSITY *of York*



Student Support Services





Sources of information

- The [Student Support Services Handbook](#).
- Web pages: www.york.ac.uk/sshub
- Contact Student Support Hub to speak to someone: 01904 -32 4140 or call in
- Open: **9.00 - 5.00 Mon-Fri** main terms, and **10.00 – 4.00 Mon – Fri** other weeks





The Teams

- Disability Services
- Open Door Team
- Student Financial Support Unit
- Student Support Hub

1. ***Enquiries and initial appointment booking***
2. International student support & immigration advice
3. Welfare advice
4. Special Cases administration



Useful Links

- [Skills Forge](#)
- [RDT www.facebook.com/rdt.york](http://www.facebook.com/rdt.york)
- [IT Services](#) provide additional courses to those through Skills Forge covering software packages and programmes for researchers including MS Office and Adobe applications.
- The Academic Support Office provide courses in mathematics with further online resources thorough the VLE.
- [The Centre for English Language Teaching](#) (CELT) provides intermediate and advanced English language courses and tuition, as well as general English for research and academic purposes.
- [The Graduate Students' Association](#) provides information and links on academic support and welfare, as well as representing graduate needs on a variety of university committees.
- [The Careers Service](#) provides information and advice through their skills development and careers planning sessions and workshops.
- [The Vitae website](#) offers resources and initiatives on researcher development in higher education and research institutes, including details on the [Researcher Development Framework](#) (RDF).
- The Employability Tutorial (available October):
www.york.ac.uk/services/careers/vle/pgr

Questions?

There's more to

HR