



Teesside
University

Inspiring success

Guide to Learning and Development for Researchers



INVESTORS
IN PEOPLE | Gold

Learning and Development

Learning and Development for Researchers

Dear Colleague

This brochure provides a summary of the initial and continuing professional and personal development available to researchers at Teesside University. It also contains information about how to access further support and provides links to useful resources.

Research staff have access to the central support provided by the University's Graduate Research School, the Learning and Development Team, the Learning and Teaching expertise within the Department for Learning Development and the Careers Service.

We hope that this brochure will provide you with a useful reference point and help you to identify areas of support or resources available to you. This is not an exhaustive list and we will continue to keep you informed of any new initiatives.

A handwritten signature in black ink that reads "Beverly Simpson". The script is cursive and fluid.

Beverly Simpson

Deputy Director, HR (Organisational Development)

Learning and Development for Researchers

Content

The content of this guide is presented to highlight some of the learning and development and support opportunities available to research staff, and includes information on:

- Initial Development (including mandatory and recommended activities)
- Continuing Professional and Personal Development
- Initial Development Plan (IDP) / Personal Development Review (PDR)
- Researcher Development and Training Workshops
- Tailored and Individual Support
- Learning and Teaching
- Research Leadership and Management Development Programme
- Research Events
- Useful Resources
- Contact Details



Initial Development

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Initial Development

All new research staff are invited to the University's central induction delivered by representatives from specialist areas. Central induction provides an introduction to the general aims, mission and values of the University and is enhanced by local induction which takes place during the first weeks in post and provides information and support to new research staff in relation to their own role and working environment.

Additional mandatory and recommended elements of the induction process include:

- Vice-Chancellor's Q&A Session
- Equality and Diversity Awareness
- Information Security and Governance
- Data Protection and Freedom of Information (including records management)
- UK Visas and Immigration Compliance
- Risk Management for Senior Staff
- Teaching@teesside Induction
- New to Academic Teaching Induction
- Staff IT Induction

Further information on the additional initial development workshops can be found in the [Initial and Continuing Professional and Personal Development Programme](#).



**Continuing
Professional and
Personal Development**

Continuing Professional and Personal Development

The Initial and Continuing Professional and Personal Development Programme provides a wide range of generic workshops for staff and is designed to provide opportunities to develop new skills or update and refresh existing skills. The programme is coordinated by the Learning and Development Team.

The programme has been designed to highlight some of the learning and development opportunities available to all University staff, and the continuing professional and personal development section includes workshops covering:

- Professional and Personal Effectiveness
- Working more Effectively with IT
- Health and Safety
- Human Resource Skills
- Further CPD opportunities (including annual conferences, specialist masterclasses and the lunch and learn series)

To view all workshops and book a place visit <https://unity3.tees.ac.uk/welcome.aspx> select My University then DLD Workshops.



**Initial Development
Plan / Personal
Development Review**

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Initial Development Plan (IDP) / Personal Development Review (PDR)

An IDP provides new staff with an opportunity to discuss and agree immediate work related priorities and consider any initial support or development which might be needed. This discussion will normally take place between the new member of staff and their immediate line manager or supervisor within the first 4 to 6 weeks of appointment.

The annual PDR process provides all University staff with an opportunity to discuss School / Department / Team priorities, together with work and personal objectives and key tasks. Staff development or training needs may be identified as a result. The outcomes of these discussions are a primary source of information for identifying staff development and training needs not only for the individual but at a team / School / Department and University level.

A PDR aims to address four main issues and provides an opportunity for clarification and discussion around:

- School / Department objectives, plans and priorities as they relate to the University's objectives and strategies
- Key achievements in the last 12 months
- Work and personal objectives, key tasks and priorities for the next 12 months
- Training, support and development needs



Researcher Development and Training Workshops

Learning and Development for Researchers

Researcher Development and Training Workshops

A range of researcher development and training workshops for research staff are offered by the Graduate Research School (GRS) and include:

- Research Integrity: What is it and why does it matter?
- Basics of Research Ethics
- Academic Writing and Editing for Research
- Postgraduate Research Student Teaching and Assessment Workshop
- PGR Student Supervisory Training

For further information or to book a place on one of the GRS workshops visit:

<http://www.tees.ac.uk/sections/research/training.cfm>

As part of the Initial and Continuing Professional and Personal Development Programme The Department for Learning Development provide the following workshops to support the enhancement of learning and teaching practices:

- Becoming an Associate or University Teaching Fellow
- HEA Fellowship: recognising expertise in learning and teaching

For further information visit the Learning and Development pages on Unity:

<https://unity3.tees.ac.uk/departments/005/Pages/welcomePage.aspx>



Tailored and Individual Support

Learning and Development for Researchers

Tailored and individual support

The Graduate Research School, Research Institutes and Academic Schools work closely to provide tailored and individual support for researchers. Teesside is committed to the principles of the Concordat to Support the Career Development of Researchers and the training and development activities for research staff are designed and developed through the use of the Researcher Development Framework (RDF).

The Graduate Research School provides tailored learning and development support specifically focused on enhancing researcher development skills. Workshops and activities offered through GRS cover the professional and personal development for the array of skills required to be an effective researcher.

The Graduate Research School also offers specialist advice and consultancy including the identification of coaching and mentoring support and referral to external training provision if required.



Learning and Teaching

Learning and Teaching

Research staff who have an element of teaching within their contract have access to the consultancy support and learning and teaching resources available through the Department for Learning Development and L&T@Tees.

L&T@Tees is an online learning and teaching resource aimed at being a one-stop-shop access to L&T resources, documents and opportunities and an online L&T community where everyone can participate and get involved in discussions around L&T. To access the site information visit <http://blogs.tees.ac.uk/lttees>. To become part of the online L&T community contact Joanne.Davies@tees.ac.uk, Department for Learning Development.

The [University's Professional Development Framework for Learning and Teaching](#) encompasses a wide range of activities that are designed to provide staff members with the support and development necessary to enable them to meet learning and teaching responsibilities. This framework is closely aligned to the UK Professional Standards Framework for Teaching and Supporting Learning in HE (UKPSF).

Library and Information Services

Research assistance, subject guides and useful resources:

<http://tees.libguides.com/>

TeesRep is the institutional repository for Teesside University showcasing a growing collection of peer-reviewed research and e-thesis. Further information and a user guide can be found at:

<http://tees.libguides.com/TeesRep/home>



**Research Leadership and
Management
Development Programme**

Research Leadership and Management Development Programme

The 'Leading and Managing Research Excellence' (LMRE) Development Programme is jointly delivered with the University of Sunderland.

The programme reflects the commitment of both institutions to collaboratively develop strategic research leaders and support the practice of excellence in leadership, governance and management.

The key aim of the programme is to enhance strategic research leadership in post-92 institutions where research is selectively funded in core areas of excellence. It recognises that conventional managerialism may not be appropriate in the complex post-92 academic setting. The management context includes research strategy, the internal structures established to support and oversee research units, the requirements of the Research Excellence Framework and the external environment characterised by uncertainty and budget cuts.

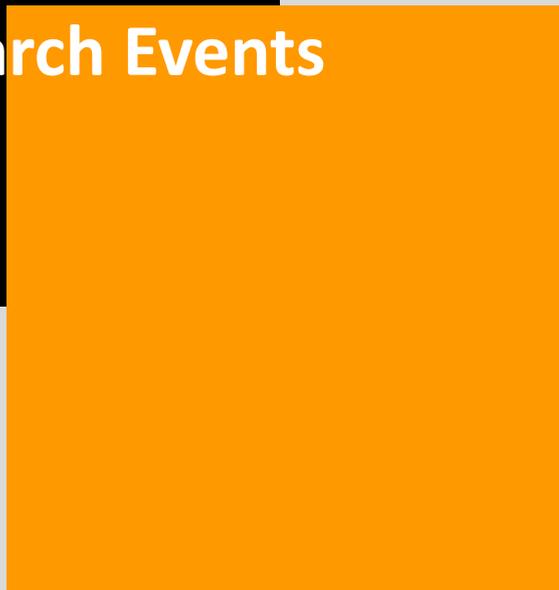
Further details on the content and timeframe for the programme can be obtained from the Graduate Research School.

The University also offer a suite of initial and continuing in-house leadership and management programmes, coordinated by the Learning and Development Team. Further details of the content and context of the programmes together with the University's Attributes for Leadership and Management can be found in the Initial and Continuing Leadership and Management Framework which can be downloaded from:

<https://unity3.tees.ac.uk/departments/005/Pages/leadMan.aspx>



Research Events



Research Events

The University holds a wide range of research events for staff at all career stages. The Research Institutes hold annual research conferences and coordinate monthly seminars in a number of research areas.

The Graduate Research School also organises a cross-institute monthly networking event Teesside University Research Network (TURN) which provides a forum for the research community to meet monthly to discuss the research agenda and headline issues, celebrate success and exchange ideas.

Forthcoming research events can be viewed at:

<http://www.tees.ac.uk/sections/research/events.cfm>



Useful Resources

Learning and Development for Researchers

Useful Resources

Institutional Plan

http://www.tees.ac.uk/docs/docrepo/about/Institutional_plan.pdf

Vitae Researcher Development Framework

<https://www.vitae.ac.uk/researchers-professional-development/about-the-vitae-researcher-development-framework>

Research Webpages

<http://www.tees.ac.uk/sections/research/>

Graduate Research School Resources on Unity

<https://unity3.tees.ac.uk/schools/009/default.aspx>

Department for Learning Development Resources on Unity

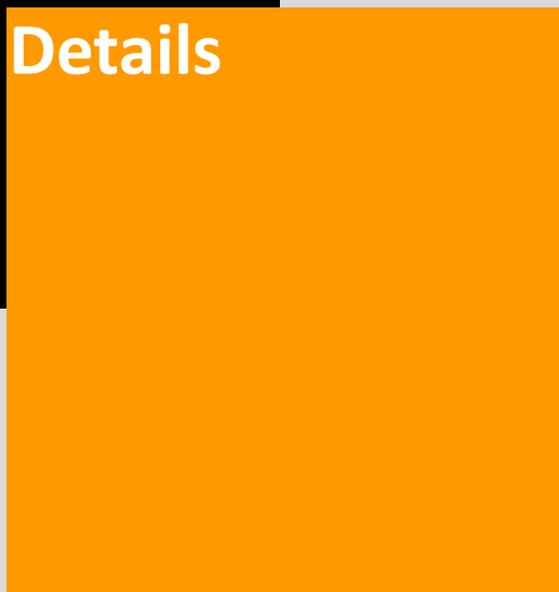
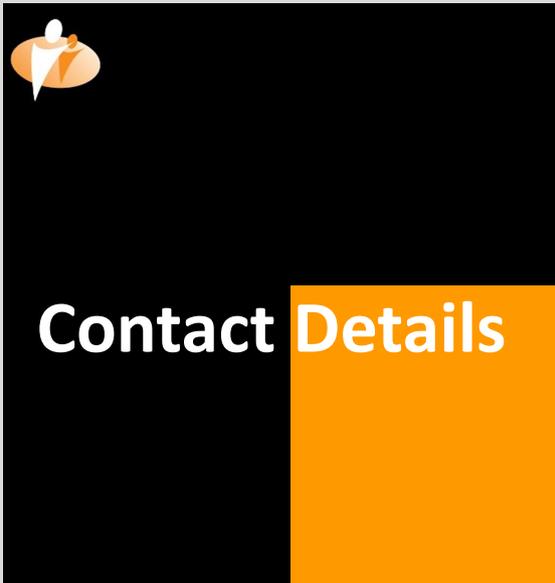
<https://unity3.tees.ac.uk/departments/005/Pages/welcomePage.aspx>

Human Resources on Unity

<https://unity3.tees.ac.uk/departments/hr/default.aspx>

Careers Service Resources

<http://www.tees.ac.uk/careers/>



Learning and Development for Researchers

Contact Details

Graduate Research School

Lisa Briggs, Research Development Officer, L.Briggs@tees.ac.uk, ext 8177

Learning and Development Team

Erica Burridge, Learning and Development Administrator, E.Burridge@tees.ac.uk, ext 8501

Department for Learning Development

Lynne Horrigan, Assistant Departmental Administrator, L.Horrigan@tees.ac.uk, ext 4206

Human Resources

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Careers Service

careers@tees.ac.uk, ext 2277