

# ***The York Researcher Conference: Shaping a Positive Culture for Researchers at York***

**Wednesday 23 September 2020**

## **Programme**

### **Session 1: Webinar**

**09:15 - 09:40 (open to external guests as part of [Postdoc Appreciation Week](#))**

**Context Setting: Dr Candy Hassall, Head of Researcher Affairs, Wellcome Trust**

Candy will share the findings of the Trust's sector wide survey on 'what researchers think about the culture they work in' and pose what this means for research intensive universities.

**09:45 - 10:30 (York staff and PGRs only)**

**Panel Question and Answer: The Value that Researchers Bring to the Research Culture at York**

Hear from senior academics on their vision for research culture at York, and how it relates to research staff.

Panelists:

- Professor Matthias Ruth, Pro-Vice-Chancellor Research
- Professor Kiran Trehan, Pro-Vice-Chancellor Partnership and Engagement
- Susan Kane, Deputy Director of HR
- Dr Kathryn Arnold, Dean of the York Graduate Research School
- Dr Candy Hassall, Head of Researcher Affairs, Wellcome Trust

**10:40 - 11:15 (York staff and PGRs only)**

### **The Researcher Development Concordat Principles: Dr Karen Clegg, Head of Research Excellence Training**

Learn about York's commitment to developing a positive research environment around the three [Researcher Development Concordat](#) Principles:

- 1) Employment:
  - Information on employment policies (redeployment process, pensions, parental leave, career breaks and return policies)
  - Good practice in Equality Diversity and Inclusivity (EDI) - best practice and innovations in practice
- 2) Professional & Career Development:
  - Mentoring options for staff and students
  - Professional Development opportunities with the Research Excellence Training (RET) Team
- 3) Environment and Culture:
  - The role of the Research Staff Liaison Officers & Postgraduate Research Student Liaison Officer
  - The 'How to Thrive and Survive in your PhD' Survival Project
  - Wellbeing and mental health support at York

### **Session 2: Interactive Zoom meeting**

**14:00 - 15:30 (York staff and final year PGRs only)**

### **Consultation and Co-creation of the Concordat Action Plan**

Research staff and research student breakout groups facilitated by the Research Staff Liaison Officers and PGR Liaison Officer to explore and discuss the following:

- What should the UoY Concordat Action Plan include with regards to the three Concordat principles? What really matters to you? What will make a meaningful and positive difference to your experience?
- What should constitute 10 days professional development and leadership training?

- Additional group of PGRs led by PGR Liaison Officer on what we can do to enhance the culture and experience for PGRs
- Examples of best practice from departmental Research Staff Associations on how they support the Concordat Principles and research culture and community