

Broaden Your Horizons Researcher Development Programme

October 2023 –
August 2024



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Foreward

As an emergent research university with major research strengths and capacity building opportunities, we are committed to ensuring that as a valued member of our thriving research community, you will be given the tools and training you need to carry out your research at the highest level. During your time with us, we aim to help you develop into a successful, independent researcher, who can make a difference in the world. Together with our research support teams, we want to help you build a successful career within and beyond SETU. SETU is fully committed to implementing the European Charter and Code for Researchers and have demonstrated this commitment by holding the HR Excellence in Research Award since 2014. We support excellence and innovation in research practice, providing you with personal, professional and career development opportunities that are designed to help you to excel. With that in mind, we are delighted to share with you the fifth edition of SETU's Broaden Your Horizons Researcher Development Programme (BYH).

The BYH programme provides career development opportunities for Researchers of all disciplines through dedicated professional development courses to help guide and prepare you for your next steps, whether that's in further research or outside academia. The programme is designed in such a way to be flexible, meeting (and exceeding) the recommendations of the IUA Research Careers Framework, the European Competence Framework and the Vitae Researcher Development Framework. It aims to provide you with a range of training opportunities and support for you to become a complete, rounded researcher.

I would urge you to make the most of these opportunities available to you. Whether it is gaining confidence in giving talks or refining your writing, there is plenty of support to help you on the way. Getting involved in the "Coming Together" series is a great way to find out about the opportunities and supports available to you, as well as getting to know other researchers you might never have met otherwise.

I hope that you will make the most of these opportunities to support you during your time with us at SETU and I wish you the very best of luck on your professional development journey.

Dr Thomas O' Toole, Acting Vice President for Research, Innovation and Impact



At SETU, we are dedicated to developing and nurturing the next generation of researchers. We are increasing our capability and capacity for research and are continuing to build an ambitious, supportive and inclusive research culture in which you can excel. Taking part in continuing professional development enables you to develop and enhance your skills and abilities. Our researcher development programme offers a range of workshops, training sessions, mentoring, interactive research cafes, career development opportunities, online courses and webinars designed specifically to meet the needs of researchers.

This brochure provides you with an overview of the courses we have planned in the AY23/24. You will see we have planned a comprehensive programme of both digital provision along with in person on-campus events. Please enjoy exploring this brochure and I very much look forward to meeting you at various events throughout the year.

Eimear Fitzpatrick, HR Business Partner for Research /HRS4R Project Lead @SETU

Explore Our Programme

The Broaden Your Horizons Researcher Development (BYH) programme connects you with the necessary skills and knowledge that every successful researchers needs. We are fully aware that researchers have diverse circumstances hence we make our training accessible to all through the strategic and considered use of a variety of delivery methods including in person and online courses, workshops, webinars and social media platforms. This extensive portfolio of specialist training is mapped against international and national frameworks including ResearchComp: The European Competence Framework for Researchers (2023), the IUA Researcher Careers Framework (2020) and the Vitae Researcher Development Framework (2010), to ensure that it is beneficial to enhancing the knowledge, behaviours and attributes of successful researchers. Our programme features specialist courses and activities grouped by four key domains that will give you the skills to take your research further including Personal Skills and Effectiveness; Knowledge and Expertise, Research Environment and Career Development. BYH is an elective programme so you decide which training is suitable for you; the vast majority of courses are half a day duration or less. Most of the workshops are offered to an interdisciplinary audience, this is by design. We believe the opportunity to meet researchers from outside your normal discipline who you might not otherwise encounter is extremely valuable.

Research Environment

ALL-ISLAND RESEARCH CULTURE CONFERENCE

Research culture encompasses the behaviours, values, expectations, attitudes and norms of our research communities. It influences researchers' career paths and determines the way that research is conducted and communicated. Research culture is important to everyone in our research community. SETU in collaboration with UCD will host the next All-Island Research Culture Conference in May 2024. We look forward to productive conversations about the culture of research across the island and hope you will join us on the day.

RESEARCH ORIENTATION

Researcher Orientation provides a welcome to researchers who are new to SETU. This mandatory session sets the foundation of expectations, informs you of relevant resources, benefits, and services. Topics include professional development opportunities, applying for research funding, advice on engagement, impact, information services and finance. Attendees will also find out about the University's HR Excellence in Research award and SETU's research information system PURE, amongst others. There will be opportunity to network with other new colleagues and form new connections.

POSTGRADUATE RESEARCHER INDUCTION

This induction is held twice a year to give new Postgraduate Researchers (PGR's) an introduction to SETU's research regulations, research finance opportunities, and information/library resources. The induction also provides an overview of the processes relevant to PGR's with regards to ethics.

THE FUNDAMENTALS OF PGR SUPERVISION

This new series aims to introduce ideas and concepts relevant to PGR supervision, whilst creating a space for open discussion with other supervisors. It focuses on the practicalities of supervising PGRs in the SETU context. The course recognises the difficult and complex task of supervision, and aims to support you and your PGRs to have the best possible experience of supervision. Workshop topics include; Good practice in recruiting PGRs including Interview Techniques and Unconscious Bias Awareness; A supervisor's role in research integrity; Setting expectations with new PGRs, Setting boundaries in PGR supervision, Supporting PGR wellbeing and Preparing for the Viva.

9PLUS PODCAST

Now in Season 3, lecturer Robert O'Connor, from the Department of Computing & Mathematics will explore the latest research and research related topics that affect all of us! Each episode features a different topic of interest to researchers; Rob is often joined by expert guest speakers and is available wherever you like to get your podcasts.

WOMEN IN RESEARCH NETWORK

The Women in Research Network (WIRn) is SETU's leading forum for research-active women to connect and collaborate to build an equitable and inclusive research culture at SETU. In Spring 2024, we will host our second Women In Research network event "Breaking Through Glass Ceilings & Glass Doors", delving in to the key barriers women face in the workplace. Topics explored will include the Glass ceilings; Glass floors; Sticky floors; Glass walls; the Leaky pipeline; Glass cliffs; Glass escalator and the Matilda effect. The invaluable feedback we received from network members on their ideals, hopes and aspirations for the WIRn will be published at this event.



Career Development

THE ODYSSEY RESEARCHER MENTORING PROGRAMME

Now in its fifth year, the ODYSSEY pairs experienced Researchers (Mentors) with colleagues at an earlier career stage (Mentees), to provide guidance, specific skills and knowledge that will enhance the mentee's career and personal growth during their research journey at SETU. This initiative aims to meet the following three objectives:

- » Share knowledge and expertise
- » Increase cross-institutional networking and mentoring
- » Support mentees in taking responsibility for their own skills and long-term career development

It is compulsory for new ODYSSEY Mentors and Mentees to attend a virtual Mentoring Workshop and information briefing. The session covers some introductory mentoring concepts, definitions, and takes a look at what 'good mentoring' involves. Through guided practice and reflection, the workshop helps participants build skills that are useful in cultivating and managing successful mentoring relationships.

LEADING RESEARCH TEAMS

Are you aware of the additional responsibilities and challenges that come with leading a research team? Beyond conducting research and sharing your findings, leading a research team also means supporting the careers and well-being of each individual in the team, whilst at the same time ensuring team members co-ordinate effectively to deliver outstanding research. Challenges can emerge such as differences in opinion about authorship, unequal distribution of work among team members, or the difficulty in aligning researchers who have diverse expertise and personalities. Effective leadership is crucial to making high quality research happen. Whether it's your first time leading a research project, or if you are looking to expand your leadership impact, this workshop is for you. We will discuss what is an effective team, what sorts of leadership work best, and how you can ensure you maximise the success of your team.

RESEARCH PATHWAYS WORK CAFÉ

This new careers series Research Pathways: Work Café is a monthly online event open to all Researchers, where you can hear and ask questions about a range of career paths both in and out of academia, directly from Researchers who have taken these paths. Speakers will talk about their current roles, and share their experiences of applying, interviewing and transitioning to these roles. Their stories are inspiring and their career choices are compelling. Listening to their insights and career tips will hopefully leave you encouraged and enthused to explore the many opportunities available to researchers.



Knowledge & Expertise

Our Researcher Development offering is constantly evolving and this year marks the launch of a new online programme "**Research Impact: Creating Meaning and Value**". An innovative web based course developed by EPIGEUM, part of Sage Publishing, the internationally recognised experts in the development of higher education materials. This new online programme teaches the fundamentals of research impact. Topics include Defining Research Impact; Planning your Impact; Engagement and Communication Strategies; Evaluating and Monitoring Impact and Evidencing Impact. Modules include plentiful real-world case studies, inspiring stories and video interviews representing a range of researchers from across disciplines and at different career stages. Available on V.L.E, you can work through the various sections as a whole or dip in and out of the bits that meet your needs. Each module has a multiple-choice summary review, to enable you to consolidate your learning and thinking.

ETHICAL RESEARCH

The Ethical Research programme aims to train researchers in the core skills needed to become an ethical researcher, a fundamental step in your research journey. This course examines the fundamental principles of research ethics, covering ethical values, decision-making, and challenges, helping you to reflect on your own ethical approach in a research context through contemporary case studies and multidisciplinary scenarios. Available on VLE.

WRITING A POWERFUL LAY SUMMARY

Lay summary constitutes a crucial part of many funding applications. It's meant to help funders understand the essence of the proposed research, coherently showing the rationale behind the proposed study, its aims and future impact. Seemingly straight forward, this short piece of writing poses significant challenges to scholars who struggle with adjusting their language and pitch when communicating ideas in a lay context. In this practical session, we will guide you through the dos and the don'ts of writing a good lay summary.

PROJECT MANAGEMENT

The role of a Project Manager is to ensure the on-time, on-specification delivery of a project via a team of individuals who do not necessarily work for you, against strict deadlines and often changing goalposts, challenging to say the least. Yet for many of us it has become an incredibly stimulating and rewarding, of somewhat hectic, career. As researchers you may wonder why you need to become experts at project management. Project management techniques are vital to the successful delivery of research projects, and can help you to 'stand out from the crowd' in a field of highly competent researchers. This workshop will allow you as a researcher and project manager to understand the key principles of project management and to explore and practice some practical tools and techniques in order to help you to ensure the project is delivered on time, within budget and to the required quality.

Personal Skills & Effectiveness

PRESENTING WITH CONFIDENCE

Presenting your research at a conference or seminar is a fundamental activity in any academic career, and it is also a task that can make a large portion of the research community feel anxious. This workshop will show you techniques for presenting effectively and best engaging your audience. Most importantly, this workshop will help you work through your fears before a presentation and help you to feel more confident in such situations. It will build a foundation of presentation techniques for both in-person and online presentations.

TIME FOR RESEARCH

As a busy researcher do you feel like you never have enough time to get to writing? And that other things like students, administration, committees, emails, project management etc demand all your time? This workshop shows you how to guarantee you spend high quality time on your research outputs. It covers prioritising, goal setting and managing competing demands in a university context. If you want to increase your research output without compromising your work/life balance, then this workshop is for you. We will show you how to: take control of your time; prioritise ; stop procrastinating and stay motivated; avoid distractions; say NO (and understand why it is so hard to do so); balance competing demands; manage email and paperwork; work the slightly less hard way and think more realistically about your research productivity.

RESEARCHER WELLBEING

Research can be enormously fulfilling and a rewarding intellectual challenge, but we also know that it can be difficult, stressful and isolating and quite often for some, it can be all these things at the same time. As part of the BYH programme we run a year-round researcher wellbeing programme, MyWellbeing which includes workshops, seminars and social activities, to promote and support the wellbeing of our researchers.

THE MINDFUL RESEARCHER

This workshop provides you with tools to increase your resilience to stress, anxiety and burnout, and to enhance your overall well-being. We will explore the self-critical inner voices that sabotage your motivation and enjoyment for your work; How your mindset can help or hinder your day-to-day life and future career prospects; How certain maladaptive coping strategies (e.g. procrastination and avoidance) maintain these self-sabotaging thought and behaviour cycles. We will focus on how to reshape your thinking and behaviour patterns to work for you in pursuit of your goals.

SOCIAL CONNECTEDNESS AND WELLBEING

Once again, this year we will continue to host a series of social events via our "Coming Together" series bringing researchers together from across SETU. Planned events include; A Guided Hike up Coumshingaun, a Community Clean Up; Walk & Talks and Bike & Bakes amongst others. Come and join us to meet new colleagues, expand your network and hear others views and experiences of research life across the university in a relaxed, chilled out social setting.

VALUE & RECOGNITION

SETU'S Research Excellence Awards recognise and celebrate the outstanding achievement, impact and successes of our researchers. Awards are granted under the following categories: Early Career Researcher; Established Researcher; Research Impact and Research Supervisor Award.



Access to Resources

RESEARCH HUB

Sharepoint 'RDP Online' The Research Support Unit has put together some online resources on a dedicated Sharepoint site for Researchers. Resources include videos, slideshows, workbooks and downloadable ebooks.

VITAE

SETU is an organisational member of Vitae, the global leader in professional development of researchers. Vitae works with institutions striving for excellence in development and career support for researchers. The Vitae website www.vitae.ac.uk has a wealth of resources and advice tailored specifically to you as a researcher, whether your ambition is to stay or move outside academia. All SETU Researchers have full access to the website, you will need to register on the Vitae website (www.vitae.ac.uk) using your institutional (SETU) email address.

PURE

PURE is the central repository for all academic, researcher and PhD researcher's outputs. PURE provides live feeds to your individual and externally accessible 'profile page' consisting of accurate, up-to-date, validated information on all your research outputs, your research grants and awards, your PhD supervision activity and your impact. PURE makes all of your research more visible and searchable – creating potential opportunities for collaboration, networking and grant funding, locally and internationally. Training workshops, guidance videos and online support are promoted throughout the year.

Reaching Out

If things are getting too much for you please ensure to ask someone for help. Research staff can contact the Employee Assistance Service (EAS) Spectrum. Life to avail of their confidential professional services. The EAS is a confidential counselling service that provides support to SETU employees, their partners and dependents over the age of 16. EAS is available 24/7, 365 days a year, Please Visit: https://www.wit.ie/about_wit/for_staff/spectrum-and-employee-wellbeing OR <https://www.itcarlow.ie/resources/training-development/training-opportunities/employee-assistance-programme.htm>

Postgraduate Researchers can contact the student counselling service who offer free psychological counselling to all registered full time students. Counselling is provided by a team of professionally qualified Psychotherapists and Psychologists, to make an appointment please visit: https://www.wit.ie/current_students/student_life_and_learning/counselling_service (Waterford)

Email: counselling.cw@setu.ie (Carlow) / studentservices.wx@setu.ie (Wexford)

Phone: Student Services Office on 1800 817 471

Togetherall's online community is clinically moderated by mental health professionals, and offers students a safe and anonymous place to express their thoughts, concerns and triumphs. Resources are free for students to use and are available 24/7/365. Students are able to draw strength and insights from peers that have real lived experiences, as well as access a range of self-directed, clinically validated tools to promote positive mental health and wellbeing. For more information on Togetherall visit <https://togetherall.com/en-gb/why-join/>

The Speakout Tool Consent Framework was published in 2018 by the Department of Higher Education, it highlights the need for colleges to take on responsibility for creating safe college communities for all staff, students, and visitors. The aim of this tool is to collect data to assist colleges in their implementation of educational and policy initiatives and to signpost you to the support services that can help you should you wish to seek help. Visit <https://wit.speakout.ie/all-supports>



Feedback

We'd love to hear your feedback and insights! Your valuable opinion matters and helps us to improve our professional development offerings, so please let us know your thoughts on the existing programme and how we can improve it by contacting our HR Business Partner for Research Eimear.Fitzpatrick@setu.ie





HR EXCELLENCE IN RESEARCH

Contact

Eimear Fitzpatrick, HR Business Partner for Research/
HRS4R University Project Lead
Phone: +353 0 51 302193
Email: Eimear.Fitzpatrick@setu.ie