

Your professional development as a researcher

Attending the sessions as outlined in this guide is mandatory for probationary academics on teaching and research contracts and aims to induct you into university regulations, support, and good practice around doctoral supervision, grant writing, publication and data management, and research impact and ethics. This document outlines each of the workshops for these topics and advice about when might be most useful to take them.

These sessions are managed by Research Development, Research & innovation Services. Contact resdev@bath.ac.uk if you have any queries.

How can I book these sessions?

All sessions are available to book on the [Bath Teaching Hub](#). You can then search through the [CORE](#) and [CHOICE](#) sessions, or click on the [RESEARCH](#) button to find all sessions that relate specifically to your training and development as an academic researcher.

CORE sessions

These sessions are designed to give you all the information you require to start your journey as a research academic at University of Bath, linked to our commitment to driving high impact research and fostering an outstanding and inclusive community. They highlight the value we place in supporting research leadership and impact. These sessions are mandatory to complete within your probation period.

CORE 009: Doctoral Supervision

What is this workshop about?

This workshop offers the minimum required training for new doctoral supervisors laid out in university regulation QA7. As you begin to supervise doctoral students, there are other courses to support your professional development, including the CHOICE sessions highlighted in this document, a Doctoral Supervision Masterclass, and resources on the [Doctoral Supervision Hub](#), including the online [Supervising Doctoral Studies](#) module, developed by Epigeum..

This workshop is an introduction to many of the complexities around the whole process of doctoral supervision from recruiting the right student to getting them past the *viva*. In this online format there will be the opportunity to read some resources on a couple of these aspects, discuss in depth with a group, and then share thoughts on your discussions with the wider class

When should I attend?

Ideally, as soon as possible, as this workshop flags the regulations of and good practice around recruiting students.

CORE 010: Some Essentials in Managing your Research

What is this workshop about?

This workshop will introduce you to some key support services available for you at Bath and considerations for managing your research projects as you embark on your research career. It will cover useful information about the research ethics and integrity processes, how to store your research data create a data management plan, and how to manage your publications and publication profile.

When should I attend?

This workshop should be attended before you start to manage any research projects or generate any large amounts of data. We highly recommend you attend before you submit any research grants as this workshop contains vital information that will help you write your application.

CORE 011: Changing the World through Research: Planning for Impact

What is this workshop about?

In this workshop, you will explore the concepts, principles and drivers that influence how we ensure that our research makes a difference in broader society – however big or small. It will introduce topics such as Knowledge Exchange, Public Engagement, Civic Engagement, and Impact. Through individual and group work, there will be time to consider how these activities apply to your work now and in the future. We will also introduce you to the Public Engagement, Knowledge Exchange, and Impact teams, who can work with you 1:1 on any specific need you may have

When should I attend?

This is a general introduction, so it is appropriate to attend at any time, although we would encourage you to attend before you submit for any research projects or funding so that you can get an overview of the support that is available to you. This will help you to think about the things that you need to consider to make your application competitive.

CHOICE sessions

These sessions have broader scope than the Core sessions; therefore, some may be more appropriate to you than others. They are themed around Grant Writing, Research Analytics, and Research Leadership.

Some of you may have more experience than others in these themes, and the different choices reflect this. There are requirements for you to attend a minimum number of these Choice sessions per theme; however, you are welcome to attend more if you feel that they will be useful.

CATEGORY D: GRANTS and ANALYTICS (choose minimum 1 of 4)

CHOICE 105 or 106: Research Grant Development

The idea of these workshops is to get you up and running with grant writing. There is a choice so that those who have never written a grant before can get an introduction to the options, and those that have can choose to get support to develop their writing skills.

105: Introduction to Research Funding

What is this workshop about?

This workshop is designed for those who have never written a grant before and are not sure where to start. It will give an overview the funding landscape and give hints and tips of how to find the best funding streams and where you can get further support.

Should I attend? And if so when?

Please choose this workshop if you have not written a grant before. You may also find it useful if you have written a grant, but are not sure about the funding landscape or the support available at Bath. In either case, take this workshop as soon as possible, as it introduces you to the grant options.

106: Writing a Successful Grant Proposal

What is this workshop about?

This workshop is an opportunity to get peer feedback and support from Research Development Managers on a section of writing for a grant application.

To attend this workshop, you will need to have either a grant you are working on, (for the near or distant future) or a previous grant that was unsuccessful that you would like to improve. You will be expected to provide peer feedback on 2 other grants (as part of the session). This workshop focuses on the writing of grants, not about where to look for funding opportunities.

Should I attend? And if so when?

If you have not written a grant before and do not know about funding options, please choose and attend 105 instead, or before you attend this workshop. However, if you have experience in grant writing, or have attended 105, this workshop should be helpful.

CHOICE 107 or 108: Library Research Analytics

Please note, both 107 & 108 will be offered as asynchronous Moodle courses in Term 1 2022.

Dates for synchronous sessions in Term 2 will be published later in the year. Completion of either the Moodle or attendance to the synchronous session is acceptable.

The Library Research Services provide a range of specialist services to support researchers at the university. They work with our research community to open up, promote, and preserve the University's research. These two sessions will introduce you to the Library Research Analytics team

while also providing you with some training on how to present and promote your research to develop your identity.

107: Beyond Impact factor: choosing where to publish

What is this workshop about?

Love them or hate them, journal impact factors are a common currency in scholarly publishing.

Come to this workshop to:

- understand, access, and assess journal impact factors and other journal indicators
- discuss their uses and limitations
- explore the other factors to take into account when choosing where to publish

Should I attend? If so, when?

This session would be useful if you find it difficult to strategically plan where to publish, or would like to know more about publication metrics and open access. It is a general introduction, so appropriate to attend at any time.

108: Publishing Record: present your strengths

What is this workshop about?

Do you need to present your publishing track record for a funding or job application? Are you curious to see the citation and alternative metrics for your work?

Come to this hands-on workshop to:

- explore range of citation and collaboration indicators and alternative metrics using Scopus, Google Scholar, SciVal, and Altmetric
- benchmark your publishing against your field
- find indicators to evidence the strengths of your track record.

Should I attend? If so, when?

This session is useful for anyone who would like to reflect on their publishing track record and consider the different ways to benchmark themselves against others in their field. Additionally, this would be particularly useful if you are unfamiliar with the different ways to report your publication record and how to ensure that you are presenting your strengths appropriately for different audiences. It is a general introduction, so appropriate to attend at any time.

CATEGORY E: RESEARCH LEADERSHIP (choose 1 minimum of 4)

These workshops will support your leadership and management skills as an academic, particularly focusing on your performance and project management.

109: Managing & Developing people (in a research context)

What is this workshop about?

As you gain independence in your research and a reputation in your field, you will find yourself increasingly required to manage or supervise research staff and students, as well as taking various kinds of responsibility (formal or informal) for colleagues and collaborators, who may be in different universities and countries. How do you position yourself in this context? And how do you work to enable others to develop and do their best work?

Should I attend? If so, when?

This workshop should be attended when you are ready to establish your research team or already have a team of collaborators/research staff or students you supervise.

111: Being strategic in your academic career

What is this workshop about?

This workshop will provide a toolkit of skills techniques and support to ensure that you can effectively manage your research team. It focuses on the importance of both managing performance and how to develop your research staff and students so they can succeed. You will learn some of the crucial behaviours required for managing and leading people in challenging situations. It will also touch on working with interdepartmental and international collaborators.

Should I attend? If so, when?

You should attend this if you are unsure of your strategic direction or would like to reflect on your research vision and how you can capitalise on this during your time at the university. It is recommended that you attend this workshop early in your probation, to give you an early start in navigating your new role as an early career academic.

112: Giving and receiving feedback (on academic writing)

What is this workshop about?

There's an art to giving feedback on someone else's academic writing. What kind of feedback is most useful for the writer? How can we be sure a writer hasn't misinterpreted our feedback? And does the writer know how to address our feedback?

In this practical and interactive workshop, Royal Literary Fund consultant fellow, Dr Heather Dyer, will share her process for giving students kind and constructive feedback. First, we'll practice on anonymised writing samples. Then, you'll exchange short excerpts of your own writing with one or two of your peers.

Should I attend? If so, when?

This session is primarily focused on giving feedback on doctoral student writing, so is most relevant to staff who are supervising doctoral students; however, it would also be useful to any staff who provide feedback on writing to students at all levels.

120: Doctoral Supervision Action Learning Set

What is this session about?

This session is designed to help you think deeply about an issue you have encountered in doctoral supervision with the aim of getting peer support in finding a way forward. You will work in a group with 3 or 4 to address any challenging or complex issues. The session will be structured to allow each of you to share an issue in depth, and explore and resolve this issue using sharing, reflection, and open honest feedback.

When should I attend?

This session should only be attended after you have attended 009 and have supervisory responsibilities. Additionally, this session will be most valuable when you have encountered an issue you feel it would be worthwhile to get support. The issue can be anything from recruitment to completion, but you are expected to bring a specific matter or question to this session to share with your peers and the facilitator.

SUMMARY: When should I attend these workshops?

The Introductory Workshops (attend as soon as possible if you about to supervise, apply for a grant, start a project)	The Skills Development Workshops (when you have some experience and want to reflect and improve)
Core 009	Choice 106
Core 010	Choice 107
Core 011	Choice 108
Choice 105	Choice 109
Choice 111	Choice 110
	Choice 112
	Choice 120