

Michaelmas Term 2019



Postdoc Chairs' Network

Agenda

1. **Welcome and introduction** – *Dr Jacek Mokrosinski & Dr Katharina Greve*
2. **PCN updates** - *Dr Jacek Mokrosinski and Dr Katharina Greve*
3. **OPdA updates** – *Liz Simmonds*
4. **IfM Awards Scheme update** - *Dr Katharina Greve*
5. **University staff survey** – *Liz Simmonds and Vivienne Lee-Martinez*
 - Highlights of postdoc results
 - Action planning with PCN
 - Feedback from PCN
6. **Open discussion** - *Dr Jacek Mokrosinski & Dr Katharina Greve*
7. **Dates of future meetings** – *Liz Simmonds*

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PCN's Priorities

Environment and culture

5. Postdocs are **represented** at departmental and University levels

12. Postdocs receive '**alumni**' **benefits** on leaving Cambridge

10. Postdocs have **networking opportunities**, both professionally and socially

14. Postdocs have access to services and activities to enhance their **well-being** as well as identifying sources of **family support**

11. Postdocs have a timely **induction** and are welcomed to Cambridge, both at a University and departmental level

4. Postdocs have access to **teaching** development opportunities

3. Postdocs have access to **leadership** development opportunities

9. Postdocs are supported when moving to **careers outside academia**

13. Postdocs have access to Collegiate Cambridge, i.e. **College affiliation**

8. Postdocs have access to **personal and professional development opportunities**, including a centrally managed listing for all training opportunities

1. Postdocs have the opportunity and resources to achieve **research excellence and recognition** for contributions to their research community

2. Postdocs have support for their **strategic career plan and progression**; transition to becoming an independent researcher; progression within Cambridge

6. Postdocs have access to appropriate and timely **mentoring** support, including postdocs on short term contracts

7. Postdocs have a meaningful, timely and regular **professional review** with a PI or line manager

Employment

Thank you

Dr Tariq Masood



Dr Tariq Masood has been the Founding Chair of the PCN since its launch in May 2014. He has contributed significantly to the growth and role of the network. After more than 5 years, Tariq decided to step down from his role as PCN's Chair.

We are very thankful for Tariq's contributions to the Cambridge Postdoc community.

Get involved with PCN!

We are looking for enthusiastic Postdoctoral Researchers that would like to get involved with PCN. If you are interested in joining us, please get in touch!



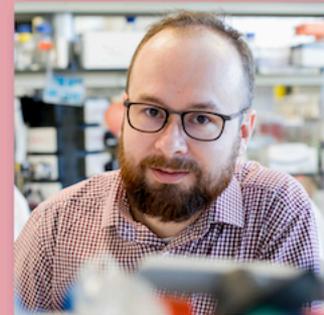
Chair of PCN



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Updates: PCN Report

The report discusses ...

- 14 Postdoc needs aligned with three main principles of the new Concordat.
- PCN termly meetings.
- Achievements, challenges, opportunities & future goals.
- Postdoc committees: 17 case studies!

thank
you!

Download the report here:

https://www.pdoc.cam.ac.uk/pcn/pcnreport/at_download/file



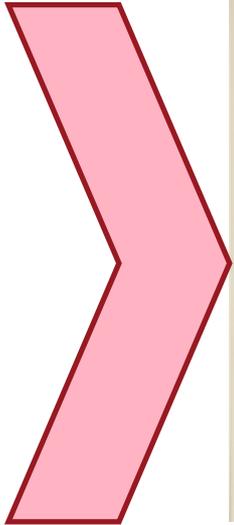
Updates: Postdoc Groups' Celebration

- Report launch with the Vice-Chancellor Prof Stephen J Toope at the Postdoc Groups' Celebration.
- Rebranding of DPCCN
 - New name
 - New look
 - New social media presence
- Thanks to OPdA staff, volunteers, PCN champions, friends for their support throughout the past 5 years.

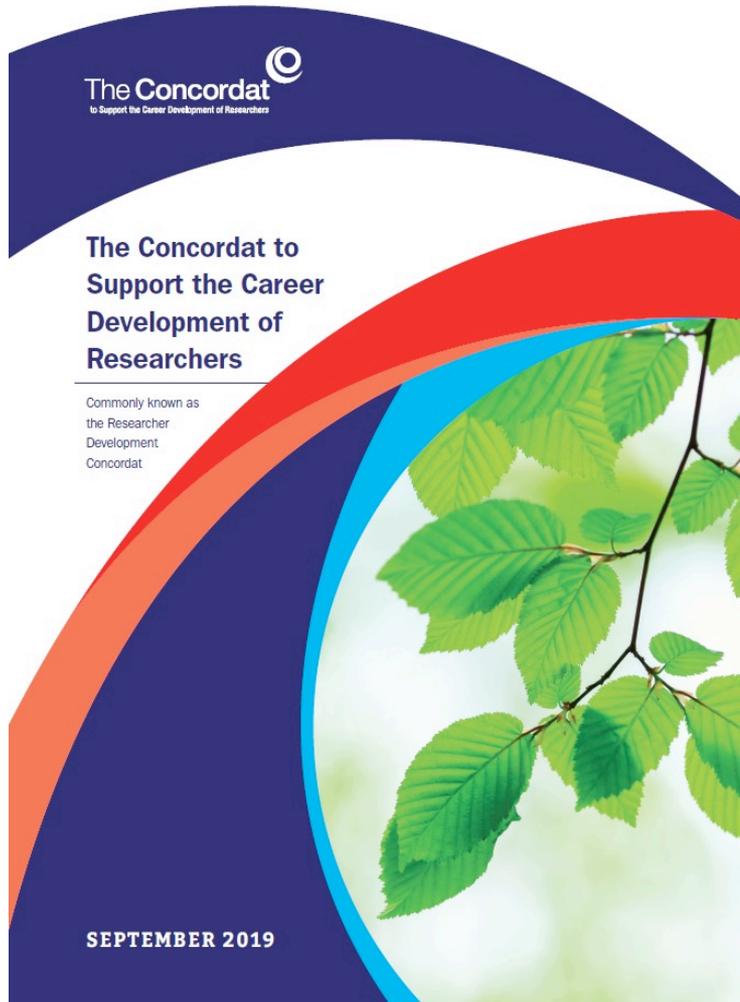


Photos from the event: http://bit.ly/PCN_photos

Updates: Relationship with PdOC



Updates: Concordat Working Group



Three principles:

- Environment and culture
- Employment
- Professional and career development

University is preparing to sign into the new Concordat. This work is coordinated and managed by OPdA through the Concordat Working Group.

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OPdA Updates

Concordat

Alumni Survey

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Postdoc Awards Pilot Scheme

IfM Postdoctoral Awards

28

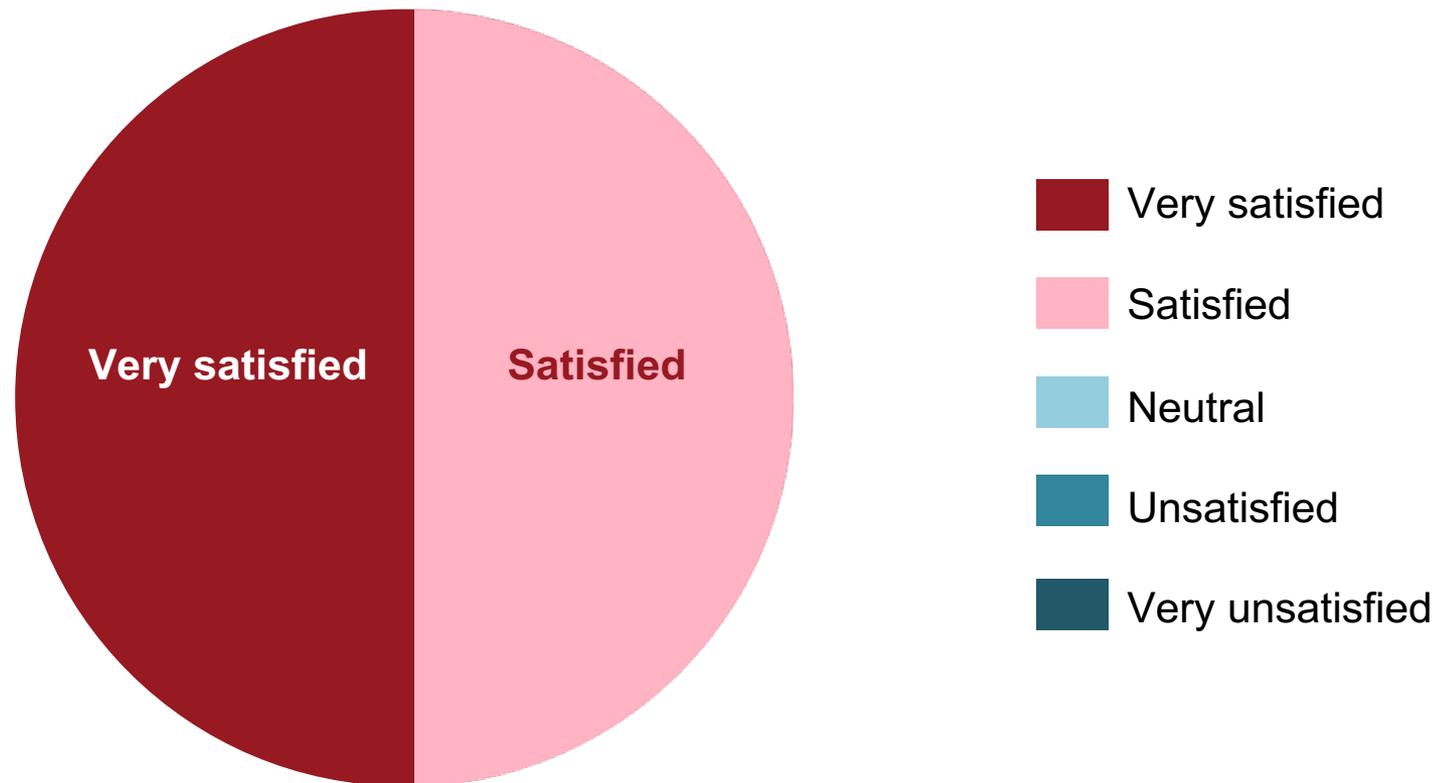
.....
nominations



Postdoc Awards Pilot Scheme

Nominator Feedback

Overall, how satisfied were you with the nomination process?



Postdoc Awards Pilot Scheme

Nominator Feedback

Do you think the prize (£250 + IfM Christmas dinner ticket) was appropriate?

Yes

“Award was just the right amount. If it was more, it would incentivise people to collude on the process to win, too little and the award is just nominal/means little.

Getting £250 is significant but not overly note-worthy (perfect), and the IfM christmas dinner ticket is a nice touch [...].”

Yes

I don't know

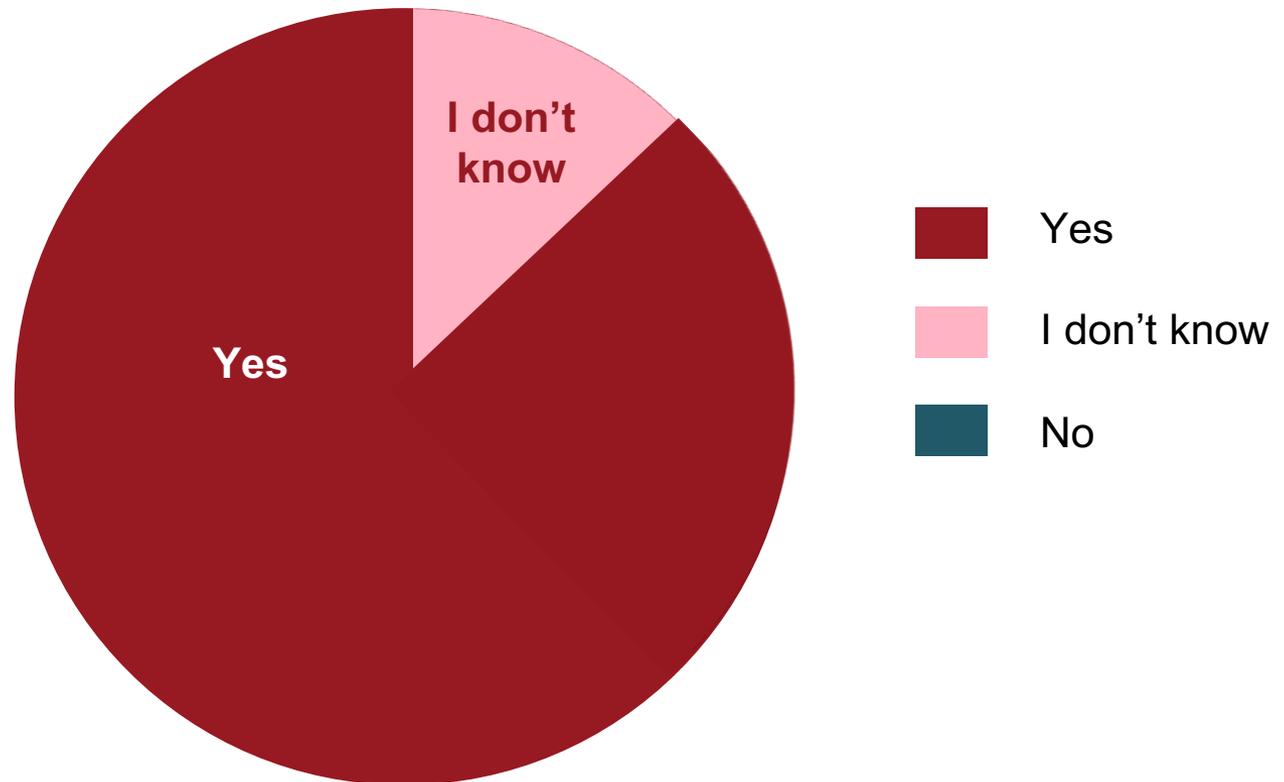
No

Postdoc Awards Pilot Scheme

Nominator Feedback



Do you think the announcement of the Postdoctoral Award winners at the State of the Nation talk by Prof Tim Minshall was an appropriate occasion?



Postdoc Awards Pilot Scheme

Nominator Feedback

What did you like about the 2019 Postdoctoral Awards Pilot scheme?

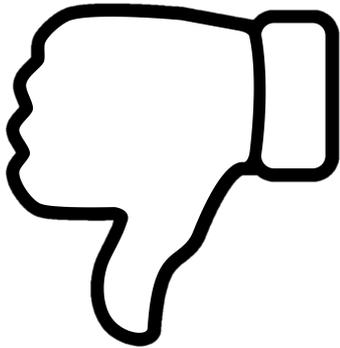


- *“It **raises awareness** of the work post-doctoral and contract researchers do in research, teaching and community activities, and their key role in the IfM, the Engineering Dept and the University of Cambridge.”*
- *“The concept is great and the **nomination process easy.**”*
- *“It offered the flexibility to **value a broad range of postdoc activities.**”*
- *“It is an excellent initiative that should be considered for a **broader roll-out in the department.**”*

Postdoc Awards Pilot Scheme

Nominator Feedback

What did you dislike about the 2019 Postdoctoral Awards Pilot scheme?



- 50% of respondents said **“nothing”!**
- *“It was still difficult to make a **difference between the categories** and also the selection process seemed slightly opaque.”*
- *“I think it would be great if when you announced the winners you also **announced 'runner ups'/'close calls'** and also gave a comprehensive list of all those nominated. Perhaps even allow the nominees to ask to **see what was written on their nomination form** (if those who sent it in are happy of course).”*
- **“Allow students and other university staff to submit nominations.”**

Postdoc Awards Pilot Scheme

Awards Committee Feedback

- *“We thought that the categories were good and in many cases the evidence presented was in a clear and structured format. We did not receive many applications in the teaching category so we might want to provide a more **detailed explanation of what can be taken into account in this category and considered to be ‘teaching’.**”*
- *“There were **some issues around certain applications, which were too short and didn’t really provide the detail** to undertake a thorough assessment. If there is anything to do to make it clearer to those nominating that, if they are serious in their nomination, they need to address all of the key criteria in sufficient detail to allow the committee to more easily make its evaluation, that would be great.”*

Suggestions to improve scheme

- Define categories better (e.g. what constitutes teaching).
- Ask nominators to comment on specific selection criteria (instead of free text only).
- Set-up online nomination form (instead of PDF form).
- Give nominators the option to specify whether his/her nomination will be shared with the nominee (after results are announced) – regardless of the outcome.
- Make students and staff from other divisions/departments eligible to nominate an IfM Postdoc.
- Provide more transparency about the selection process.
- Announce winners and share a short description about why they have received the award.
- Improve Equality and Diversity aspects (e.g. refining the E&D statement in the nomination form; ensuring diverse staff is represented on the Awards Committee).

Acknowledgement

Prof Tim Minshall, Head of the Institute for Manufacturing (IfM) has substantially supported the Postdoctoral Awards Scheme with ideas, feedback and financial resources. We are thankful for his encouragement and open mind to trial this pilot scheme at IfM.



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Staff Survey Postdoc Results

Staff Survey 2019

- Run in March 2019 by ORC
- 70% response rate, but estimated postdoc response much lower
- 72% engagement score – mutually beneficial relationship between employee & employer; leads to retention & discretionary effort
- Staff survey operations team
- Action planning at University, school and department level
- Additional focus groups with grades 1-3 (low response)
- Automated exit interviews for all
- In-depth analysis of qualitative results by an academic colleague

Top 5 positive results

	% Agree/strongly agree
I am proud to work for the University of Cambridge	90
I believe that the work the University does is world class	88
I am clear about what I am expected to achieve in my job	88
(I have made a formal request to work flexibly) I am satisfied with the outcome	87
I am able to take ownership and responsibility across the duties of my role	86

Most negative results

	% Disagree/strongly disagree
I am aware of the Senior Academic Promotions process	79
I have received structured mentoring in relation to my career development	72
I am aware of the Senior Researcher Promotions process	68
I think there are sufficient opportunities for career progression at the University	45
I am happy with the availability of the University's childcare provision	35

Neutral results – lack of knowledge or apathy

	% neither agree or disagree
I believe positive changes have been made as a result of previous surveys	68
The career development/promotion processes at the University are fair	48
I consider the Senior Academic Promotions process to be fair	47
I consider the Senior Researcher Promotions process to be fair	46
I believe action will be taken on the results of this survey	43

Other points

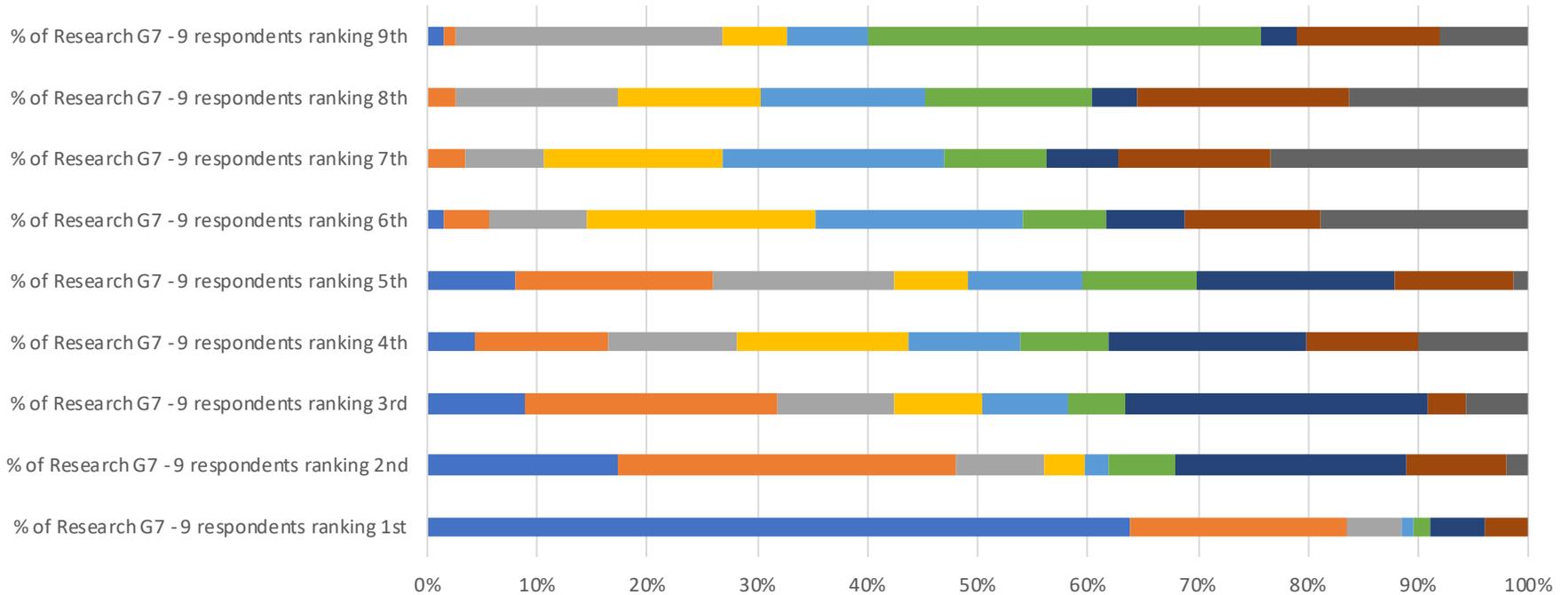
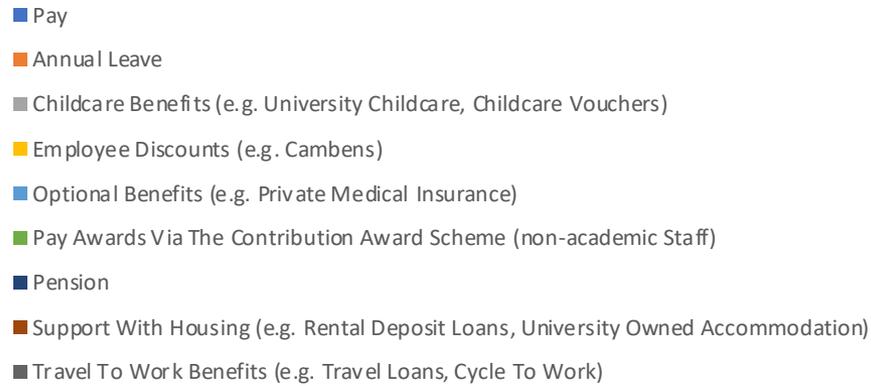
- Gender – women less positive (>10% variance) on fairness – of promotions processes and being taken seriously if there is an issue.
- Length of service correlation with increased dissatisfaction.
- University as a community Vs an employer.

University Wide Action Plan

- Well-being, particularly male colleagues
- Collaboration, within & between
- Recognition – particularly non-financial
- Culture (tension between University as a Community and as an Employer)
- Staff Review & Development (SRD)
- Simplification of Administrative Procedures

Meeting with VC and Snr Leadership Team on 19th Dec to prioritise and agree 3 or 4 action items for the University wide action plan.

Pay and benefit ranking preferences of Grade 7 - 9 Research respondents across the University



Action planning

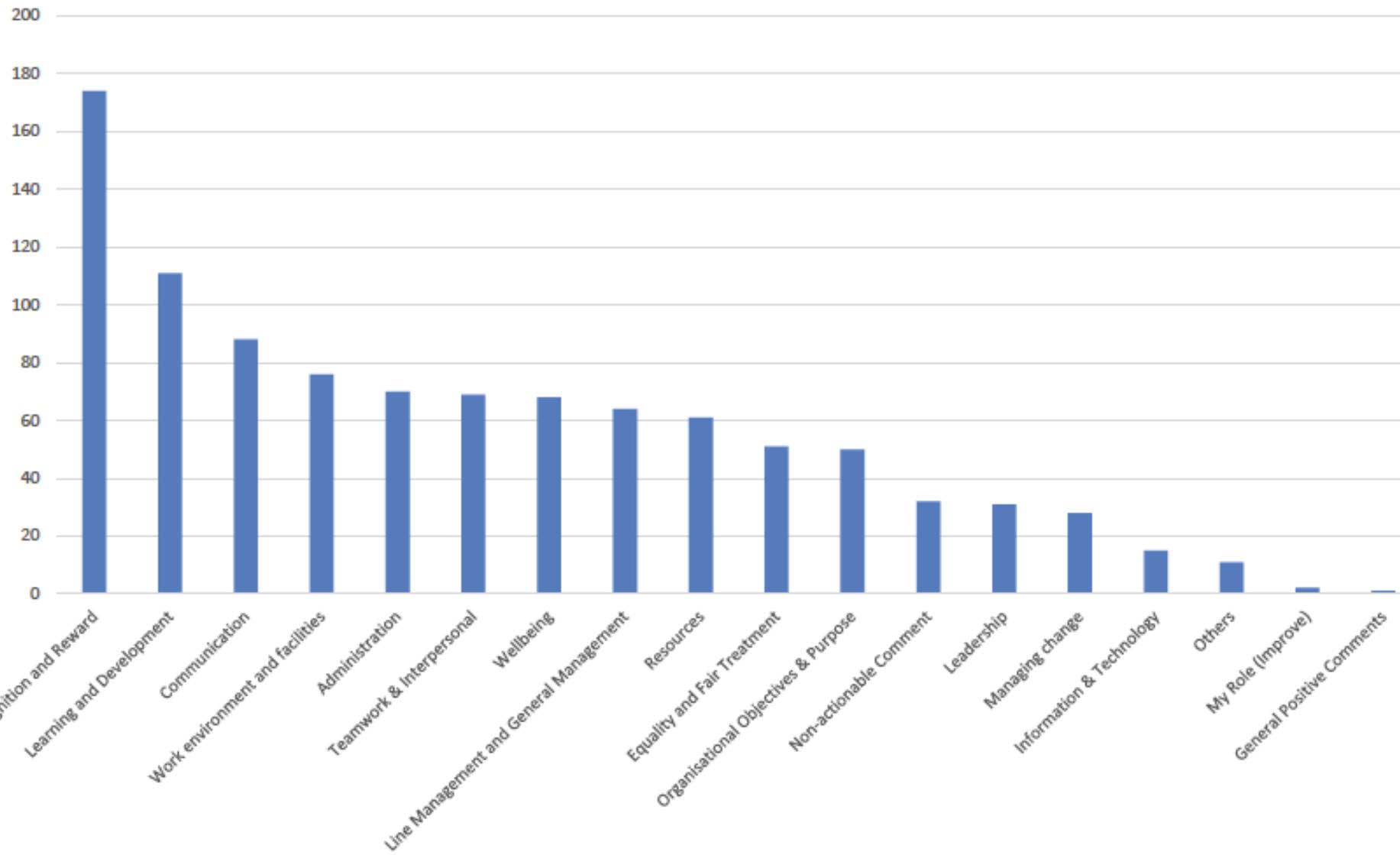
1. Celebrate – what do we do well?
2. Investigate further – what do we want to know more about?
3. Opportunities – areas to focus on and turn in to action.

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increase
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support grant quality
student family Postdoc money benefit
contract salary contract
training job career rent
fund pension house cycle visa
research life
pay more cost stress
admin housing security value
information academics bullying nursery
contract supervisor childcare salaries
career women
early mentor
Senior
postdoctoral
FHR
travel promote culture
families
recognition
information
academics

Comments by theme from Grade 7- 9 research respondents to the question, *Do you have any other comments or suggestions?*



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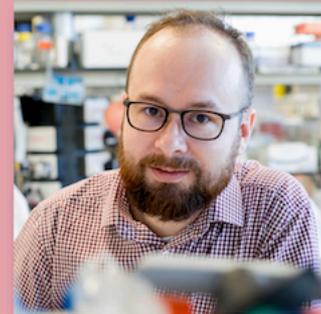
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