

School of Social Sciences

Staff Bulletin

February 2019



[Read the President's Weekly Update Here](#)

[Humanities eNews](#)

Welcome to this month's Staff Bulletin.
In this issue:

- ❖ *Head of School Update*
Staff Work-Life Balance Survey
- ❖ *Teaching & Learning News*
Academic Advisee Meetings (for Academic Advisors)
Learning through research internships
- ❖ *Research News*
REF 2021
Awards
New Online Research Support Tool
Simon/Hallsworth Industrial and Professional Fellowships
Grant Writing Workshops
Employee Lifecycle Project
- ❖ *In Other News ...*
Social Statistics Grants
News from Sociology

Head of School Update

This month we have had a number of notable 'happenings': The merger with the School of Law has been approved, to come into place in August 2019. The Senior Leadership Team (including Heads of Departments) have submitted our five-year plan, with a draft of our operational priorities for 2019/20, along with our draft budget, to the Faculty. We have also begun to plan ahead with the possible implications of the Augur Review for reduced student fees in mind.

However, I want to focus on the Work-Life Balance Survey that the School undertook recently and initial findings that were circulated across the School. The findings need to be analysed in more detail but the headlines include that while almost half of PS staff completed the survey, about a third of academic staff did so. Of those who completed the survey, there was a very high reported level of experiencing work related stress (in the mid to high 90%). However, only 6% of PS staff reported feeling stressed on a daily basis, while 35% of academic did so. Readers more than any other category of academic staff were most likely they were to report daily stress (60%), with Senior Lecturers and Lecturers the next most like (around 43%) and Professors (22%) least likely.

My own belief is that we need to take reported daily stress most seriously, while taking into account the take-up rate of the survey and that stress is an aspect of everyday life – what matters is the measures we take as a School, departments and units to minimise unnecessary stress and to deal with the situations that give rise to it. The written comments (although there were relatively few) of survey participants can help us to identify such situations (see the initial survey results that were previously circulated. Based on these the School has developed the following plan actions, to be implemented as appropriate at School, department and unit levels:

- Develop a SoSS Values and Behaviour Charter, where the contribution from academics, researchers and PS is respected, valued and recognised;
- Reinforce the SoSS rule that emails out of working hours (before 9, after 5 or at weekends) do not need to be responded to out of hours
- Work Allocation Model: develop a new and more transparent model during the academic year 2019/20;
- Minimise fixed-term contracts where feasible, while clearly communicating the financial, equality and diversity and different job specifications that constrain this
- Review organisation of PS support for administration, whilst clearly communicating that 20% of academic's time is allocated to administration across the year
- Training for direct line managers in supporting staff as an aspect of leadership
- Mentoring: develop a mentoring policy for all academic and PS staff (in terms of career progression)
- School meetings to be held between 10.00-16.00 to be family friendly.
- Provide more opportunities, and take advantage of Arthur Lewis room bookings, for making less formal interactions in teams, departments, groups and so on.
- Encourage PS staff to take regular breaks – provide a designated area for breaks, identified and available from May 2019.

Brian Heaphy, Head of School of Social Sciences

Academic Advisee Meetings (for Academic Advisors)

First semester exam marks are now available soon and this would be a good time to meet your advisees to discuss their academic progress and marks. General resources for advisors are available on the [School intranet](#) and a report on your advisees' first semester marks and attendance is now available at this [link](#). Click on "Academic Advisors and Attendance" on the left then search for your own name to download a report on all your advisees.

Learning through research internships - do you need a research assistant?

Thanks to a merged endowment there is funding to pay the students during an eight week summer research internship, plus they will be supported through a weekly development programme of workshops.

We have now opened a second call for proposals for **Learning Through Research Internships** for this summer, aiming for the internships to start in June or July 2019. To be considered for funding the proposals are to be submitted by **5pm on Friday 1st March 2019**. If you are leading a research project and would welcome some additional researcher support over the summer vacation, we would very much like to hear from you.

Designed for 2nd year undergraduates, the objective of the **Learning Through Research Internships** is to provide students with an insight into the work of academic researchers plus an informed understanding of some of the key issues shaping contemporary research. The aim is to have a high proportion of Widening Participation students participating, helping this group of students in particular to access a career insight that they may not normally have, nor consider.

For details please see: <https://www.manchester.ac.uk/study/undergraduate/teaching-learning/methods-materials/research/>

Or contact Lewis Howells via lewis.howells-2@manchester.ac.uk or 0161-275-2841 for further details and a Learning Through Research Internship template for completion.

Teaching Workshops

Faculty of Humanities Teaching Online Workshop

Valid and reliable assessment and feedback

date: Wednesday 20 March 2019
time: 10:00-11:00
place: University Place, 3.211
led by: Professor David Spendlove *Director of Teaching, Learning and Students, School of Environment, Education and Development*
suitable for: Anyone assessing students
book a place: <http://man.ac.uk/ux753K>

Faculty of Humanities Teaching Online WEBINAR

Achieve a formal, national teaching qualification for your contribution to teaching and learning

date: Friday 22 March 2019
time: 13:00-14:00
place: Online webinar
led by: Professor Judy Williams *PFHEA NFT, Academic Lead (LEAP)*
Professor Claire McGourlay *PFHEA, Faculty of Humanities Academic Lead (LEAP)*
suitable for: All staff with a teaching/learning component to their role (academic and PS staff)
book a place: <http://man.ac.uk/ux753K>

RESEARCH NEWS

School Director, Claire Alexander

REF 2021

RRE: this year's round of RRE ended on 31st January 2019. 360 new outputs were added for review this time around. Many thanks to all of the reviewers who are taking on this huge task. The timetable for RRE results is 1st May deadline for return of grades to Faculty and publication of grades on PURE in early June.

Awards

Congratulations to Debbie Price and her team who led on the successful UK Data Service uplift. The grant is worth over £750k to the School, and runs from April 2019 to March 2021.

Congratulations to Filippo Oncini , who will be joining the School as a Marie Curie Fellow in October 2019. His mentor is Tally Katz-Guerro.

We funded 9 applications in the second round of the School's Small Grants competition.

New Online Research Support Tool

The SoSS School Research Support teams (Research Support Services, Research Finance and the Grant Management and Administration Team) have developed a new resource to support researchers in the School

<https://www.staffnet.manchester.ac.uk/social-sciences/research/funding-resources/>

The aim of the site is to make the project lifecycle more transparent and for academic colleagues and project support staff to access the best information quickly, and be directed to the best place for further support. The site takes PI's and researchers through the project lifecycle from an overview of the support available and key contacts, to detailed information about how to apply for funding, how awards are made, how to manage a grant and how grants are closed. Within these sections you will find guidance for PI's on their responsibilities, plus advice and how to guides to help both PI's and researchers at every stage of their grant.

Thanks to Gillian and Pip, and their teams, and especially Mark Kelly, for pulling this great resource together.

Simon/Hallworth Industrial and Professional Fellowships

Applications for the **Simon Industrial and Professional Fellowships** are now open. The Fellowships provide opportunities for people employed in industry, commerce, the public sector, third sector, other professional services, or who are self-employed to undertake a fixed-term placement within the University. The Fellowship may be used for activities such as capacity building, or to scout and develop opportunities for business engagement, research impact, knowledge exchange or other activities of strategic importance identified by the University.

Applications approved by the Departmental head and the school should be sent to [Shanta Aphale](#), Business Engagement Manager by 30 April 2019.

Please ensure that you work with the School Research office to ensure costings and school approval procedures are followed.

Grant Writing Workshops

There will be a Drop in Advice Session, open to ALL staff, on **Tuesday 12th March, 10-12 noon, in ALB Boardroom**, offering advice from RSO, RSM, Impact Officer, Grant Writer. Please contact Simon Challis if you wish to come and discuss specific issues/questions: simon.challis@manchester.ac.uk.

Employee Lifecycle Project

Last year the Human Resources Directorate started a project to improve systems and processes in areas such as recruitment and new starters, online expenses and self-service (MyView). There has been a great deal of work taking place during recent months and we will build on the work in the coming months by rolling out improvements in these areas. From May 2019 we will begin to introduce the new systems and working practices. The aim of this Employee Lifecycle Project (ELP) is to deliver simpler, faster and more joined up systems that will enhance our employee experience. We will maximise technology and improve our current HR processes, thereby improving the user experience throughout the employee lifecycle for prospective candidates, staff and people managers. The first improvements introduced will be to our recruitment platform, and through ELP we will deliver an improved online recruitment system for both candidates and hiring managers. You can find out more about ELP [here](#)

IN OTHER NEWS ...

Social Statistics are happy to announce the following grants:

1. Prof. Jackie Carter as Principal Investigator, and Vanessa Higgins as co-Investigator, have received a Research England grant under GCRF Pump Priming funds. Amount £37,000.26
Duration Jan - Sept 2019.
Title: **Developing data and statistical literacy capacity to achieve the SDGs: A Pilot Project in three Latin American ODA countries**
2. A Research England grant under GCRF Pump Priming funds. Amount £34,423.
Duration Jan.-July 2019.
Title: **Charters for Better Work Better Lives: An Indian Partner Network**

News from Sociology:

1. Prof Bridget Byrne in sociology (and director of CoDE) has produced a teaching resource for high school teachers with the Association for citizenship teaching:
<https://www.teachingcitizenship.org.uk/resource/journeys-citizenship-exploring-experiences-new-citizens-uk>

It's based on case studies drawn from the interviews with newly naturalized British citizens conducted by Bridget Byrne and drawn from her book *Making Citizens*. The resource helps teachers explore questions of identity and diversity with students and to develop informed opinions about a contemporary controversial and political issue through exploration and critical thinking. Illustration was provided by Elena Gumeniuk.

2. Two new books have been published by members of the Morgan Centre in sociology:

David Morgan (2018) *Snobbery*, Policy Press

Vanessa May and Petra Nordqvist (eds.) (2019) *Sociology of Personal Life* (2nd edn), Macmillan International/Red Globe Press.

School of Social Science

Arthur Lewis Building
University of Manchester
M13 9PL

www.socialsciences.manchester.ac.uk

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