

**MANCHESTER**  
1824

The University of Manchester

# **RESEARCH STAFF CONFERENCE**

**CELEBRATING AND DEVELOPING RESEARCHERS**

**15 NOVEMBER 2021**

**10:10 - 15:30**

# WELCOME

## Celebrating and Developing our Research Staff Community.

Welcome to the University's annual research staff conference. This year we will be taking the time and opportunity to celebrate and develop the research staff community at the University of Manchester.

As an attendee you will have the opportunity to join a discussion on research culture hearing the perspectives of a senior leader, PI, funder and researchers, be inspired by our excellent researchers, reflect on leadership in your role and take part in one of the development workshops. You will also have a chance to hear about how the University is using the Researcher Development Concordat to create a supportive and inclusive environment.

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***Professor Melissa Westwood, Associate Vice President Research***

Melissa is a Professor of Endocrinology and as Associate Vice-President Research is leading on developing a strategy related to the development of researcher skills and the career development of research staff.



“ I am delighted to welcome you all to this year's research staff conference. Our research staff are the life-blood of our University, contributing to both our research ambitions, and also our research environment. So today, I'm looking forward to hearing about the work of some of our recent research excellence award winners and also, listening to your thoughts on how we can work together within the University, and also with funders, to make a positive research culture a reality. There's also chance for us all to take some time to reflect on our own development through the keynote on leadership and the various workshops, so it looks set to be a great day. Thank you to all of the speakers and attendees for your engagement and helping our research staff community to thrive

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# AGENDA

10:10 – 10:15	<b>Welcome</b> Professor Melissa Westwood, Associate Vice President Research		
10:15 – 11:15	<b>Roundtable Discussion ‘What does research culture mean to you...and are we there yet?’</b> <i>Chaired by Banji Adewumi, Director of Equality, Diversity and Inclusion at University of Manchester.</i> <ul style="list-style-type: none"> <li>• Dr Joan Chang, Research Associate, Wellcome Centre for Cell-Matrix Research</li> <li>• Dr Frances Downey, Head of Research and Innovation Culture, UKRI</li> <li>• Professor Colette Fagan, Vice President Research, UoM &amp; Chair of the <a href="#">Russell Group's</a> PVC-Research Group</li> <li>• Dr Hamied Haroon, Research Associate and Member of Royal Society's Diversity Committee</li> <li>• Professor Sam Hay, Manchester Institute of Biotechnology and PI of the Hay Group</li> </ul>		
11:15 – 11:30	<b>Break</b>		
11:30 – 12:00	<b>Researchers in Action</b> Five Minute Research Pitches from our Research Staff Excellence Award Winners		
	<b>Parallel 1: Science and Engineering</b> <ul style="list-style-type: none"> <li>• Dr Ying Chen</li> <li>• Dr Ashok Keerthi</li> <li>• Dr Qian Yang</li> </ul>	<b>Parallel 2: Biology, Medicine and Health</b> <ul style="list-style-type: none"> <li>• Dr Paul Atherton</li> <li>• Dr Yingjuan Liu</li> <li>• Dr Josh Moulard</li> </ul>	<b>Parallel 3: Health and Humanities</b> <ul style="list-style-type: none"> <li>• Dr Rob Bellamy</li> <li>• Dr Sarada Gadepalli</li> <li>• Dr Katherine Rogers</li> </ul>
12:00 – 13:00	<b>Break</b>		
13:00 – 13:45	<b>Leadership and leaders in research: Outside-the-box thinking</b> Professor Linda Evans, Professor of Education and Associate Dean for Academic and Research Staff Development, Faculty of Humanities		
13:45 – 14:00	<b>Break</b>		
14:00 – 15:00	<b>I'm a Researcher, How Do I...?</b>		
	<b>Develop a Narrative CV</b> <i>Dr Rachel Cowen, Director of the CARD, University Lead for Equality, Diversity and Inclusion</i>	<b>Handle Academic Rejection</b> <i>Dr Rosie Doyle, Fistral Training and Consultancy Ltd</i>	
	<b>Get Everything Done</b> <i>Rachel Valentine, Trainer for Danielle White Coaching</i>	<b>Write with Impact</b> <i>Dr Gemma Muckle and Dr Ella Kakonyi, University of Manchester</i>	
15:00 – 15:30	<b>How is the Researcher Development Concordat Impacting on the Research Culture at the University of Manchester?</b> Dana Gamble, Universities UK in discussion with Professor Melissa Westwood, Associate Vice President Research		

# ROUNDTABLE DISCUSSION

## ‘What does research culture mean to you...and are we there yet?’

10:15 – 11:15

Chaired by: [Banji Adewumi](#), Director of Equality, Diversity and Inclusion at University of Manchester.



**Dr Joan Chang, Research Associate, Wellcome Centre for Cell-Matrix Research**

Joan studied Biochemistry at Imperial College London and received her PhD from the Institute of Cancer Research in 2013. She has travelled the world in the name of science (Denmark, Sweden, USA, and Hong Kong). She is currently a Postdoctoral Research Associate at the University of Manchester, and is also a Postdoc Representative – she believes in changing the traditional views on “academia”, broadening career horizons for Postdocs, and promoting well-being for scientists in general.

**Dr Frances Downey, Head of Research and Innovation Culture, UKRI**

Frances previously lead the [research culture programme at the Royal Society](#) and prior to that worked at the Department for Business, Energy and Industrial Strategy on projects ranging from the Smart Meter Implementation Programme to the Electricity Demand Reduction Pilot. She has also worked in policy roles at Sense About Science and the Royal Academy of Engineering. After finishing her PhD she worked as a Research Associate at Randall Division of Cell & Molecular Biophysics.



**Professor Colette Fagan, Vice President Research, University of Manchester**

Colette is a Professor of Sociology and the University’s Vice-President for Research. Previously she was Deputy Dean and Vice-Dean for Research (2010-17) of the Faculty of Humanities. She is responsible for leading and implementing the University’s research strategy and doctoral training. As Chair of the [Russell Group's](#) PVC-Research Group she is leading their work to enhance research culture and environment, following the RG launch of their [Realising our potential report and toolkit](#). Colette is an elected Fellow of the [Academy of Social Sciences](#). Her research and policy impact focus is employment, working conditions and job quality; with particular interests in gender relations and inequalities and international comparative analysis. Her research has been supported by major national and international funders, including the UK’s Economic and Social Research Council and the European Union’s research framework programmes.



**Dr Hamied Haroon, Research Associate and Member of Royal Society's Diversity Committee**

Hamied is a Research Associate in quantitative biomedical magnetic resonance imaging (MRI). His research involves developing novel analysis algorithms in order to measure the microstructure and connectivity of the brain in health and disease from advanced MRI scans. Additionally, Hamied was the first Chair of the [University’s Disabled Staff Network \(UoM-DSN\)](#) and launched the [National Association of Disabled Staff Networks \(NADSN\)](#), to connect and represent disabled staff networks in universities and colleges, NHS trusts and other sectors, which he now chairs. In January 2021, Hamied was co-opted onto [The Royal Society’s Diversity Committee](#), and delivered the [University of Oxford’s Annual Disability Lecture](#).



**Professor Sam Hay, Manchester Institute of Biotechnology and PI of the Hay Group**

Sam is professor of biophysical chemistry in the Department of Chemistry and the MIB. His research focuses on enzyme catalysis and the design of biomaterials using both theory and experiment. He joined the University of Manchester as a postdoc in 2005 and began his academic career as a BBSRC David Phillips fellow in 2010. Prior to this, he studied and worked in New Zealand, Australia and Sweden.

# RESEARCHERS IN ACTION

## Five minute research pitches from our Research Staff Excellence Award Winners

11:30 -12:00

### Parallel 1 - Science and Engineering

- **Dr Ying Chen**  
Research Staff of the Year, Faculty of Science and Engineering, 2020-21  
Protective coatings for gas turbine engines
- **Dr Ashok Keerthi**  
Research Staff of the Year, Faculty of Science and Engineering, 2019-20  
Confined Reactors and Crystals of Atomically thin Topological Materials
- **Dr Qian Yang**  
Best Outstanding Output, Faculty of Science and Engineering, 2020-21  
Molecular behaviour under the extreme confinement

### Parallel 2 - Biology, Medicine and Health

- **Dr Paul Atherton**  
Research Staff of the Year, Faculty of Biology, Medicine and Health, 2020-21  
Building the body: how cells shape their environment
- **Dr Yingjuan Liu**  
Best Outstanding Output, Faculty of Biology, Medicine and Health, 2020-21  
Deciphering the genetic code of congenital heart diseases
- **Dr Josh Moulard**  
Highly Commended Best Outstanding Output, Faculty of Biology, Medicine and Health, 2020-21  
Using colour to tell the time

### Parallel 3 - Health and Humanities

- **Dr Rob Bellamy**  
Research Staff of the Year, Faculty of Humanities, 2020-21  
How should we remove carbon from the air?
- **Dr Sarada Gadepalli**  
Highly Commended, Research Staff of the Year, Faculty of Humanities, 2019-20  
Policies for investments in intangible assets: Balancing between appropriation and cooperation
- **Dr Katherine Rogers**  
Best Outstanding Contribution to Research Impact, 2020-21  
Measuring a Deaf signer's mental health? Why can't I use standardised assessments via an interpreter?

## KEYNOTE

### **Leadership and leaders in research: Outside-the-box thinking**

13:00-13:45

**Professor Linda Evans**

*Professor of Education and Associate Dean for Academic and Research Staff Development, Faculty of Humanities*

Linda's keynote talk will draw upon her original conceptual and empirical work into professional development, leadership and, specifically, a field that she is internationally recognised as having pioneered: researcher development and research leadership. She will discuss her research on how researchers develop, and its implications for research leadership. In particular, informed by her recent work on 'new wave' critical leadership studies, Linda hopes to challenge your perceptions of, and thinking about, leadership, and to broaden your perspectives on doing and responding to (research) leadership in both the university and the wider disciplinary communities with which you engage.

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#### **Professor Linda Evans**

*Before being appointed professor of education at Manchester in 2017, Linda was professor of leadership and professional learning at Leeds University. As the title of her Leeds professorship suggests, she researches working life (in education contexts), including professionalism; professional development; leadership; researcher development; and workplace attitudes. She was elected a fellow of the Academy of Social Sciences in 2019. Linda has been editor-in-chief of the International Journal for Researcher Development, and is currently associate editor of Educational Management, Administration and Leadership. Born and brought up in Greater Manchester, she is a lifelong – and, currently, frustrated – Manchester United supporter.*

# I'M A RESEARCHER, HOW DO I.....?

14:00 -15:00

## **Get Everything Done**

This workshop will provide you with an opportunity to stand back from your workload, to critically evaluate it in relation to your needs and those of the University. You will create a decision-making lens through which priorities can be set. Time is finite and tools shared will provide an opportunity to carve out space for what is most important.

*Rachel Valentine, Trainer for Danielle White Coaching*

## **Develop a Narrative CV**

Funders including UKRI, Royal Society and Wellcome are increasingly moving towards requesting CVs for grant applications in a narrative format. Their aim is to move away from a narrow range of research performance indicators and help researchers evidence varied contributions to research across diverse career paths and personal circumstances. This interactive workshop will include advice and tips on what to include in this new, more narrative format.

*Dr Rachel Cowen, Director of the Centre for Academic Researcher Development, University Lead for Equality, Diversity and Inclusion*

## **Handle Academic Rejection**

No-one likes being rejected. Unfortunately, rejection is a part of life as an academic researcher. Anyone hoping to build a research career has to find ways to handle this constructively and not get ground down or discouraged. Just toughing it out isn't a long-term strategy, leaving us vulnerable to stress and burnout. Instead, this short session will introduce participants to practical ways in which we can harness and apply concepts such as 'Growth Mindset' and 'self-talk' to make sense of our setbacks, and develop a habit of constructive responses to rejection.

*Dr Rosie Doyle, Fistral Training and Consultancy Ltd*

## **Write with Impact**

In this hands-on workshop participants will have the opportunity to explore approaches that enhance the impact of their day to day writing. These approaches will be applicable to all forms of writing from blog posts to publications to conference abstracts. Participants are welcome to bring a paragraph of their own writing to discuss.

*Dr Gemma Muckle and Dr Ella Kakonyi, University of Manchester*

# RESEARCH STAFF RESOURCES

<a href="#">Career Development of Research Staff Statement of Expectations</a>	<a href="#">Research Dissemination &amp; Research Collaboration funds</a>
<a href="#">Research Staff Handbook</a>	<a href="#">My Research Essentials</a>
<a href="#">Staff Learning &amp; Development</a>	<a href="#">Prosper Portal</a>
<a href="#">Promoting your Research Microsite and Resources</a>	<a href="#">Researcher Development Concordat</a>

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The Research Staff Conference has been organised by the [Research Degrees and Researcher Development Team](#), who support the development and implementation of strategy, policy and training for University of Manchester postgraduate researchers and research staff.



[www.researcher-development.manchester.ac.uk](http://www.researcher-development.manchester.ac.uk)



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