

POSTDOC AND FELLOWS DEVELOPMENT CENTRE

Tailored support and development for postdocs, fellows and clinicians



Welcome to the PFDC newsletter

October 2018

Welcome to October's newsletter! As the clocks go back and with the excitement of Halloween's trick or treat just around the corner, why not go ahead and 'treat' yourself this month by attending one of our events!

For more information about the Postdoc and Fellows Development Centre (PFDC) please:

- Visit our [website](#)
- Follow us on Twitter
- Contact us with any queries



Note that information about grants and fellowships are posted on our twitter feed.

If you have any information, events or surveys that you would like to advertise which are relevant to postdocs, fellows and clinicians at Imperial, please [email](#) the PFDC team. We would like to hear from you!

In this issue:

1. Reps events
2. Fellows and Clinicians Bespoke Programme of Support
3. Pop Ups
4. Upcoming Courses
5. Women in STEM@IC
6. Research Impact: Making a Difference – University of Glasgow Online Course
7. Interest for Arab Postdoc Networking Event
8. Confidential Care
9. Equality, Diversity & Inclusion Centre: Stonewall survey on LGBT and inclusivity; Race Equality Charter Mark Launch

PFDC in Focus – The Postdoc PRDP form

The Research Family Postdoc/Fellows Personal Review and Development Plan (PRDP) form has been updated and renamed as the Postdoc PRDP form. This form was revised by the PFDC in consultation with Early Career Researchers to ensure that the form effectively reviews postdoc and fellows development needs.

A PRDP is an opportunity for you to reflect on your achievements since the start of your contract or your previous review and to think about your objectives for the year ahead. It will enable you to think about your career and personal development, to identify skills/resources/development that will assist you in reaching your goals. The review should comprise a friendly and confidential two-way discussion with your reviewer. This is an opportunity for you to reflect on your work, your role within Imperial and your future in line with Imperial Expectations.

The Postdoc PRDP form is available for departments to use going forward. For more information and to access the form please click [here](#).

Imperial Expectations

PRDPs support the application of Imperial Expectations. When done well, PRDPs:

- Celebrate achievements
- Enhance performance
- Help staff to develop careers
- Identify individual development plans

1. Reps Events

Have you met your departmental [postdoc reps](#)?

Do you know what events are being organised by the reps for your department or campus?

If not, get involved and take a look at some of the upcoming events taking place across the College!

EEE – Coffee and Cakes

Mon 22 October, 13:30, Faraday Cage Room (level 6)

The EEE postdocs and fellows are all invited for coffee, cakes and company at the EEE postdoc coffee social event on Monday 22 October at 13:30 in the Faraday Cage Room (level 6).

The Head of Department **Prof Eric Yeatman** and the postdoc champion **Prof Yiannis Demiris** will be present to welcome you all at the start of the new academic year. This is also a great way for new postdocs to meet others, and for old friends to catch up!

The EEE Reps hope to see many of you at this event!

Life Science – Beer and Pizza

Thurs 25 October, 16:30 – 17:30, 7th Floor Common Room, SEC

The Life Science Reps are continuing their Pizza and Beer Sessions. The first one for this academic year will feature Dr Esteban Beckwith who will talk about his research into the genetics behind sleep!

Surgery & Cancer (South Kensington) – Beer and Pizza

Fri 26 October, 16:30, 6th floor SAF

"What can you tell about your research in 90 sec? Do you fancy beer and pizza?"

The reps from the Department of Surgery and Cancer (South Kensington) are organising a Beer and Pizza event at 16:30 on 26 October at 6th floor SAF to welcome new starters and to promote networking.

They look forward to seeing many of the Surgery and Cancer (South Kensington) postdocs there!

2. Fellows and Clinicians Bespoke Programme of Support

Active Bystander and Persuasive Communication

- **21 Nov 2018** - St Mary's - [register](#) by 7 Nov.
- **27 Feb 2019** – SK Campus - [register](#) by 13 Feb.

Active Bystander: 13:30-14:30 (lunch will be provided at 13:00)

The aim of this short session is to empower you to challenge poor behaviours and bring about change where poor behaviours have become normalised. You benefit by learning techniques to challenge unacceptable behaviours in the workplace.

Persuasive Communication: 14:45 – 16:45 (refreshments provided)

This session is designed to equip you with skills to:

- manage/prevent conflict
- communicate assertively
- hold difficult conversations
- negotiate constructively

It will cover:

- Verbal and non-verbal persuasion devices
- Reading others - and gaining commitment
- The language of influence and collaboration
- The language of positive negotiation
- Difficult conversations

Facilitator: Scott Solder

Scott is a former Editor and Executive Producer at BBC News & Current Affairs, The One Show, BBC Radio 5 Live and LBC. He is a communication expert, practising executive coach, highly experienced corporate trainer and NLP Master Practitioner. More information about Scott can be found [here](#).

Induction and Cohort Building Afternoon for New Fellows and Clinicians

30 Oct 2018, 12:00 to 17:00, South Kensington campus

All new independent fellows and postdoctoral clinicians actively pursuing an academic career at Imperial, who start within the 2018-19 academic year, are invited to attend this comprehensive induction and cohort building afternoon that has been developed in response to feedback, and aims to help new starters settle into the College. In addition to receiving a wealth of useful information, participants will also have an opportunity to meet key stakeholders (e.g. Deans) at the College as well as those a few steps ahead (e.g. Lecturers, Senior Clinical Lecturers).

Eligible staff should [register via Qualtrics](#) by 23 Oct 2018.

More information about the induction, cohort building and recommended personal and professional development events can be found via [this link](#).

Fellows and Clinicians Forum

14 November, 15:00 to 17:00, Hammersmith Campus

The **purpose** of the forum is to provide fellows* and clinicians** with a regular platform to interact, share expertise and build cross-discipline contacts across the College with an aim to enhance their careers. The **format** will continuously evolve along with changing needs and priorities.

Please [Register](#) via Qualtrics by 7 November 2018.

*Independent Research Fellows

A member of research staff that has successfully applied for funding to include their salary (e.g. ICRFs, BBSRC Future Leaders, Sir Henry Dale, MRC NIRGs)

**Clinicians actively pursuing clinical academic careers at Imperial post PhD

- Postdoctoral clinical lecturers
- Postdoctoral clinicians who are back in clinical training but are actively pursuing a clinical academic career at Imperial. For example doctors (e.g. Registrar, Speciality Registrar) and non-medical healthcare professionals (i.e. Pharmacists, Nurses, Physiotherapists, Dieticians)
- Intermediate fellows or clinician scientists (postdoctoral)
- Postdoctoral clinicians in any other clinical academic schemes (e.g. Imperial Clinician Researcher Fellows/IPPRF) actively pursuing a clinical academic career at Imperial.

3. Pop Ups

Pop Up: Career Goals Planning

Wednesday 17 October, 9:30-10:30, SALC 6, South Kensington

Plan to Succeed - explore career goal setting – an essential tool for time management, personal and professional progression. During this session you will reflect on your career and set individual career goals.

Please sign up via this Qualtrics [link](#)

Pop Up: Networking for Success

Wednesday 17 October, 14:30-16:30, SALC 6, South Kensington

What is networking? Why is it important in your career? How can you network effectively?

The aim of this pop up workshop is to help you understand how to network effectively and make you confident and happy about going out and networking to advance your career!

Please sign up via this Qualtrics [link](#)

Funder Showcase: Royal Commission of 1851

Thursday 8 November 2018, 15:00 – 16:00, SALC 2, South Kensington Campus

Did you know that the Royal Commission for the Exhibition of 1851 have a series of [fellowships](#)?

To highlight this great opportunity to receive fellowship funding, we will be joined by **Nigel Williams** from 1851 who will tell you about the fellowships that are on offer.

Please sign up via this Qualtrics [link](#)

4. Upcoming Courses

The PFDC courses for the 2018/19 academic year are now open for enrolments! Below are courses which still have spaces available in November and December:



[Managing Your First Research Group](#)

Thursday 1 to Friday 2 November 2018

09:00 – 17:00

Making the move from working with others on research projects to managing and directing your own independently funded programme requires more than just an excellent research record. Our research has shown that new principal investigators are concerned with management issues: time, staff and funding being the major hurdles. This two day residential course for new and aspiring

Principal Investigators will enable you to explore these issues by working through a series of real life examples to develop a personal plan for managing your first research group.

[How to Peer Review Research Papers](#)

Wednesday 21 November 2018

11:30 - 14:00

The ability to review papers should be a core skill of every research scientist. With the growing number of manuscripts being submitted to scientific journals, editors are increasingly reliant on independent experts who can deliver good-quality reviews in a timely fashion.

This course is designed for postdocs and researchers at the early stage of their career who have little or no experience of peer-reviewing.

[How Intellectual Property Rights \(IPR\) Can Impact your Research](#)

Wednesday 21 November 2018

14:30 - 17:00

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[Voice Projection for Effective Lecturing](#)

Monday 3 December 2018

13:00 – 17:00

This is a participatory course developed from vocal techniques practised by actors. It will enable you to discover your true voice, work on exercises to enhance its range, clarity, power, tone and colour, allowing you to lecture or deliver an engaging presentation with ease. The aim of this course is to introduce postdocs and fellows to the opportunities of improved vocal projection and the benefits that this brings. We will work as a group on various physical and vocal exercises in a relaxed atmosphere. So be prepared to relax, kick off your shoes and maybe even lie on the floor.

[Writing Tools for Research Publication Success](#)

Thursday 13 December 2018

09:30 – 16:30

This workshop will improve your chances of being published in top quality refereed journals. The course will deal with each subsection of a research article: Introduction, Methods, Results, Discussion/Conclusion, Title and Abstract. You will be given the tools to analyse research articles in your own specialised discipline to then be able to create conventional, effective texts. Through detailed, guided text analysis and exercises, you will be shown how to develop a model for research writing in your field and will also gain knowledge of the language features specific to each section of a research article.

Please book onto training with ICIS: Sign in and click 'My Training' – Search for the course – Click: Enrol.

5. Women in STEM@IC

The [WOMENinSTEM@IC](#) group, which is affiliated to the [Women's Engineering Society \(WES\)](#), would like to connect the excellent groups, individuals and societies championing the inclusion of women in STEM education and careers at Imperial.

If you would like to know more about their activities, please see their [webpage](#), which contains information about [membership](#). You can also find them on twitter [@WOMENinSTEM_IC](#).

6. Research Impact: Making a Difference

The University of Glasgow has established 'Research Impact: Making a Difference', a new **FREE** short online course which promises to show those working with research how to better understand, create and communicate research impact.

For more information please click [here](#).

The logo for the University of Glasgow, featuring the text "University of Glasgow" in a serif font, set against a dark grey rectangular background.

7. Interest for Arab Postdoc Networking Event

Are you an Arab and would like to network with other Arab postdocs and fellows at ICL?

Please send a message with the subject 'ICL Arab Networking' to Mona Bassuni at m.bassuni@imperial.ac.uk. If enough people show interest, Mona will organise an event in the College or outside around the end of October, subject to people's preferences and availability. Ideas are welcome!

8. Confidential Care



All College staff and members of their family living with them can get free professional and confidential help from Confidential Care, the College's Employee Assistance Provider, 24 hours a day 7 days a week.

Confidential Care's helpline, staffed by trained counsellors, can provide information and advice on a wide range of work and life issues and cover:

- Coping with organisational and workplace change
- Work performance and related issues
- Bullying/Harassment
- Stress, anxiety and depression
- Post-trauma
- Bereavement
- Marital, family and relationship difficulties
- Alcohol/Substance misuse and addictive behaviour
- Health
- Work-life balance
- Debt management and debt counselling

- Legal information and advice
- Family Care information and advice

You can also speak or arrange to meet with a qualified counsellor to talk through personal problems in complete confidence. Couples counselling is available for staff with relationship problems.

Learn more about the help Confidential Care can provide [here](#) or to contact this service call **0800 085 4764** or [email](#).

9. Equality, Diversity and Inclusion Centre Activities

Stonewall Survey on LGBT+ inclusivity

The Stonewall Employee Feedback survey on LGBT+ inclusion is a chance for Imperial to measure its progress on LGBT+ inclusivity. To ensure the College gets a realistic picture of the impact of current LGBT+ policies and practices, we would ask as many staff as possible to take part in this survey.



The survey is:

- open to all staff, regardless of sexual orientation
- completely anonymous and confidential – results are aggregated so that individuals cannot be identified
- quick to complete – it should take no more than five minutes
- **open until Friday 2 November**

To complete the survey, please [visit the website](#) and use the **four-digit code 1299** when logging in.

For more information about support for LGBTQ+ staff at Imperial [visit the LGBTQ+ staff network's webpage](#)

Race Equality Charter Mark launch

This year Imperial College London has become a member of the Race Equality Charter and will be applying for a charter mark as part of our commitment to equality and diversity. As we begin this work we want to give greater prominence to the issues faced by black and minority ethnic students and staff at the university and we are delighted to host Chi Onwurah MP.



Talk by Chi Onwurah MP: The Importance of Diversity in STEM

Thursday 11 October, 14:00-15:00, Sir Alexander Fleming Building (SAF G16), South Kensington

Audience: Open to all
Ticket: [Register in advance](#)
Contact: [Sally Parekh](#)

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