

RSCG(22)13: Researcher Representatives: Role, Values, and Commitments

Background

A new representational structure for fixed term researchers and teaching staff (researchers) was introduced in TT2020 to embed the consideration of the career and professional development of researchers within the decision making structure of the Collegiate University. The overarching goals are to ensure that there is a representative structure that provides a mechanism for all researchers to proactively promote their priorities and have a voice in decisions that affect them, thereby contributing to an environment, culture, and community in which their personal and professional development will thrive.

Selection by researchers of department / faculty representatives is central to this goal and *Guidelines on the Selection of Research Staff Representatives* were agreed by RSCG and RSSC in May 2020 (updated May 2021).¹

Department / faculty researcher representatives meet divisional counterparts at divisional researcher fora, each of which have Terms of Reference.

Role of Researcher Representatives

1. Act as formal representatives of the researcher community within their department/faculty/the colleges, at divisional researcher fora, and at University level committees and working groups, as required.
2. Listen and seek out views of colleagues in the department/faculty/the colleges so that views expressed in department, divisional, and college fora are representative of the views of the wider researcher community. In doing so, to encourage two-way communication with the wider researcher representational structure and the research community more broadly.
3. Identify, create, promote, and, where appropriate, drive initiatives, including networking events and opportunities, within the department/faculty/the colleges aimed at community building.
4. Identify opportunities for sharing good practice across the division/colleges and for supporting the efforts of department/faculty/the colleges in the interest of researchers.
5. Maintain an awareness of departmental, divisional, colleges, and University wide provision for researchers, and to signpost offers and opportunities to colleagues, as well as provide input and advice on such provision.

¹ RSSC(20)12.2

6. Champion career development, progression, and well-being for researchers so as to create a wider beneficial impact on the work of the departments / colleges, the wider Collegiate University and society.
7. Work closely with the Researcher Hub to create a two-way communications channel. Cascade key information from the University and divisional level committees to researchers within the department / faculty, and communicate key feedback from researchers to the relevant committee. The Researcher Hub will support representatives with the tools they need to communicate effectively including strategic support from IT Services².
8. Celebrate success, and acknowledge and showcase progress, both within the Collegiate University and sector.

Values and Behaviours

1. Respectful: Treating everyone with courtesy, dignity, empathy and trust, listening with respect, interest, and without interruption. To challenge disrespectful behaviour.
2. Inclusive: Welcome diversity in identity and thinking, and sharing responsibility for advancing equality, diversity, and inclusivity.
3. Supportive: To provide a supportive thinking environment, where everyone feels encouraged to contribute their ideas and that they can be themselves, and to show appreciation where due.

Commitments of Researcher Representatives

1. Consultation: Provide a focus for effective two-way communication within and across the researcher community, seeking out ideas, views, ideas, and priorities, and communicating insights to relevant stakeholders.
2. Continuous improvement: Proactively and positively engage with activities and initiatives aimed at improving the research environment for the benefit of the researcher community.
3. Build community: Promote and create opportunities to engage effectively with colleagues via meetings, networking, and social events.

² The Researcher Hub is unable to assist with mailing lists to college-only employed fixed term research staff.