

# University Early Career Researcher Committee

## Terms of Reference:

### Purpose of the Committee

As a sub-committee of The University of Sheffield's Senate Research and Innovation Committee aim to ensure institutional provision of the best working environment and high quality support to enable the personal and career development of Early Career Research (ECR) staff, defined as post-doctoral research assistants/associates, research fellows and probationary lecturers.

### Responsibilities

1. Advocate and represent, through acting as a conduit for faculty level committees, the needs, rights and views of ECRs at University level.
2. Work closely with and on the behalf of all ECRs in consultation with Faculty ECR and Research and Innovation Committees.
3. Advise the Research and Innovation Committee (RIC) on matters relating to strategy and policy in respect of ECR matters.
4. Champion Faculty support for the implementation of The University Researcher Development Strategy.
5. Provide strategic direction to the design of a comprehensive programme of training & mentoring to equip Early Career Researchers with a broad range of specialised and generic skills.
6. Support ECR development that contributes both to current roles and to future career aspirations within or outside of a University environment.
7. Where appropriate, evaluate ECR development activities and programmes to ensure that proposed changes are research led and based on robust evaluation information.
8. Review current SRDS provision and suggest best practice to ensure that all ECRs have an annual SRDS review that makes optimal use of institutional processes and provides required focus on professional development.
9. Champion a harmonised ECR induction process that caters for both staff new to the institution and those transitioning from having completed their PhD at Sheffield.
10. Develop strategy and share good practice to ensure that equality, diversity, inclusion and research integrity training provision are a key part of ECR induction and ongoing professional development.

**Reports to:** Senate Research and Innovation Committee.

### Membership:

<i>Chair (Deputy Vice-President for Research or an alternative selected academic chair):</i>	
Professor Lorraine Maltby OBE	2021-24

<i>Ex-officio members:</i>	
<i>Vice-President for Research</i>	Professor Sue Hartley OBE

<i>Members:</i>	
<i>ECR Champion from the Faculty of Arts &amp; Humanities</i>	Professor Cathy Shrank
<i>ECR Champion from the Faculty of Engineering</i>	Professor Mark Dickman
<i>ECR Champion from the Faculty of Medicine, Dentistry &amp; Health</i>	Professor Cheryl Miller
<i>ECR Champion from the Faculty of Science</i>	Dr Sarah Staniland

<i>ECR Champion from the Faculty of Social Sciences</i>	Ryan Powell
<i>ECR representative from the Faculty of Arts and Humanities</i>	Dr Christina Maags
<i>ECR representative from the Faculty of Engineering</i>	Dr Alice Pyne
<i>ECR representative from the Faculty of Medicine, Dentistry &amp; Health</i>	Dr Rachel Waller
<i>ECR representative from the Faculty of Science</i>	Dr Nicola Galley
<i>ECR representative from the Faculty of Social Sciences</i>	Dr Helen Buckley Woods
<i>Representative of the Department of Human Resources</i>	Hannah Morgan
<i>Representative of the Careers Service</i>	Dr Claire Conway
<i>Representative for Researcher Professional Development</i>	Dr Lucy Lee

<i>In attendance:</i>	
N/A	

<i>Secretary</i>	Cara Corden (Research Services)
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