

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 Senate 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. Working with HR, 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 John Flint	2022-25

<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 & Humanities</i>	Dr Katherine Ebury
<i>ECR Champion from the Faculty of Engineering</i>	Dr Daniele Tartarini
<i>ECR Champion from the Faculty of Medicine, Dentistry & Health</i>	Professor Cheryl Miller
<i>ECR Champion from the Faculty of Science</i>	Dr Gavin Thomas

<i>ECR Champion from the Faculty of Social Sciences</i>	Dr 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 Behzad Nematollahi
<i>ECR representative from the Faculty of Medicine, Dentistry & Health</i>	Dr Paul Hughes
<i>ECR representative from the Faculty of Science</i>	Dr Leila Abbas
<i>ECR representative from the Faculty of Social Sciences</i>	Dr Helen Buckley Woods
<i>Representative of the Department of Human Resources</i>	Bethany Rodgers
<i>Representative of the Careers Service</i>	Dr Claire Conway
<i>Representative for Researcher Professional Development</i>	Dr Lucy Lee
<i>Representative from the Advanced Manufacturing Group</i>	Dr Matthew Brown (<i>Technical Lead, NDT, The Machining Group</i>)

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

<i>Secretary</i>	Dr Lucy Lee (Research Services) (Interim)
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