

## YOU SAID

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## WE DID

"I do not have a regular career development review"

We promoted the departmental use of 'Career Conversations' with a non-PI academic for postdocs, where appropriate

"I struggle to find information available on training courses and other support for postdocs"

We now send a newsletter to all postdocs every two weeks that includes training courses, funding opportunities and other important policy information

"There should be more focus on teaching and research methods"

We launched 'Academic & Professional Development for All Staff' (APDaS) in 2020-21, which has a full curriculum of development opportunities for all staff interested in enhancing their teaching and research skills

"There should be more emphasis on commercialism, IP and real-world impact"

A new Postdoctoral Impact Award has been launched in 2021

We have a new series of workshops for enterprising researchers

# YOU SAID ... WE LISTENED

"It is difficult to confidently support the mental health of my staff"



We are creating documents for managers of researchers that will signpost to the right mental health and wellbeing support for their staff

"I am not fully confident in having performance reviews with my staff and managing teams"



We promote "Confident Conversations" for all managers of research staff and are launching new leadership action-learning sets and support for 2021-22

"PDRAs should be given opportunities to be PI or CO-I on grants"



We have created a working group to update guidelines for PDRA grant eligibility in line with funder rules

"There should be fair supervision of PhDs and RAs"



A new doctoral supervision resource is being created, including new information and support for all supervisors