

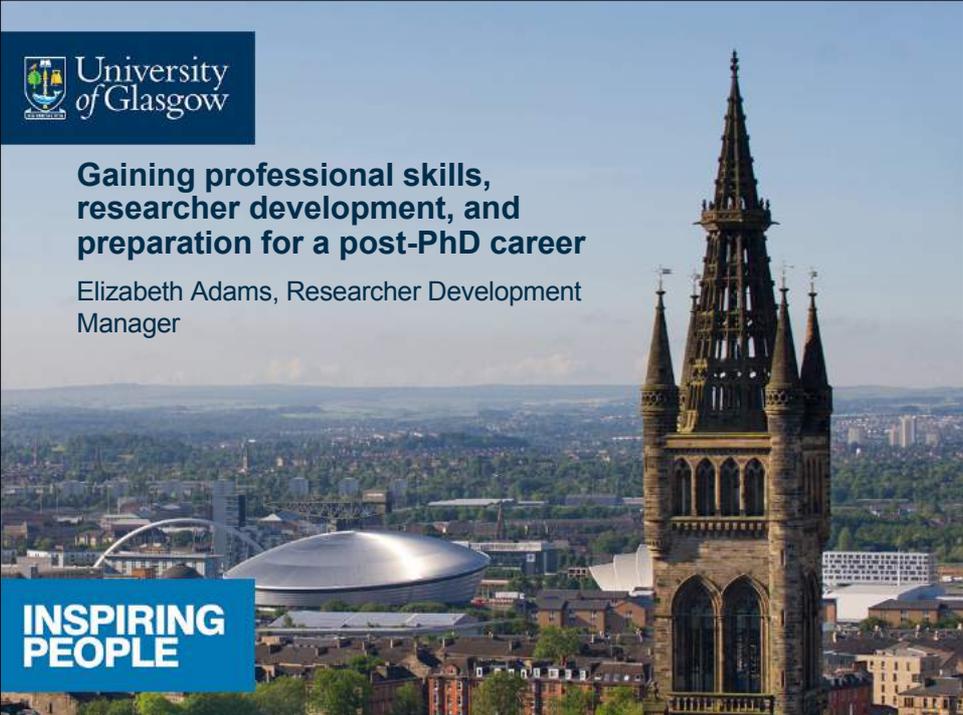


University of Glasgow

**Gaining professional skills, researcher development, and preparation for a post-PhD career**

Elizabeth Adams, Researcher Development Manager

**INSPIRING PEOPLE**



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**Structures to encourage engagement**

- International office and pre-arrival info
- Graduate School / School information
- Induction (twice a year)
- Comms (challenging)
- Credits and mandatory / optional courses (challenging)
- Social events (role of Student body)
- Training needs analysis
- Progress review (reflection on training and also practical experience)





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### Attendance at workshops

- 30% of our PGRs are international and ~30% of workshop attendees last year were international
- 63% of international PGRs attended at least one transferable skills workshop last year (compared with 50% UofG PGRs)
- Higher population of international PGRs at writing workshops and lower numbers at research integrity training and 3 Minute Thesis competition.



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### Is this working?

- I received an appropriate level of non-academic support on arrival 65% international vs 77% all UofG
- My supervisor/s help me to identify my training and development needs as a researcher 83% vs 77%
- I understand the requirements and deadlines for formal monitoring of my progress 89% vs 84%
- I have developed contacts or professional networks during my programme 70% / 71%
- There is adequate provision made for postgraduate social space at my institution 70% vs 63%

PRES 2015 UofG results, 44% response rate from international (non-EU) PGRs and 53% overall UofG



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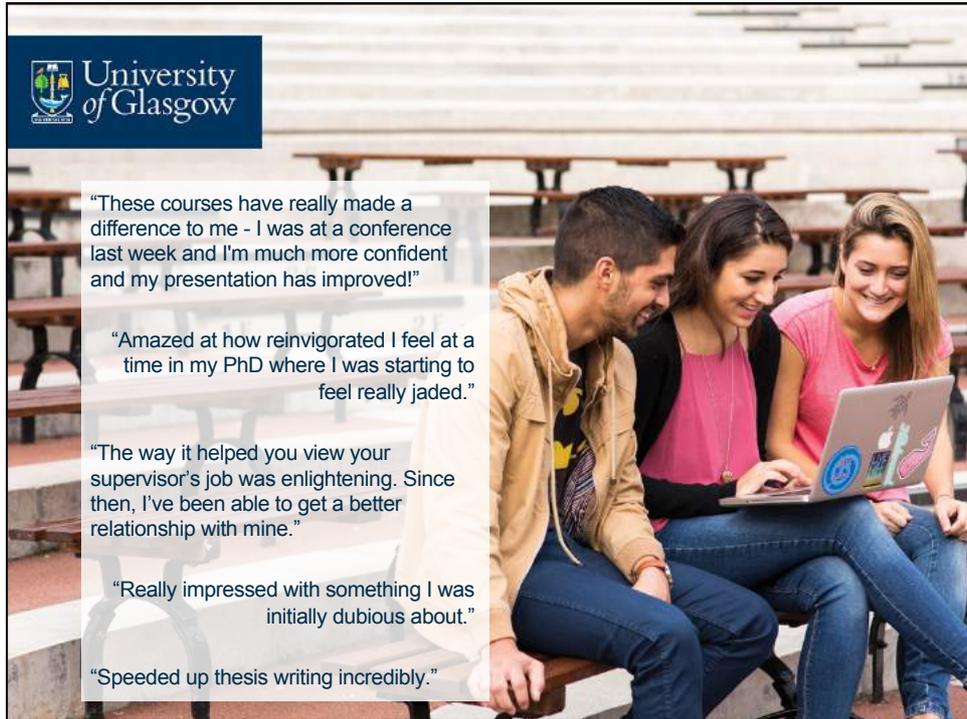
"These courses have really made a difference to me - I was at a conference last week and I'm much more confident and my presentation has improved!"

"Amazed at how reinvigorated I feel at a time in my PhD where I was starting to feel really jaded."

"The way it helped you view your supervisor's job was enlightening. Since then, I've been able to get a better relationship with mine."

"Really impressed with something I was initially dubious about."

"Speeded up thesis writing incredibly."



*"The course helped me be more assertive, showing me I am capable of presenting and coming up with good ideas.*

*It will change my time management as I've realised how much time spent 'working' is unproductive. It taught me how to work in teams more effectively, bringing together the skills and attributes of each of us whilst trying to maintain a common vision for our business plan."*







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### What are international PGRs (potentially) missing out on?

- Participation in informal learning opportunities, public engagement etc.
- Social side of things (isolation)
- Bank accounts and other logistics for late starters (visa delays; busy finding housing and miss induction day...)
- Navigating their way through the system
- Conference attendance – too difficult or time-consuming to get visas
- Broader element of training – focussed on the 'need to know now'
- Teaching opportunities

Researcher Development Blog researcherdevelopment.academicblogs.co.uk

## Building a community

Combating isolation and discussing common fears

Engagement—bringing issues to the surface

Exploring complex areas of the PGR experience

**5 thoughts on "Getting to Know Each Other"**

 **Sameer** (6th December 2016 - 2:17 pm) [\[Edit\]](#) [Reply](#)

Hi, I'm a postgrad English Literature. Joined late in November, so didn't get to meet many people; in fact no one from English Lit. Its getting a little isolated now. I find this blog is helpful because it helps students communicate with each other. I just thought I'd use it to reach out to English Lit/History/Theatre guys n gals out there. Thanks.

**3 thoughts on "Postgrad and Pregnant"**

 **Rachel** (16th March 2017 - 7:40 am) [\[Edit\]](#) [Reply](#)

I became pregnant when I was writing up (and out of funding). Similarly, probably not the smartest timing (if I'd done it when funded I'd have received mat pay), but that's life – we weren't in our 20s and we didn't know how long it would take – I have lots of friends who had struggled. As it turned out, it took no time at all, so came as a bit of a surprise!

**5 thoughts on "A Short Guide to Running in Glasgow"**

 **JamesB** (18th January 2017 - 3:46 pm) [\[Edit\]](#) [Reply](#)

Staff and students in the Institute of Biodiversity, Animal Health and Comparative Medicine have formed an informal lunchtime running group, which meets once or twice a week for those who can make it. While I am not a part of it, the runners in the Institute seem to love it...as it not only lets them run but also helps to 'justify' taking a break from the desk. They just keep in touch via an email mailing list. Seems like a good model, perhaps something people in other institutes may be interested in replicating.

## Themed weeks and linking into wider UofG campaigns

### International Women's Day (Week)

06  
MAR



#### Research to change the world

I meet a lot of PhD students who want to do something to change the world. This post features a few UofG PGRs who are out there attempting to do exactly that, setting up social enterprises or NGOs to tackle a particular issue in society. The skills needed for a PhD have a lot in [...]

Posted in: all colleges, Arts, Careers.

07  
MAR



#### Postgrad and Pregnant

What is it like to go through pregnancy as a PGR? Stuart previously wrote about his experience of being a father during his PhD studies, but today we are looking at it from the mothers side. In this multi-guest post we start by hearing from Mary Beth Kowalewski, who takes us through official UoG policy [...]

Posted in: all colleges, Careers, Policy.

Uncategorised | Tagged: advice, guest

08  
MAR



#### Networking & Mentorship Made Easy

During International Women's Week, we are writing about topics related to Athena SWAN, the charter recognising excellence in Science, Technology, Engineering, Mathematics and Medicine (STEMM) employment in higher education. As mentorship and networking are recognised as two key determinants of career progression, I would like to share some insight on their importance for us as [...]

09  
MAR



#### International Women's Day

#### Diversity is not a Dirty Word

In case you missed it, yesterday was International Women's Day—and we've been celebrating at the blog with a series of posts on equality and diversity. Like many other institutions around the world, there's a drive within the University of Glasgow to actively promote equality and diversity across all schools and colleges. One of the ways [...]

Posted in: all colleges | Tagged: advice.

## The lighter side of PG study

02  
MAR



#### Hidden Gems in Glasgow's West End

Glasgow is a wonderful place, full of hidden little gems. In some cases very hidden. Perhaps too hidden! Office outings to "this cool new place I found" have helped me discover many wonderful areas. To help those new to the city, I have crowd sourced (from my fellow PhD students) a few of the best [...]

09  
JAN



#### A Short Guide to Running in Glasgow

Wind is my Enemy. I share my moderately small lab space with around seven other people – and home is (temporarily) the tiny attic-flat I share with my wife, our daughter and two cats. Living on top of each other like this has its downside – sometimes it can feel hard to breathe. The point [...]

**Almost 5000 views thanks to UofG social media posts**



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### What we are working on

- International PGR PRES response rate
- Understanding international PGR participation in informal learning communities and opportunities
- Support to navigate through the system
- Researcher Walking group – focus on both researcher health and wellbeing and also mentoring / buddying (PGR and Postdoc)
- Working with Sports and other Services to promote social side of things




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## Thank you

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 Research Strategy and Innovation Office  
 Read our PGR Blog:  
 @UofG\_pgrblog  
 researcherdevelopment.academicblogs.ac.uk

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