## If we wished to make Glasgow the best place in which to develop a research career, what would we do?

Keep Job seekers register opened to Research staff

Improve retention of ECR (be more accommodative of their needs if justified)

Active Encouragement for postdoc researcher development (both academic and non academic) and promotion by

More internal promotions

have a head of research staff within institute/school -help facilitate professional development, settle disputes betwe

More awareness of funds available for conferences etc

More travel grants for conferences

PIs arrange a better way to find information regarding jobs and networking

Mentorship for non academic careers

More help and input with grant applications and costings from senior staff

Conference funding

Better mental health services. Currently have to wait a month to see campus psychologists.

Dedicating time for career development

Include PIs in the discussions. Encourage them to allow their research staff time for training etc

Funding for conferences

More and productive collaboration

Take onus off of research staff to chase PIs for contract end consultations

Retention of pdra's at end of their pi's funding

Longer serving staff members being fair in their workload ie not using excuse of giving opportunities in place of get

Ability to apply for funding as a PDRA

Better job redeployment

Elect a dean of mental health and wellbeing

Better cross College working

More integrated support for fellows on external funding

Information regarding job opportunities for international research students

Social space where research ideas can flourish

Better job security

decrease amount of admin work

Postdoc specific courses (tend to be more PhD courses)

More small grant internal funding for pdra's to develop independent ideas

More conference funding

Career development/engagement opportunities with employers outside academia

Access to teachong opportunities and other career paths especially for research based institutes

Stronger support for international staff

Opportunities to apply for small grants.

Better support from the PI

More training courses

Better job security

Better social spaces to network and meet up in the university campus

Trust researchers to develop their work. Don't be prescriptive

Proper senior management

Take onus off of research staff to chase PIs for contract end consultations

Weekly postdoctoral/student social/networking events

Extension of contract internally to fund follow on research at the end of a PIs grant

Ability to apply for funding as a postdoc

Job security

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| Jon security |
| Staff science positions |
| Proper senior management |
| Make it easier to develop independent research. |
| Support to deal with issues between PI and the post doc |
| Better admin support. |
| Perhaps workshops for developing transferable skills |
| Staff scientist posts for permadocs |
| job security |
| Need access to training workshop and courses, especially to institutes |
| Recognition of everything that isn't research or teaching (half my life) |
| More provision to ensure security around maternity leave |
| Staff scientist positions |
| Provide job security/career perspectives from an early career stage on |
| Longer contracts |
| KE post doc internships |
| Job security |
| Specific Postdoc P&DR |
| Better communication with institutes associated with UofG |
| Less admin |
| Develop a career research path |
| Permanent contracts after maybe 2 or 3 years |
| Break down college barriers |
| Longer postdoc contracts |