

Beyond Mentoring – Information, Training and Support

As you work through the process of setting goals in your mentoring discussions, you may find that you have a requirement for additional information, structured training or specialist personal support that doesn't fall within the expectations of mentoring. At Oxford, these are provided through several different sources: the Department; the Mathematical, Physical and Life Sciences Division (MPLS); the People & Organisational Development Team (POD); the Centre for Teaching & Learning (CTL); University IT; library and data services, etc. This note brings together a list of suggestions for resources you might like to explore.

Some training providers arrange courses each term or once enough people have registered interest, so if a particular course you are interested in doesn't have a date currently listed, do get in touch with the provider to let them know you'd like to attend their next delivery.

It's highly recommended you sign-up to mailing lists of these providers and societies to stay in touch with new developments and courses.

The University has recently set up a Researcher Hub to coordinate support for research staff. Over time, this should start to become a centralised source of information, so do follow their activities as they grow www.ox.ac.uk/research/support-researchers/research-staff-hub.

For new arrivals to the Physics Department

The Physics Department has an induction session each term for all new appointees. If you've not been invited to a session yet, then contact personnel@physics.ox.ac.uk to find out the next delivery date.

MPLS Division provides a session for newly-appointed PostDocs and describes the support within the University that's available to you. www.mpls.ox.ac.uk/training/mpls-training/our-courses/mpls-induction-courses/optimising-your-time-at-oxford

The University runs a termly online welcome event for all research staff:

cosy.ox.ac.uk/accessplan/LMSPortal/UI/Page/Courses/book.aspx?courseid=TOLIWINDRS

it also has a self-directed online induction for new staff about all aspects of working in Oxford:

cosy.ox.ac.uk/accessplan/LMSPortal/UI/Page/Courses/book.aspx?courseid=TOLIOINDNS

highlights all the resources available to researchers through their "Support for Researchers" pages

www.ox.ac.uk/research/support-researchers

and gives particular emphasis for new arrivals:

www.ox.ac.uk/research/support-researchers/new-oxford .

The University Welcome Service also provides useful information on wider topics such as visas, banking, housing and childcare welcome.ox.ac.uk/

Information and Training to assist ongoing Career Development

If you require IT training as part of your role, a list of courses and other services provided by the University can be found through skills.it.ox.ac.uk/ As well as standard options like programming and software packages, it includes other academic activities like presentations, handling media or referencing documents.

Advice on accessing research literature and publishing your work is given through the Bodleian Library iSkills workshops www.bodleian.ox.ac.uk/ask/workshops#/ and Open Access Oxford openaccess.ox.ac.uk/

Advice on managing your research data, including data open access requirements and data preservation can be found through the Oxford Research Data site

researchdata.ox.ac.uk/preserving-your-data/

For more general career development, the MPLS page highlighting their Divisional Services is a good place to start, with links to training courses, information on enterprise, public engagement, ethics, teaching and other topics that may be of interest.

www.mpls.ox.ac.uk/divisional-support-and-services

POD have links to personal development support information and courses – drill down through pod.admin.ox.ac.uk/

Should you wish for best practice advice when taking on new teaching commitments, CTL have a range of resources available www.ctl.ox.ac.uk/teaching-resources

The Physics Department has professional support staff with the specialist knowledge to help with many aspects of career development:

- The Research Facilitation Team, led by Hannah Lingard, can assist with finding funding to develop your independent research career, particularly through Fellowship applications www.physics.ox.ac.uk/research/research-funding-support.
- Phill Tait, the Department's Innovation and Enterprise Manager, can provide advice around commercialisation of research outputs www.physics.ox.ac.uk/our-people/tait
- Sian Tedaldi, the Outreach Programmes Manager www.physics.ox.ac.uk/our-people/owens and her team can help you to engage the public and schools with your research programme www.physics.ox.ac.uk/engage
- Elizabeth Indaco, Head of Communications, www.physics.ox.ac.uk/our-people/indaco and her team can help promote your research stories through a range of media.

If you wish to engage with policy makers to advance or inform your research, then the Oxford Policy Engagement Network (OPEN) can provide advice www.ox.ac.uk/research/support-researchers/policy-engagement/oxford-policy-engagement-network1

Personal Support

If you find yourself in need of personal support, perhaps for mental health advice or counselling, then trained professional staff are available to assist here too.

For immediate crisis support, a list of the MPLS trained mental health first aiders can be found at www.mpls.ox.ac.uk/equality-and-diversity/mental-health-in-mpls/mental-health-first-aiders

Should you find yourself in a situation where you feel harassed or bullied, then the University has established processes to help. The Physics Department's Harassment Advisors can provide confidential support for initial discussions and can help you route through those processes.

www2.physics.ox.ac.uk/staff/equality-diversity-and-inclusion/harassment-advisors
edu.admin.ox.ac.uk/files/harrassmentflowcharta4staffwebpdf.

Other wellbeing and equality support can be found through the Physics Department

www.physics.ox.ac.uk/about-us/equality-diversity-and-inclusion

through MPLS Division

www.mpls.ox.ac.uk/equality-and-diversity

and through the University Equality and Diversity Unit

edu.admin.ox.ac.uk/home.

The University Occupational Health provides advice on Mental Health support, workplace health issues, wellbeing, etc. occupationalhealth.admin.ox.ac.uk/. They also provide confidential counselling services occupationalhealth.admin.ox.ac.uk/employee-counselling-service.

A subset of the Physics Department staff mentors profiled on MentorNet have also offered to mentor on topics around work-life balance; equality, diversity & inclusion and other personal

support (though be aware they are volunteers and not all have received specialist training). Find these by searching for the “Thrive” keyword in MentorNet or contact them directly

www2.physics.ox.ac.uk/staff/physics-thrive

Next steps in your career

Development within your role also takes place through the annual Personal Development Review pod.admin.ox.ac.uk/for-reviewees.

The Oxford Careers Service provides career guidance www.careers.ox.ac.uk/researchers.

Jobs within the Departmental University are advertised at www.jobs.ox.ac.uk/

and at colleges (including Junior Research Fellowships)

www.confcoll.ox.ac.uk/html/main/vacancies_main.html.

The University Gazette publishes a list of jobs in the Departments and Colleges every week during term time, you can sign up for mailings of each new edition gazette.web.ox.ac.uk/home.

Academic jobs beyond Oxford can be searched for at www.jobs.ac.uk .

Staff Societies

Less formal, but no less useful are the staff societies:

The Oxford University Research Staff Society connects together Researchers across the University, organising socials and providing other information

www.ox.ac.uk/research/support-researchers/connecting-other-researchers/oxford-research-staff-society

Oxford Physics Gender Equity Network (previously Women in Physics) promotes gender equity in the Department.

www.physics.ox.ac.uk/about-us/equality-diversity-and-inclusion/oxford-physics-gender-equity-network

The Newcomers’ Club helps the partners of research staff arriving at Oxford make new friends and settle in. www.newcomers.ox.ac.uk/

The LGBT+ Staff Network provides advice and support edu.web.ox.ac.uk/lgbt-staff-network.

The BME Staff Network provides a discussion forum and works to increase representation across the University edu.web.ox.ac.uk/bme-staff-network.

MPLS Division has an active BIPOC STEM network to promote and support the work of People of Colour within the University and beyond. www.mpls.ox.ac.uk/equality-and-diversity/bipoc-stem-network

The Disabled Staff Network aims to improve the University experience for disabled staff and students. edu.web.ox.ac.uk/disabled-staff-network

The many sports societies are a way of connecting to people with shared interests, promoting good physical and mental health. More information on all activities can be found at

www.sport.ox.ac.uk/