

Journeying in the unknown: Enabling the development of emerging researchers

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The Aim

- To grow the Faculty research capacity
- To support colleagues in establishing a research career
- To provide a foundation for PhD study



The Challenge

- 45 emerging researchers
- No knowledge or experience of research
- Heavy workloads
- Problems of engagement

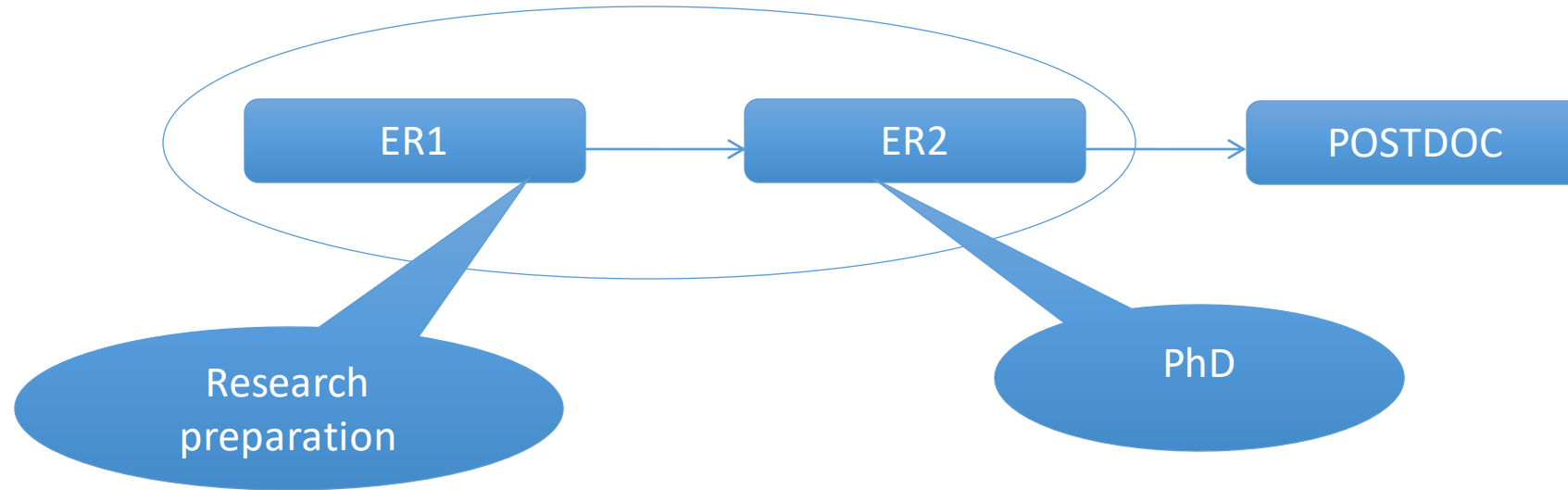


The Context

- Development within Faculty researcher development strategy
- 1 year pilot and evaluation
- Feedback from participants:
 - Greater understanding of the fundamentals of research
 - Space/time to work on research problems



The ERLab

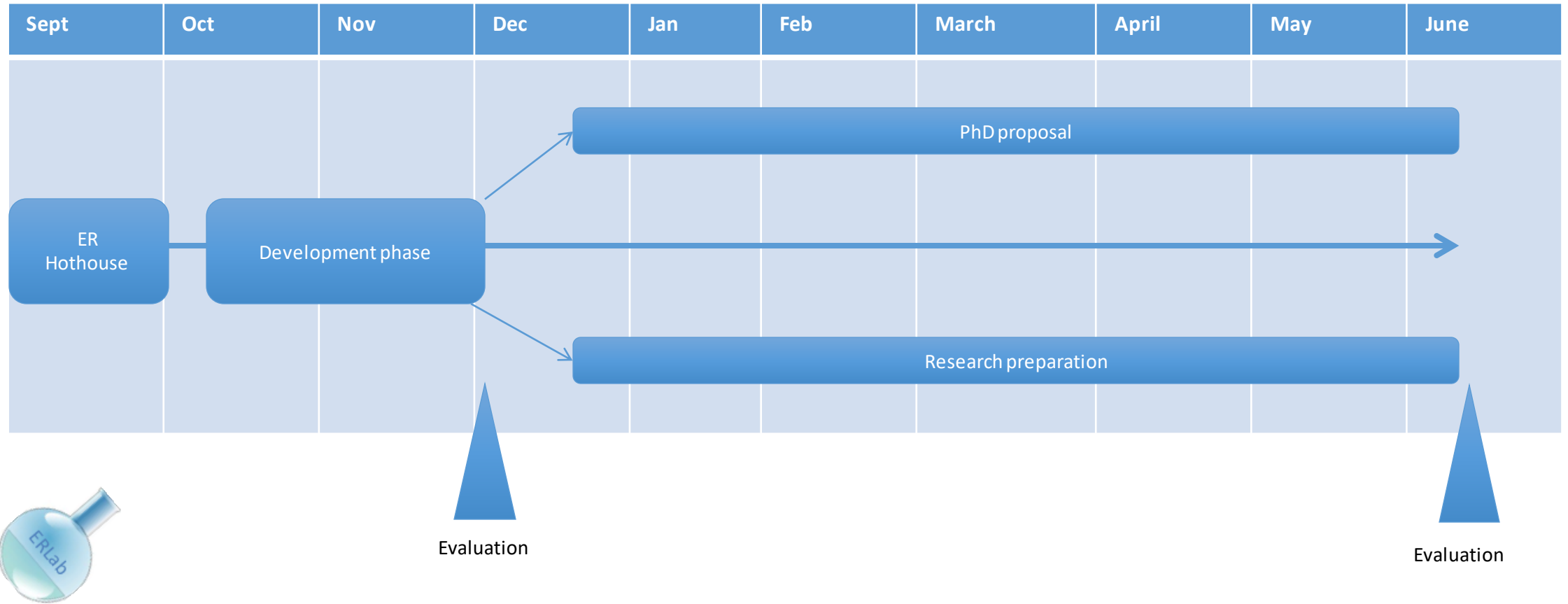


The Approach

- *Homeroom* – space for research
- Learning by doing
 - Applying formal learning to personal research ideas
 - Practising research – eg joining a research team
 - Testing research plans
 - Presenting to peers



Management



Checkpoints

- December
 - Identification of pathway
 - Development plan – goals, milestones
- January
 - Planned research activities
- March
 - Progress review
- May/June
 - Final review



Research questions

- Can this approach establish a research mindset?
- Is learning by doing effective as a developmental tool?
- Would this approach be appropriate for other cohorts of researchers?

