

Highlights of the University of Warwick's Technician Commitment Progress

Ian Hancox

I.Hancox@warwick.ac.uk

4 highlights of our progress key to the Technician Commitment at Warwick

- How Warwick oversees its Technician Commitment
- Fair attribution
- Career pathway for technical staff
- Engagement and Communication



Oversight of the Technician Commitment

- Set up a Steering Group – chaired by Deputy PVC (Research)



- Department TSMs
- HR
- Union representative

Fair Attribution

- Frustrations apparent around fair attribution towards research.

WE SEE FIVE DISTINCT USES OF FACILITIES OR SERVICES:

- 1 User led experiments within the facility, with initial training by the facility staff.
- 2 Facility/technical staff supported experimental design and/or data acquisition and/or data interpretation and analysis.
- 3 Collaboration with external users in which the facility/technical staff support experimental design and/or data acquisition, and/or data interpretation.
- 4 Occasional use, to obtain data for a simple experiment, where the facility staff performed routine characterisation sending data to the user to analyse.
- 5 The preparation of items or materials used during experiments.

- Published guidelines online and sent to HoDs.

For all five cases, we anticipate that publications and reports will include the following acknowledgement statement:

“The Authors acknowledge use of [insert equipment or service used] supplied by/within the [team/facility name and department if appropriate], University of Warwick.”

In cases (2) and (3) the research has required intellectual contributions from one or more technical staff. These researchers should be included within the author list of the resultant publication or report and included in discussions during drafting and publication.

In case (4) the technical staff assisting with the experiment should be acknowledged by name:

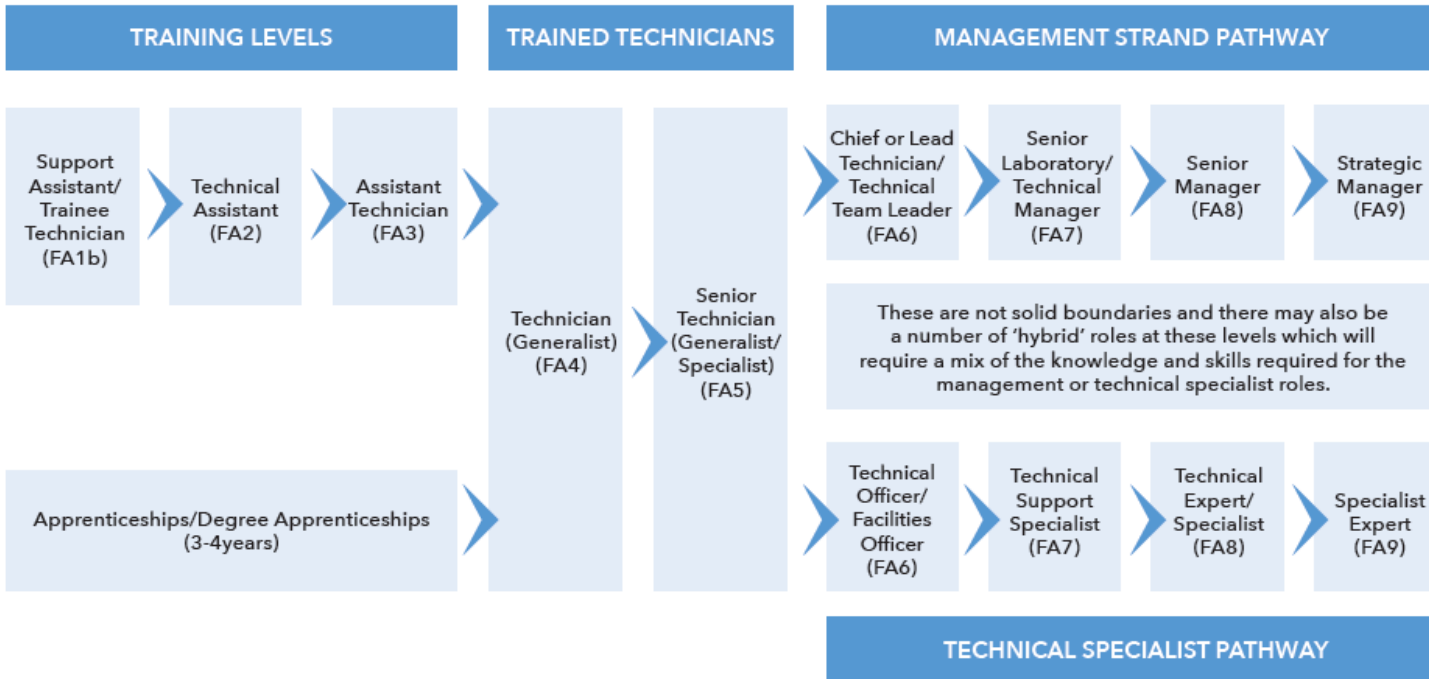
“The Authors would like to acknowledge the help of << name>> and the use of <<service or characterisation facilities>> within the <<name of team/facility and department if relevant>>, at the University of Warwick.”

In situations where the technical staff member feels that they have contributed to the work or a researcher wishes to engage the support of a staff member, a discussion should be initiated with the researcher on what would be fair attribution in this instance. If the work is published and fair attribution is not followed, please raise this with your line manager.

You'll find the latest information about fair attribution at www.warwick.ac.uk/fairattribution

Career Pathway for Technical Staff

- Transparent and fair framework for development and progression through the grades
- Roles evaluated to professorial equivalent



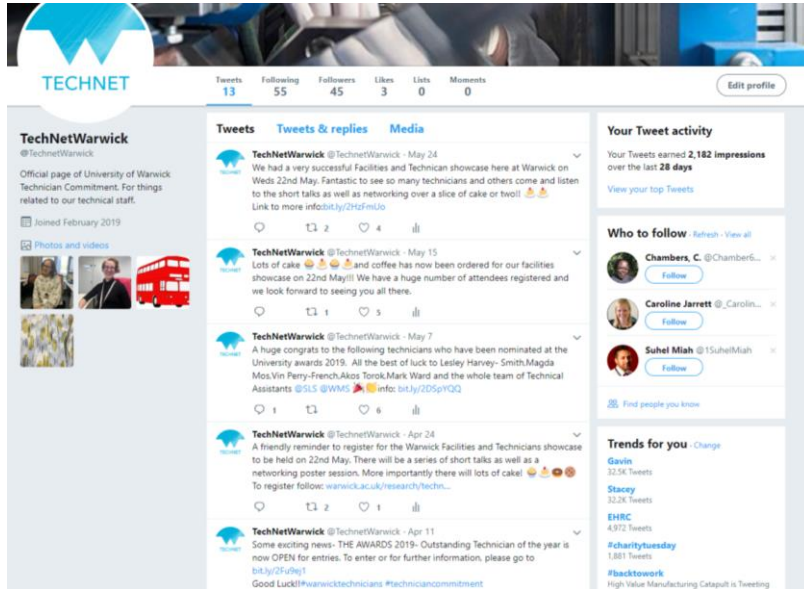
Engaging with the community

- Regular events with feedback opportunity
- Focus groups around the 4 key themes (career development, sustainability, visibility and recognition)
- Trail initiatives and get feedback through TSMs and technical base

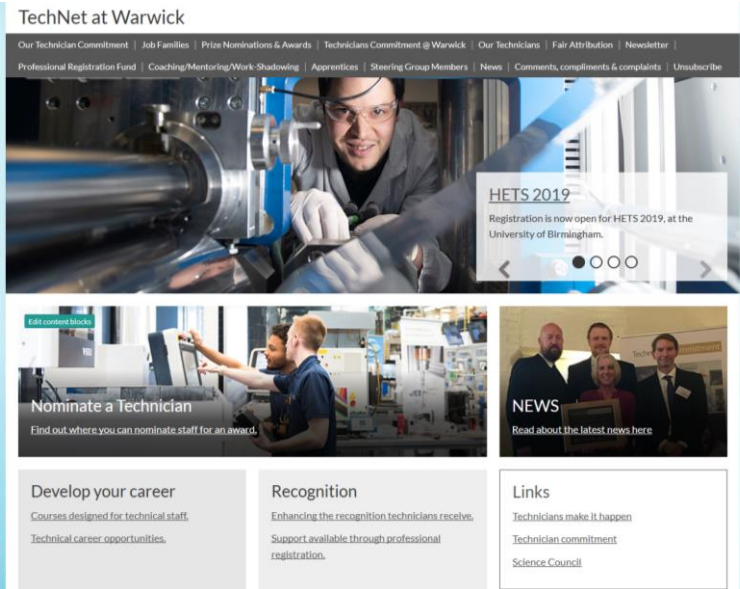


Website and Social media

- Important that we keep technical staff up to date and engaged
- Regular news items and new areas – Twitter added after focus groups (@TechnetWarwick).



The screenshot shows the Twitter profile for @TechnetWarwick. The profile header includes the Technet logo, the name 'TechNetWarwick', and the bio: 'Official page of University of Warwick Technician Commitment. For things related to our technical staff.' It also shows 'Joined February 2019' and 'Photos and videos'. The main content area displays a list of tweets from May 2019, including announcements about a showcase, cake orders, awards, and a reminder to register for the 2019 showcase. The right-hand sidebar shows 'Your Tweet activity' (2,182 impressions), 'Who to follow' (Chambers, C., Caroline Jarrett, Suhel Miah), and 'Trends for you' (Gavin, Stacy, EHR, Charity Tuesday, backtowork).



The screenshot shows the 'TechNet at Warwick' website. The top navigation bar includes links for 'Our Technician Commitment', 'Job Families', 'Prize Nominations & Awards', 'Technicians Commitment @ Warwick', 'Our Technicians', 'Fair Attribution', 'Newsletter', 'Professional Registration Fund', 'Coaching/Mentoring/Work-Shadowing', 'Apprentices', 'Steering Group Members', 'News', 'Comments, compliments & complaints', and 'Unsubscribe'. The main content area features a large image of a technician working on a machine, with a 'HETS 2019' banner stating 'Registration is now open for HETS 2019, at the University of Birmingham.' Below this are three featured sections: 'Nominate a Technician' (with a 'Find out where you can nominate staff for an award.' link), 'Develop your career' (with links for 'Courses designed for technical staff.' and 'Technical career opportunities.'), 'Recognition' (with links for 'Enhancing the recognition technicians receive.' and 'Support available through professional registration.'), and 'Links' (with links for 'Technicians make it happen', 'Technician commitment', and 'Science Council').

Brochure

- Brochure launched May 2019 to show progress to date.



TechNet at Warwick

[Our Technician Commitment](#) | [Job Families](#) | [Prize Nominations & Awards](#) | [Technicians Commitment @ Warwick](#) | [Our Technicians](#) | [Fair Attribution](#) | [Newsletter](#) | [Professional Registration Fund](#) | [Coaching/Mentoring/Work-Shadowing](#) | [Apprentices](#) | [Steering Group Members](#) | [News](#) | [Comments, compliments & complaints](#) | [Unsubscribe](#)

Comments, compliments & complaints

[Edit this form](#) | [View recent submissions](#)

Comments compliments and complaints:

Leave comments here:

OPTIONAL: Please provide contact details if you want an answer to your query.

Privacy statement

This form is anonymous unless you wish to give your email address. No data which personally identifies you is automatically collected on the form. However, if you do wish to give us your email address, it will only be used to make your comments available to the Steering Group and so that we are able to feed back to you. The data you provide is used to give an answer to your question and to help us improve the Technicians Commitment website.

[Send form](#)

- Feedback possible at all events, through TSMs and the website – directly feeding into the Steering Group

Welcome questions!

FIND OUT MORE

✉ technicians@warwick.ac.uk

💻 www.warwick.ac.uk/research/technicians

🐦 @TechnetWarwick