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.

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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:

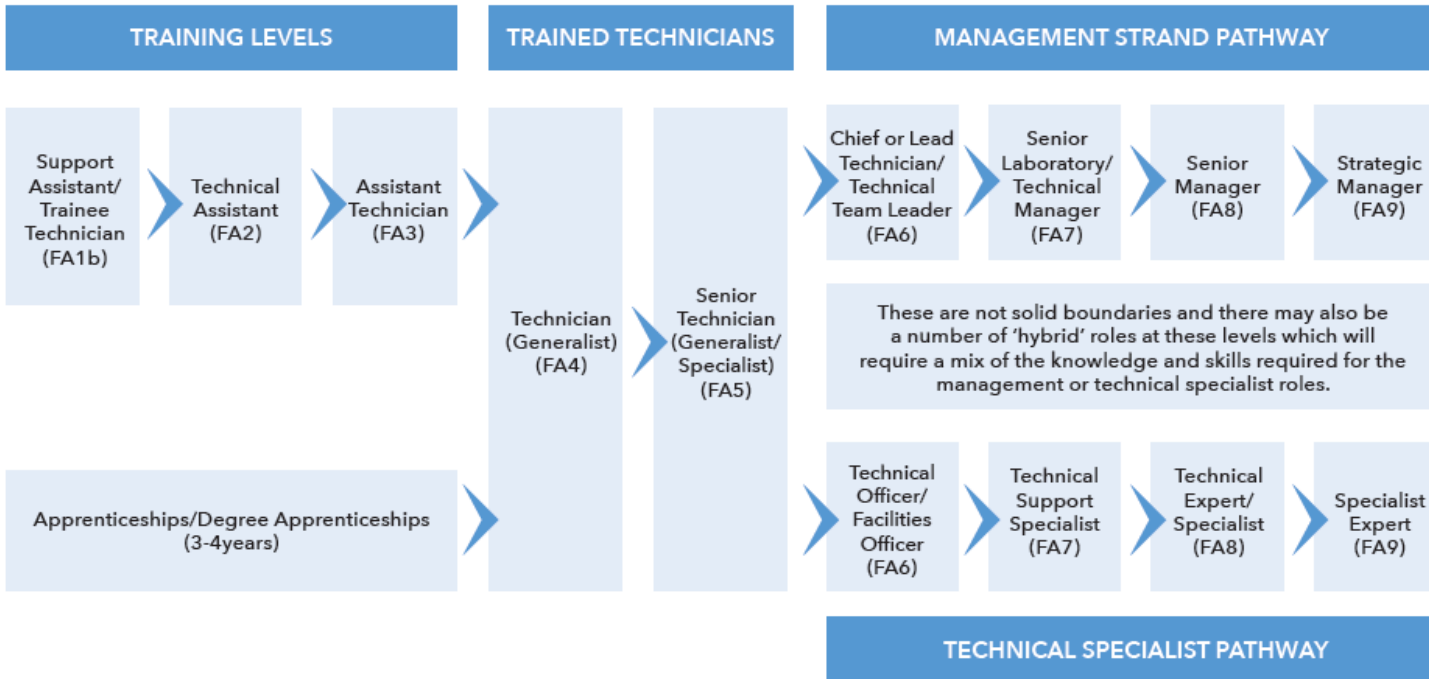"The Authors would like to acknowledge the help of << name>> and the use of <<service or characterisation facilities>> within the <<name of team/facility and department if relevant>>, at the University of Warwick."

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

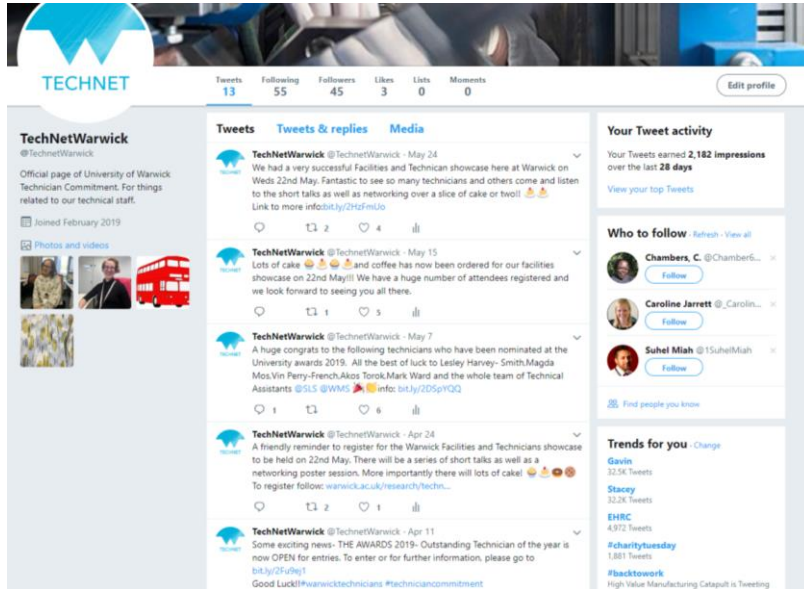- Roles evaluated to professorial equivalent

TRAINING LEVELS			TRAINED TECHNICIANS		MANAGEMENT STRAND PATHWAY			
Support Assistant/ Trainee Technician (FA1b)	Technical Assistant (FA2)	Assistant Technician (FA3)	Technician (Generalist) (FA4)	Senior Technician (Generalist/ Specialist) (FA5)	Chief or Lead Technician/ Technical Team Leader (FA6)	Senior Laboratory/ Technical Manager (FA7)	Senior Manager (FA8)	Strategic Manager (FA9)
					These are not solid boundaries and there may also be a number of 'hybrid' roles at these levels which will require a mix of the knowledge and skills required for the management or technical specialist roles.			
Apprenticeships/Degree Apprenticeships (3-4years)					Technical Officer/ Facilities Officer (FA6)	Technical Support Specialist (FA7)	Technical Expert/ Specialist (FA8)	Specialist Expert (FA9)
					TECHNICAL SPECIALIST PATHWAY			

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
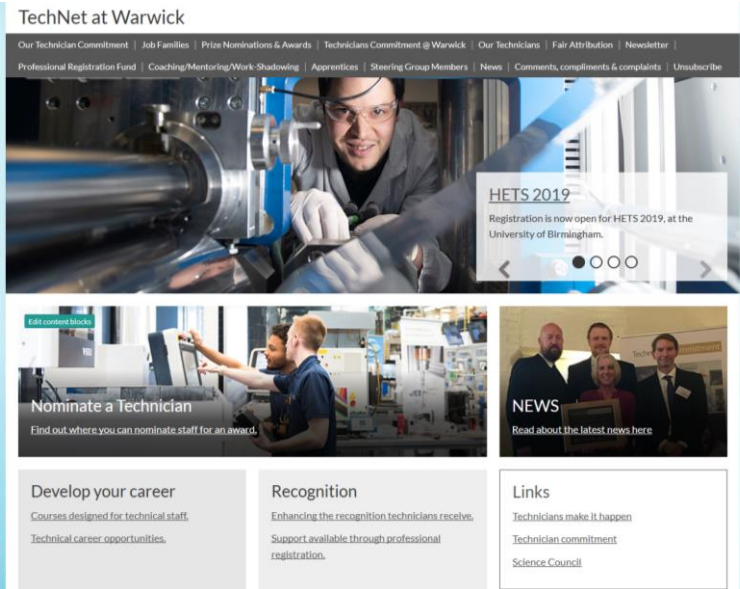
Website and Social media

- Important that we keep technical staff up to date and engaged

- Regular news items and new areas – Twitter added after focus groups (@TechnetWarwick).

Brochure

- Brochure launched May 2019 to show progress to date.

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

Welcome questions!

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