**Meeting with UCCRSA**

**February 25th 2015**

**Present:** Barry O’Brien, Mary O’Regan, David O’Connell, Gordon Dalton, Ehsan Sooudi, Mark Jessopp

**Apologies:** Anita Maguire (Chair), Liam Marnane

Mr Barry O’Brien Director of Human Resources Chaired the meeting.

**1.** **Post Doc status following 6 years in UCC**

Following discussion it was decided that the UCC RSA submit their position on Post Doc status following 6 years in UCCto the Vice President for Research and Innovation and Director of Human Resources. A response will be issued outlining the position of the University.

**2**. **Participation of researchers on UCC Committees**

The Participation of researchers on UCC Committees was discussed. Dr David O’Connell discussed work done so far on this issue and circulated (directly after the meeting) a list of the responses received to date following the request for feedback on Researcher participation on School Committees.

**3. UCC Charter and Code Action Plan Review**

UCC will report to EC by mid-April 2015 on progress against Action Plan. The EC Human Resources Strategy 4 Researchers Working Group has been reconvened and is currently working on the profile of priority areas, actions and deliverables against the action plan. It was noted that the UCC RSA has continued to input into this process.

**4. Researcher Forum Update**

A draft programme was circulated. It was suggested that to ensure participation by the research community Anita Maguire might write to researchers and PI’s to encourage involvement in the forum.

**5. Industry Seminars Update**

The industries are:

EMC

INTEL

MERCK Brinny

The sessions will involve 3 separate lunch time events which would involve one company per lunchtime.  Each of the three sessions will include a number of company representatives, if possible, who will give their different perspectives. Speakers to include a HR representative and  a number of current employees who will share their career journey with the group.

**6. Route to recognition for Researcher Teaching**

It is important to find a way to track teaching contributions within the university to acknowledge the input of researchers. According to the AC Staff Development and Enhancement sub-committee “In order to develop a policy that provides opportunities for research staff to engage in teaching activities a sound understanding of the baseline situation across the university is required”. This will be done via the Researcher Survey. It was agreed that the results of the survey would be a good starting point from which to continue.

**7. UCC Salary Scales**

UCCRSA raised issue of salary levels in UCC relative to other HEIs – Barry O’Brien to investigate.

**8. National Research Strategy**

Dr David O’Connell discussed a consultation document that will be circulated to all research staff shortly with responses required by 16 March. The e-mail will give further information.

**9. Researcher Dissemination Day**

A discussion surrounding the lack of media or other attention for researchers successes either at H2020, SIRG, publications and ERC (to name just a few) should be highlighted more. It was acknowledged that the individual centres did a lot of work in this area but perhaps a more central approach might help which could feed into University rankings. Gordon Dalton suggested a day where researchers could give a brief outline of their work and success so far. His concept is similar to the Royal Irish Academy process. This may be developed and discussed further at the next meeting.