

D4.3 ANNUAL REPORT ON THE IMPLEMENTATION OF THE RESEARCH CAREER DEVELOPMENT FRAMEWORK TRAINING WORKSHOPS – 1ST REPORT

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Häme University of Applied Sciences (leading partner) & other RUN-EU PLUS partners

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Abbreviations

D	Deliverable
DMP	Data Management Planning
ECoC	European Code of Conduct for Research Integrity
EIH	European Innovation Hub
FHV	Vorarlberg University of Applied Sciences, Austria
HAMK	Häme University of Applied Sciences, Finland
IP	Intellectual property
IPCA	Polytechnic of Cávado and Ave, Portugal
IPL	Polytechnic of Leiria, Portugal
MS Forms	Microsoft Forms
MS Teams	Microsoft Teams
NHL Stenden	NHL Stenden University of Applied Sciences, The Netherlands
RUN-EU	Regional University Network – European University
RUN-EU PLUS	Regional University Network – European University: Professional Research Programmes for Business and Society
SZE	University of Győr – Széchenyi István University, Hungary
T	Task
TUS Ireland	Technological University of the Shannon: Midlands Midwest, Ireland
WP	Work Package

1. BACKGROUND

An essential goal of the RUN European University is that RUN-EU researchers will develop strong competencies in research and transferable skills and the ability to plan their future career and learning paths. The European Charter for Researchers (Commission Recommendation 2005/251/EC) views teaching as an essential means for structuring and disseminating knowledge and as such as an invaluable option within researcher career paths (see also European Commission, Press release 18 January 2022).

This document focuses in detail on the RUN-EU PLUS Research Career Development Framework training workshops and the implementation of the inaugural workshop in June 2022. The RUN-EU PLUS Deliverable 4.2 (D4.2) Researcher Career Development Training Workshop Programmes (July 2022) presents the full training programme which will be delivered annually from September 2022, including the planning process and background material. This Deliverable 4.3 report is the first of three annual RUN-EU PLUS reports of Work Package 4 presenting the workshop content that was delivered and the feedback responses from workshop participants. Suggestions for improvements will be implemented in the subsequent editions of the programme.

As background for the content of this report we refer first to RUN-EU PLUS D4.1 Institutional Audit and GAP analysis of current Human Capital Resource Strategies and Practices (Kallioniemi-Chambers, Friman, Hailikari, Moane, & Murray, 2022). In the report many gaps related to the researcher career paths in RUN-EU partner universities are identified, and in addition the need for discussion among administrative and HR levels of the RUN-EU universities with a view to requirement changes to some national guideline and policy processes and procedures.

Our GAP analyses demonstrate that career progression by PhD researchers mainly requires application to new higher-level positions within the universities or polytechnic institutions, when available. While researchers were generally aware of the promotion

requirements, there remained 'silent knowledge' implying that the researchers knew what was required in order to make progress though it is was not always clear where such information was clearly documented. Our researcher workshops can help in this gap.

Also, while in some RUN-EU partner universities different types of training activities are already organized for career development purposes which promote not only knowledge transfer from experts but also the exchange of knowledge and skills between the different participants. This is not the case in all partner universities.

The target group of the workshops are RUN-EU researchers at different career stages. It is known that several RUN-EU universities profile themselves as Universities of Applied Sciences which means they have close working life connections. The image carries an emphasis on teaching, but not necessarily on research. On the other hand, the RUN-EU alliance also have university members that have an established profile in both applied and basic research. These differences within the universities add to the richness of the RUN-EU collaboration, and we will use the knowledge from our partners as the basis for implementing the workshops for researchers. From this point of view the understanding of practice-based research orientation will be highlighted in these workshops.

While not explicitly the focus of the researcher training programme, it is obvious that there are requirements to update research practices across the RUN alliance with the aim to improve collaboration and exchange information between the researchers and research support staff. The audit results presented in RUN-EU PLUS D4.1 also pointed to an emerging research career path option, namely the 'third space' of researchers in higher education. These employees have a research background but are working in development and support tasks at the university (Sufi 2021). This is a career path option that we also want to highlight in RUN EU PLUS as a potential career route for researchers. Additionally, among the current support staff of the universities there might be potential doctoral candidates for the RUN-EU PLUS doctoral programmes.

This report presents 1) the workshop as the training mode of the researcher career development programme and goals of the workshop, 2) the programme/agenda for the three workshops, 3) a detailed description of the implementation and feedback gathered from the inaugural workshop, 4) workshop branding and dissemination, and 5) the development ideas and plan for the implementation of future workshops of this training programme. The banner of the Attractive Researcher Career Paths workshop is in **Appendix 1**, workshop participant and presenter certificates are presented in **Appendix 2** and **Appendix 3**, respectively, and profiles of the trainers in our career development workshops for 2022 are presented in **Appendix 4**.

2. RESEARCHER TRAINING PROGRAMME WORKSHOPS

2.1. RUN-EU PLUS Researcher Career Development Training Programme model

A critical objective of the RUN-EU PLUS project was to design a framework for a Researcher Career Development Training Programme and to plan the first three workshops under Work Package 4 to be implemented in 2022. RUN-EU PLUS has taken this opportunity to develop a long-term researcher career training programme for RUN-EU researchers and together with focusing on the short-term researcher requirements, workshop themes have also been selected based on the long-term career training needs of RUN-EU researchers as identified in the audit and GAP analysis of current human capital resource strategies and practice across the RUN-EU PLUS consortium (D4.1).

In addition to the RUN-EU audit and GAP analysis (D4.1), the workshop programme development work was informed by valuable existing parsing of research skills information sources including the EURODOC description of transferable skills

(SuperProfDoc 2017) (Figure 1) and the research skills identified in other Horizon 2020 programme development projects (e.g., DocEnhance project).

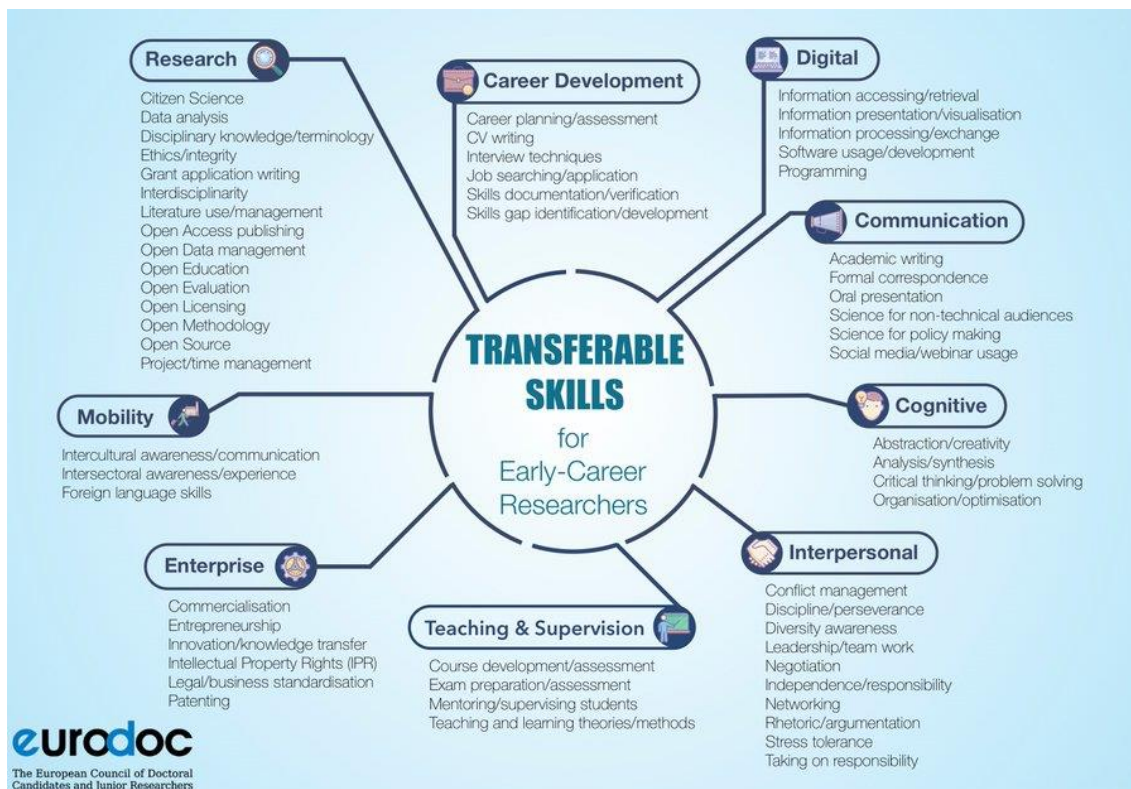


Figure 1: EURODOC description of transferable skills (SuperProfDoc 2017)

According to the GAP analysis (D4.1) some RUN-EU partner universities have extensive training options for researchers whereas others provide much less formal training for their researchers. The partner universities reported a lack of methodology and supervision courses and workshops on specific areas for researchers. A lack of advanced courses for researchers was also reported. In addition to gaps in researcher training, a more detailed list of the gaps in career path support as identified by RUN-EU researchers is presented in **Table 1**.

Table 1. Gaps in researcher career paths across RUN European University as identified by RUN-EU researchers

Researcher Career Path gaps (RUN-EU PLUS, D4.1.)
Attracting young talent
Science communication and IT support
Intellectual property training
Open Science awareness
Career services/career development/lifelong learning support
Increasing collaborations (with research support and other academics etc.)
Supervision training
Support for project management and innovation
Progression opportunities
Evaluation and reward system

It is recognised that researchers require training in multiple facets of research activity including critical thinking, disciplinary knowledge and concepts, research methods, research ethics, Intellectual Property Rights issues, data analysis methods etc. The RUN-EU PLUS the Researcher Career Development Training Programme model (D4.2.) was developed during the spring and summer of 2022 to address gaps and it is designed to meet the needs of our researchers. This training programme will set solid foundations for planning and implementing RUN-EU masters and doctoral research programmes. For individual researchers it will also be a great support while they develop their Personal Career Development Plan. The basic researcher competencies will be addressed in the degree programmes (Master's and PhD programmes of RUN-EU PLUS) and in the frame of the programme, we will provide training in transferable skills and for the successful career planning and development. The programme model is presented in **Figure 2** (RUN-EU PLUS D4.2 Researcher Career Development Training Programme, 2022).

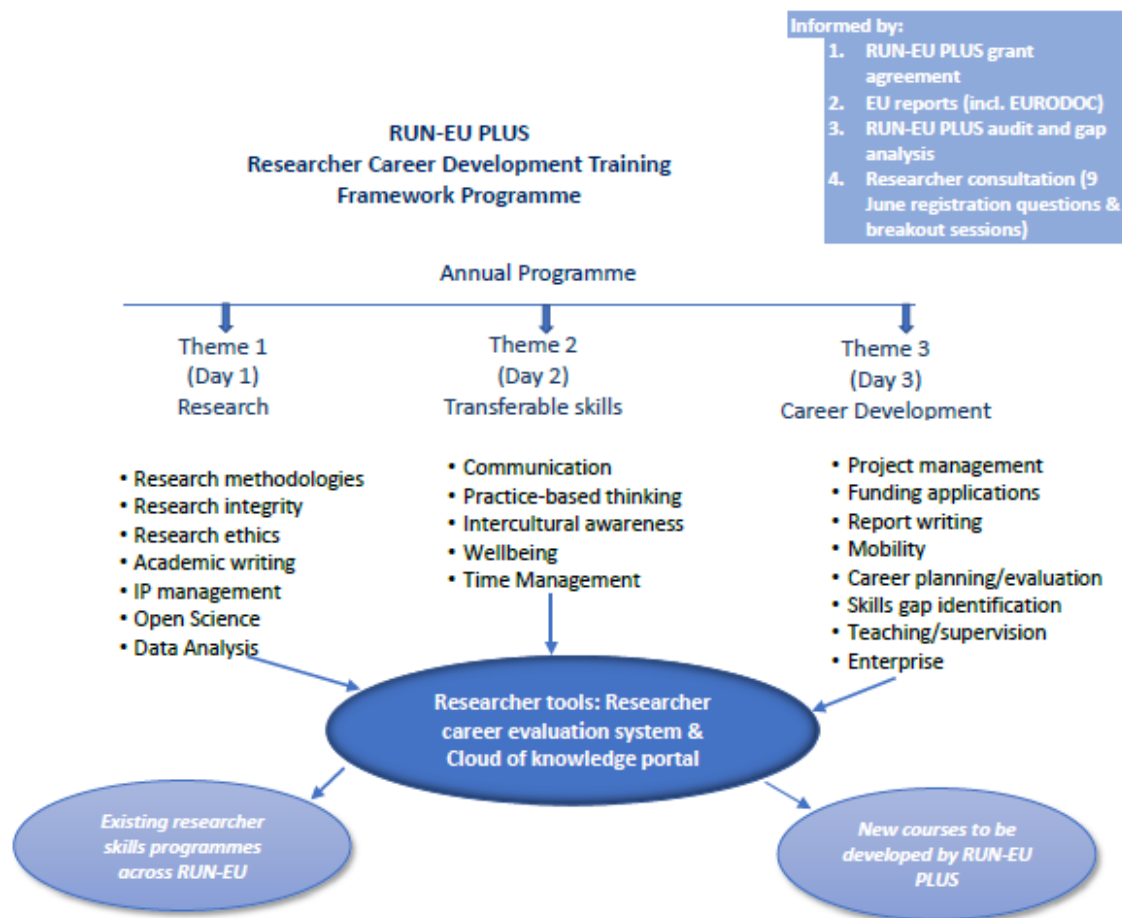


Figure 2: Researcher Career Development Training Programme model

The programme is available to all RUN-EU researchers (postgraduate students, research assistants, postdoctoral fellows as well as academic researchers) and is designed to allow participation at any stage during career development. The programme will be complemented by discipline specific training programmes undertaken by research students as part of their structured masters/doctoral programmes. Each edition of the programme will consist of 3 themes, namely Research Skills (Theme 1), Transferable Skills (Theme 2) and Career Development (Theme 3). The objective of these themes is to introduce the researcher to each topic thereby raising their awareness of the relevance of these skills to their researcher career. The workshops covering Open Science are part of the training resources and provided under RUN-EU PLUS Work Package 5. The RUN-EU PLUS Cloud of Knowledge

Portal (D4.8) is designed to support researchers with their skills development and will be a repository for all training material and therefore a support tool to all researchers. Via the RUN-EU PLUS cloud of knowledge portal researchers can find the delivered workshops, courses, research grants, mobility possibilities, contact points in different fields. RUN-EU PLUS will design, develop, and implement a researcher career evaluation system (D4.6) which will support the researcher in identifying skill gaps and inform their design of a bespoke training plan to support their personal career goals. Once this plan has been developed, the researcher can enroll in more advanced (and accredited) modules, currently being offered across the RUN European University (as listed previously in **Table 3**) in addition to those being developed during the RUN-EU PLUS project.

In addition to supporting the career development of our researchers, this programme, complimentary to the RUN-EU PLUS Innovation Capacity Programme (MS11), plays a pivotal role in the foundation of the RUN-EU Research and Innovation Eco-system (RUN-EU PLUS WP6). This eco-system will continuously consult with RUN-EU associated partners in regional business and industry to identify their needs for specialist knowledge, skills and talent in specific domain areas which are identified as being essential to the strategic development of their region.

2.2. Workshops as the learning and collaboration context

The workshops of the RUN-EU PLUS Researcher Career Training Programme are a pedagogical activity in which the main objective is to educate participants on new topics and themes through facilitated peer learning. Our information shows that RUN-EU PLUS Universities already encourage internal collaborations through regular internal events. These events are often formal but informal events are also seen as an opportunity for researchers to get together. In the near future, the RUN-EU PLUS project will increase opportunities for RUN-EU researchers to gain experience of

teaching international student groups as well as mobility periods abroad, both which share strategically linked to the competence development of the researchers. On an individual level, each workshop acts as one step in a researcher's own educational and learning journey. One or indeed a few single workshops may not necessarily have a significant impact on an individual's learning in the longer perspective, however collectively and in conjunction with other formal and informal training in the RUN-EU context, the single workshop has also a special role for not only an individual researcher but also the RUN-EU research community. The RUN-EU PLUS researcher training programme comprises 3 workshops annually. These workshops are designed and developed specifically by the RUN-EU PLUS project and delivered by alliance members across the RUN-EU consortium.

RUN-EU PLUS researcher training workshops are designed within the following framework:

- workshops provide research-based knowledge about the topics relevant especially to the researchers
- workshops encourage participants to collaborative in multidisciplinary groups
- participants are encouraged to learn from listening to others and to be constructive in building collaborations
- workshops function as the forum to learn to identify specific features of the academic and non-academic working context
- participants are encouraged to identify their learning needs in addition to their unlearning needs regarding their established views and understanding of the researcher career paths
- workshop activities encourage and support creative thinking and continuous learning, not just in the work tasks but also in finding well-being and balance between their working and personal life
- workshop organisers and facilitators will gain important experience in improving the content and delivery practices of the multidisciplinary workshops.

With respect to informing and supporting RUN-EU researchers in their research career development, the objectives of the career development framework are as follows:

- participants can plan their career paths in a more systematic way
- participant knowledge of mobility opportunities and opportunities for cooperation (both educational and research-based) is increased
- participants improve their skills to plan community-based and practice-based research practices in the RUN European University context
- participants are afforded tools to view and build research-based practices which focus on regional needs and provide researcher career development opportunities in varying contexts
- equal research career opportunities are developed and supported
- the practices of open science and citizen science become familiar to the researcher.

For each workshop potential participants are asked to register themselves. All data provided in registration or in feedback surveys are analysed according to the data protection rules. Also, a Data Protection Impact Assessment (DPIA) is carried out in accordance with RUN-EU PLUS D1.1 Protection of Personal Data for this purpose.

In each workshop experienced key speakers on the specific workshop theme(s) are identified and invited to present. The smaller group discussions take place in breakout rooms with facilitators nominated from among the experienced RUN-EU researchers. The workshop planning group defines distinct relevant topics that will be discussed in the breakout room discussions by each group. Upon completion of the break-out session the facilitator will present a summary of the small group discussions to the wider workshop group. Facilitators will also prepare a written (anonymised) summary of group discussions for the purpose of workshop reports and dissemination.

Workshop planners aim to implement an inclusive and supportive atmosphere in the

smaller group discussions and design the workshop practices collectively and carefully with the aim to ensure that break-out room facilitators have a clear understanding of the goals of each workshop.

The feedback given by the workshop participants will be the valuable resource for the training development work. In practice, a portion of the schedule is dedicated in each workshop for participants to provide feedback via questionnaire (MS Forms environment) on the workshop content, delivery methods and participants are also invited to make suggestions for future development of the training programme. The feedback form will cover broad questions on the workshop implementation and will be reviewed for each workshop of the training programme and edited as appropriate. Participants are encouraged to communicate their feedback orally in discussions before the workshop closure. The feedback form will usually be kept open after the workshop to allow participants to reflect on their experience if they wish.

3. RUN-EU PLUS RESEARCHER CAREER DEVELOPMENT TRAINING PROGRAMME 2022

According to the RUN-EU PLUS workplan, three editions of the researcher career development programme will be implemented. In 2022 two workshops addressing Open Science topics under RUN-EU PLUS Work Package 5, and three workshops focusing on the researcher career path and supervision under RUN-EU PLUS Work Package 4 (**Image 1**) will be delivered to RUN-EU researchers.

Image 1: Researcher Career Development Training Programme 2022



The ‘Attractive Researcher Career Paths’ workshop implemented in June 2022, focused on:

- results of the RUN-EU PLUS self-audit and gap analysis of researcher career paths,

- identification of researcher skills and competences, and
- educational needs of researchers.

This event provided participants with information on European goals for researcher careers and how to strengthen research career opportunities collectively in our RUN European University and individually in partner universities. It also supported participant abilities to identify their personal research skills and training needs.

Image 2: ‘Attractive Researcher Career Paths’ workshop programme

ATTRACTIVE RESEARCHER CAREER PATHS WORKSHOP 9 JUNE 2022 PROGRAMME 10:00 – 16:00 CET
<p>10:00 – 10:10 Welcome and introductions, Dr. Mervi Friman (HAMK)</p> <p>10:10 – 10:25 Introduction to RUN-EU and RUN-EU PLUS (presentation), Dr. Siobhan Moane (TUS)</p> <p>10:25 – 10:40 Researcher Career Framework (presentation), Dr. Patrick Murray (TUS)</p> <p>10:40 – 10:55 Self-Audit & Gap Analysis of Researcher Career Development Practices across RUN-EU (presentation), Dr. Virve Kallioniemi-Chambers (HAMK)</p> <p>10:55 – 11:05 Guidelines for breakout sessions, Ms. Hanna Lindroos (HAMK)</p> <p>11:10 – 12:15 Breakout Session 1: Discussion of Research Career Paths</p> <p>12.15 - 13.00 Lunch break</p> <p>13:00 – 13:30 Summaries of Breakout Session 1 and discussion on attractive research career path structures (chaired session, Dr. Siobhan Moane)</p> <p>13:30 – 14:00 Researcher skills and competencies (short presentations), Dr. José Carlos Gomes (IPL), Dr. Pedro Morais (IPCA), Dr. Markus Preißinger (FHV), Dr. Virve Kallioniemi-Chambers (HAMK), Dr. João L. Vilaça (IPCA)</p> <p>14:00 – 15:10 Breakout Session 2: Discussion of future researcher skills requirements and educational needs of researchers</p> <p>15:10 – 15:35 Summaries of Breakout Session 2 and discussion on educational needs of researchers (chaired session)</p> <p>15:35 – 15:50 Feedback and next steps in the RUN-EU PLUS researcher training programme</p> <p>15:50 – 16:00 Closing message</p> <p><i>Pre assignment: Prior to the workshop, registered received the RUN-EU self-audit report on the researcher career paths developed by RUN-EU PLUS project members and also the slide of early stage researchers’ transferable skills made by EURODOC.</i></p>

The second workshop to be held on 6 September 2022, entitled ‘How to be a successful researcher’ focused on:

- the publishing process and how to cope with its identified challenges, and
- the impact of collaboration in writing a research funding proposal.

The programme for this workshop is shown in **Image 3**. The workshop provided participants with information on best practices in the development of an individual publishing strategy. It also supported them in building their RUN-EU researcher network with the aim to write articles and research proposals collaboratively in their research fields. Presenters and facilitators have established track records in both publishing and securing funding in their respective research areas. Breakout rooms were divided into research discipline areas (in line with the RUN-EU Research Cluster themes) to ensure that participants receive advice relevant to their own specific area and to afford them networking opportunities with peers across the RUN-EU research community. Participant feedback from this workshop will be included in the next edition of this report.

Image 3: 'How to be a successful researcher' workshop programme

HOW TO BE A SUCCESSFUL RESEARCHER WORKSHOP 6. SEPTEMBER 2022 PROGRAMME 10.00 – 16:00 CET
10:00 – 10:15 Welcome and introductions, Dr. Siobhan Moane (TUS), Dr. Virve Kallioniemi-Chambers (HAMK)
10:15-10:45: Key challenges in publication (presentation) Dr. Katalin Czakó (SZE)
10:45-11:00 Break
11:00-11:05 Guidelines for breakout sessions, Ms. Hanna Lindroos (HAMK)
11:05 – 12:15 Breakout session 1: Key challenges and how to cope with them in the publication process (pre-assignment as the base for the discussions)
12.15-12.45 Summaries of Breakout Session 1 and discussion on strategical publishing (chaired session, Dr. Katalin Czakó)
12.45-13.30 Lunch break
13:30 – 14:00 Importance of networking and collaboration in applying research funding (presentation), Dr. Petra Szakonyi (SZE)
14:00 – 14:05 Break
14:05 – 15:00 Breakout session 2: Discussion on building cooperative research and project proposal writing
15:00 – 15:45 Summaries of Breakout Session 2 and discussion on research collaborations and proposal writing (chaired session by Dr. Petra Szakonyi)
15:45 – 16:00 Feedback and closing message Dr. Mervi Friman (HAMK)

The third workshop, 'Approaches to early-stage researcher supervision', was held on 20 September 2022 and focused on:

- the roles and tasks of supervisors and postgraduate student in the supervision process, and
- best practices in research masters and doctoral supervision.

This event provided participants with information on the various roles and experiences during the supervision processes. Also, they received information on good supervision practices in various supervision environments. **Image 4** presents the workshop programme. Participant feedback from this workshop will be included in the next edition of this report.

Image 4: 'Approaches to early-stage researcher supervision' workshop programme

APPROACHES TO EARLY-STAGE RESEARCHER SUPERVISION WORKSHOP 20. SEPTEMBER 2022 PROGRAMME 10:00 – 16:00 CET
<p>10:00 – 10:10 Welcome and introductions, Dr. Mervi Friman (HAMK)</p> <p>10:10 – 11:00 What is supervision? Dr. Telle Hailikari (HAMK)</p> <p>11:00 -11:05 Guidelines for breakout sessions, Ms. Hanna Lindroos (HAMK)</p> <p>11:05 – 11:45 Breakout Session 1: Discussion of different styles to be a supervisor</p> <p>11:45 – 12:30 Lunch break</p> <p>12:30 – 13:00 Summaries of the breakout room discussions (chaired session by Dr. Telle Hailikari)</p> <p>13:00 – 13:30 Requirements to be a supervisor, Dr. Zoltán Baracscai, Academic Director, Doctoral Program in Business Administration (SZE), Dr. Liam Brown, Vice President for Research, Development, and Innovation (TUS)</p> <p>13:30 – 13:45 Short break</p> <p>13:45 – 13:55 Towards a good supervisory process, Dr. Telle Hailikari (HAMK)</p> <p>13:55 - 14:30 Some supervision experiences, Dr. Sari Miettinen (HAMK), Dr. Jason Palframan (TUS)</p> <p>14:30 – 15:10 Breakout Session 2: Discussion on the roles in individual and group supervision & good practices</p> <p>15:10 -15:45 Summaries of identified good practices in supervision (chaired session by Dr. Sara Novais, IPL and Dr. Telle Hailikari)</p> <p>15:45 – 16.00 Feedback, next steps in the RUN-EU PLUS training programme and closing words, Dr. Virve Kallioniemi-Chambers (HAMK)</p>

4. WORKSHOP IMPLEMENTATION

4.1. The workshop as the platform of knowledge exchange

The first researcher career development workshop had the significant role of supporting RUN-EU researchers in specifying their training needs and wishes (**Table 2**). As part of the workshop registration process, researchers were invited to express in their own words what they hoped and expected to achieve from the training programme and to discuss this further during the workshop. The original responses are listed in **Table 2**. The themes highlighted by a tick (☑) were discussed in the workshop (some in greater detail than others) and the remaining themes will be covered in future workshops.

Table 2: Researcher expectations of programme content and discussion themes of the (information provided by participants during workshop registration)

<ul style="list-style-type: none"> ☑ Discussions on the topic, 'can you plan your career?' 'Why it would be important to plan your career?' <ul style="list-style-type: none"> ☑ As described in the agenda Expanding methodologies, trans disciplinary, collaborative frameworks and taxonomies Researcher careers in social sciences using art-based methodologies. Introduction of Database sources Tips how can a researcher find or get funding\grants for the research Overcoming challenges to dissemination and publishing ☑ I want to learn about different opportunities for young people in the research sector ☑ I would like to know which opportunities I have and which requirements there are to learn more about research topics of other RUN Institutions 	<ul style="list-style-type: none"> ☑ Self-assessment, gap analysis and smart goals Skills to relate ☑ Network Design Thinking in International Business <ul style="list-style-type: none"> ☑ Better understanding of what researchers require Nothing particular, just curious Pursuing a Doctorate and supervising students on research challenges and methods ☑ How to use my skills gained in interviews or how to secure a job relative to the field ☑ Overview in the Researcher career possibilities. ☑ What happens after we finish the masters? what are our options qualitative research methodology Branding empresarial ☑ Identify Research career opportunities ☑ Career development and mobility across RUN-EU
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<p>Opportunities, funding, publishing articles, teaching as a PhD student, what's next of PhD? PhD while working?</p> <p>☑ Lines of research at RUN, possibilities for collaboration by topics of interest</p> <ul style="list-style-type: none"> • How can we have a connected network of researchers and their interests accessible to all that stimulate cooperation 	<p>☑ Career perspectives, Innovation, Collaboration</p> <p>☑ Explain the various career paths available to postgraduates after graduation.</p> <p>What options are there for research assistants to further their careers</p>
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During the workshop, participants were divided into smaller groups during breakout sessions. There was a breakout session in the morning and the afternoon of the workshop and one main question for discussion was assigned to each. Both the questions and a summary of the discussion topics are presented in **Table 3**.

Table 3: RUN-EU PLUS researcher training needs identified by RUN-EU researchers and discussed in the 'Attractive Researcher Career Paths' workshop (9 June 2022)

BREAKOUT ROOM MORNING TOPIC: 'WHAT IS THE BIGGEST CHALLENGE YOU FACE IN YOUR DAILY LIFE CONCERNING YOUR RESEARCH CAREER (STRUCTURAL)?'	BREAKOUT ROOM AFTERNOON TOPIC: 'WHAT IS THE MOST IMPORTANT COMPETENCE YOU NEED IN YOUR DAILY WORK AND WHAT YOU WANT TO IMPROVE'
Mentorship provided by experienced researchers (e.g., industry interactions)	Research skills, digital skills Data analysis (mathematical models etc.) Critical thinking
Rewards for research excellence	Enterprise Commercialisation Entrepreneurship Intellectual property rights (IPR) e.g., 'what I can write in my publication about, and what not?' Legal/ business standardisation
Support for career stability, travel opportunities	Communication skills Academic writing Grant writing Oral presentation/ pitching your research/

	<p>storytelling Science for non-academics Social media Language skills (not just English) Open science</p>
<p>Short-term contracts = sacrifice of career direction</p>	<p>Teaching and supervision <u>supervision</u> in general <u>mentoring</u> - mentoring programme Collaborative supervision</p>
<p>Time/task management and work/life balance (wellbeing) training</p>	<p>Interpersonal Time management Energy management Well-being Networking - How to find other supervisors for co-supervision? - Where to find information about the grants for master students in RUN-EU?</p>
<p>RUN-EU network offers huge opportunity for RUN-EU researchers</p>	<p>Career development Career planning, management, assessment career path to become an entrepreneur & researcher</p>

4.2. Workshop participants

There were 53 RUN-EU researcher participants from different career stages in the first workshop (9th June 2022) and the breakout room discussions. In the second workshop (6th September 2022) there were 102 participants. The third workshop on supervision (20th September 2022) gathered 42 participants. The workshop speakers (**Appendix 4**) represent experienced researchers and managerial staff at different career stages from across the RUN-EU partner universities, with emphasis being on staff with their own research experience and track record in a particular research field. Information on

each workshop (one in June, two in September) including participant number, affiliated university and researcher career stage is provided in **Image 5** to **Image 10**. 30% of participants who attended the 'Attractive Researcher Career Paths' workshop delivered on 9th June 2022 were postdoctoral researchers, 24% classified themselves as 'other', 17% were master's students, 6% doctoral students and 15% were senior research fellows. 8% of participants were academic staff members from their institution (**Image 5**).

Image 5: Workshop (9th June 2022) participant researcher career stage (N=53)

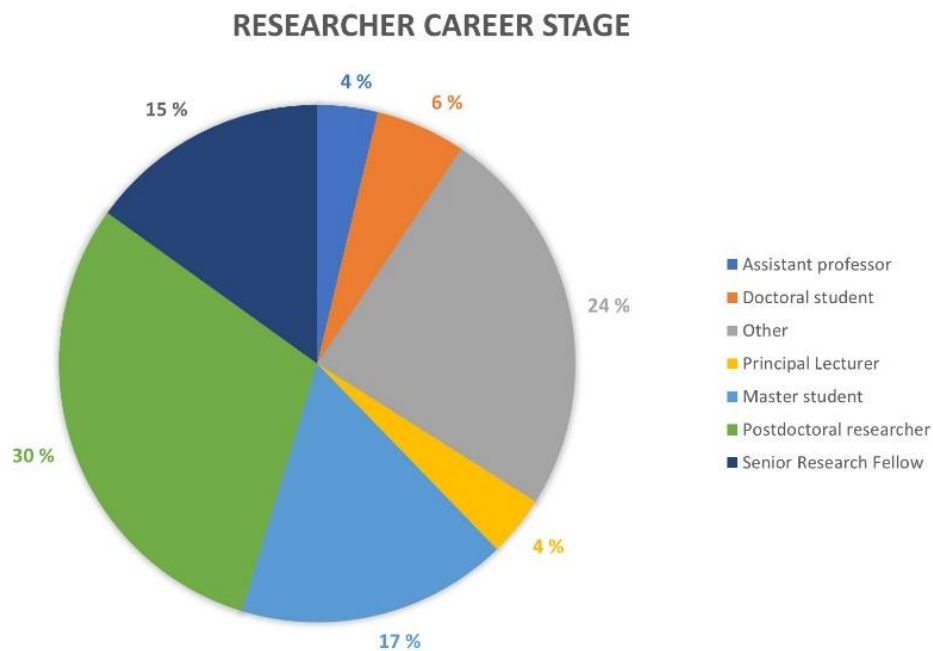
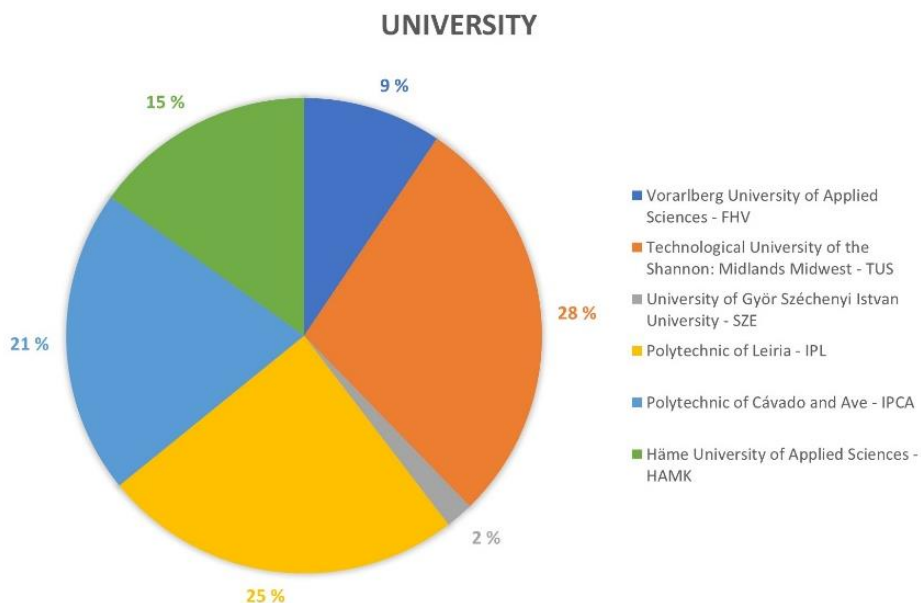


Image 6. Workshop (9th June 2022) participant affiliation university (N=53)



48% of participants who attended the ‘How to be a Successful Researcher’ workshop delivered on 6th September 2022 were doctoral students, 28% were academic staff members (lecturers, assistant professors, and professors), 4% were master’s students, 8% postdoctoral researchers and 3% were senior research fellows. 9% of participants classified themselves as ‘other’ (Image 7).

Image 7: Workshop (6th September 2022) participant researcher career stage (N=102)

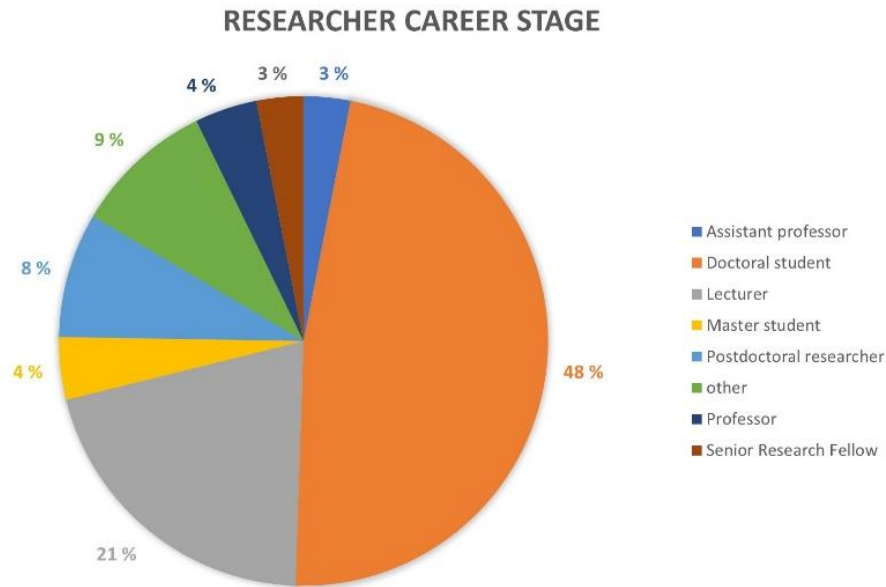
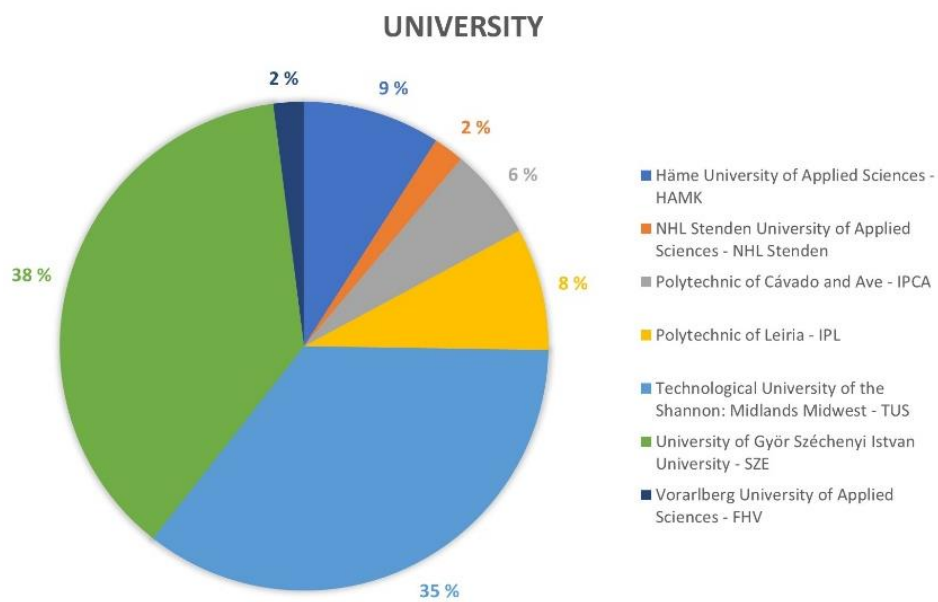


Image 8: Workshop (6th September 2022) participant affiliation university (N=102)



50% of participants who attended the ‘Approaches to Early-stage Researcher Supervision’ workshop delivered on 20th September 2022 were academic staff members (lecturers, assistant professors, and professors), 22% were postdoctoral researchers, 15% were doctoral students, and 8% were senior research fellows. 5% of participants classified themselves as ‘research managers’. No master’s students attended the workshop (**Image 9**). This indicates that the promotion of the workshop reached its target audience with participants all at a stage in their researcher career where supervision of master’s and doctoral students is being considered.

Image 9: Workshop (20th September 2022) participant researcher career stage (N=42)

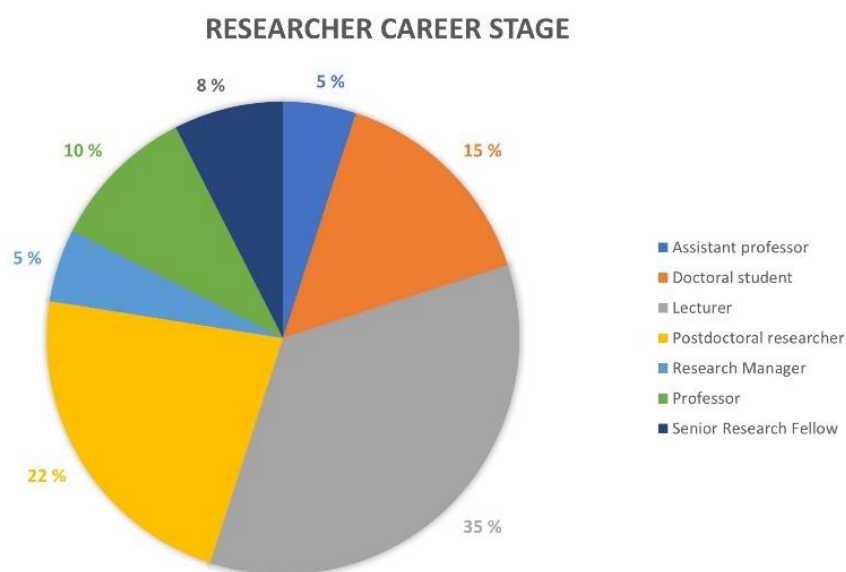
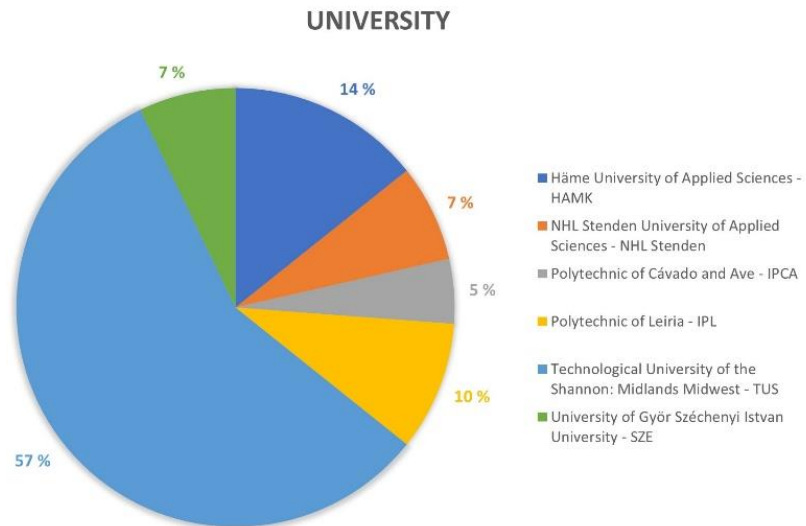


Image 10: Workshop (20th September 2022) participant affiliation university (N=42)



4.3 Workshop branding and dissemination

Communication and dissemination of the training workshops comply with practices as described in the Communication and Outreach Strategy for the RUN-EU PLUS project of the RUN European University (RUN-EU) (D7.1).

RUN-EU researchers at different researcher career stages are encouraged to be involved in the RUN-EU PLUS researcher training activities using several channels and communication events, including:

- RUN-EU project newsletter.
- RUN-EU website (which hosts the RUN-EU PLUS project).
- Social media channels.
- Information on the partner university www-pages.
- Mailing for target groups and stakeholders with key information of the training activities.

- Scientific and professional papers and articles on the training topics written in collaboration by RUN-EU members following the separate scheduled plan for this (currently in the planning stage).

Promotional workshop banners are created and circulated by RUN-EU PLUS Work Package 7 to promote the workshops and other training activities of the programme. The banners are shared on the RUN-EU website, via social media channels and in emails. **Appendix 1** provides an example of the workshop banner.

In addition to the banner, the workshop schedule including the topic and the key thematic areas of the training is published. A link to the workshop registration portal and the contact information is also provided. The link to the banner for the RUN-EU PLUS workshop on Attractive Researcher Career Paths is shown here: <https://run-eu.eu/2022/05/16/online-workshop-on-attractive-researcher-career-paths/>.

All workshop recordings are available for everyone via the RUN-EU YouTube channel as well as on the RUN-EU webpage in connection to the articles published after the implementation of the workshop. This information will also be available to participants on the RUN-EU PLUS Cloud of Knowledge Portal.

After each workshop, workshop developers in collaboration with RUN-EU PLUS researcher participants are invited to write a short article to communicate some reflections on the workshop which is published on the RUN-EU PLUS webpage. As an example, the following is a link to an article on the Attractive Researcher Career Paths workshop: <https://run-eu.eu/2022/07/04/researcher-career-paths-workshop-begins-inspiring-discussions-on-research-careers-within-the-alliance/>

Workshop participants receive a Certificate of Attendance (**Appendix 2**), and presenters receive a Presenter Certificate (**Appendix 3**) to support their own career development.

5. FEEDBACK AND WORKSHOP EVALUATION

Feedback from participants on both the content and delivery practices applied during the workshop is valued by the RUN-EU PLUS project members and is incorporated into the design and format of future workshops. Microsoft Forms is the tool which is used to capture feedback and as stated previously, time for completion of the survey is integrated into each workshop schedule. Participant feedback from the first workshop is presented here and participant feedback from workshops delivered on 6th and 20th September will be included in the next edition of this report due to submission deadline time restraints.

The overall feedback to the workshop in June gave a very positive impression (n=22).

The following quote of one participant, Dr Camila Bibiano, Postdoctoral Researcher, Health, and Biosciences Research Institute (LIFE) TUS, Ireland, summaries well the evaluation discussion and the open feedback given on the survey:

‘What surprised me the most during the RUN-EU PLUS Attractive Researcher Career Paths workshop was the fact that the programme also brought topics that are not so often discussed in research community events. The participants had space to express themselves and to give their opinion about the pros and cons of this career field in their country, such as the benefits of travelling and getting to know people and different cultures, and some cons, such as temporary contracts and stability. I was completely satisfied with the event and that RUN-EU is considering and embracing all points related to research careers. It means a lot to us researchers and encourages us to keep pursuing this path.’

From the presenter point of view, the quote of Professor José Gomes, Coordinator Professor, Polytechnic of Leiria, Portugal, wraps up the experiences of the workshop presenters:

‘The opportunity to share challenges and expectations of RUN-EU researchers is particularly relevant to allow the construction of a common path that values research

and researchers. A path that sees researchers as essential resources for the success of higher education and thinks about researchers as people who need stable conditions to be more productive in their work. Being able to hear researchers at different stages of their careers about their wishes, their fears, their dreams, in an open environment and with space for sharing, was extremely enriching.'

In addition to the survey feedback received from the first researcher workshop held on 6th June 2022, (both in structured and open questions, n=22), some discussion towards the end of the workshop schedule raised some views and practical suggestions from participants to which attention will be paid in the workshop implementation in 2023.

These include:

- breakout rooms are viewed as valuable by participants as they allow structured discussions while at the same time invite open discussion around personal approaches to selected discussion themes.
- the length of the workshop lasting six hours is challenging for participants; it is difficult for researchers to take the whole day off from other duties and commitments.
- The number of potential participants may be limited for some workshops due to a limited target group in the workshop thematic area or target audience.
- as there are many presentations it is important to retain focus on the themes relevant to the workshop title; in practice it would greatly help participants if presenters clearly explained the relevance of their content in the context of the workshop theme.
- the variety of interaction tools used in the workshop are welcomed by participants.
- well prepared presentation slides in terms of colours, pictures, graphical and schemes supports participant learning.

A responsible organising partner and contact person(s) will be nominated for each workshop of this RUN-EU PLUS Researcher Career Development Training Programme.

The implementation of the workshops will be carried out collaboratively, involving at least two partners to plan and implement the training collaboratively.

The gathered feedback is and will continue to be analysed and used in planning the future workshops to ensure they are relevant to RUN-EU researchers throughout the development of their research career. Summaries of feedback from individual training workshops will be shared among the members of the responsible Work Package (WP 4, 5 or 6 as appropriate). After implementation of each annual programme of workshops, a summary of all feedback will be gathered and presented one document, an annual report such as this one, which will benefit any training planned under the RUN-EU PLUS work packages.

6. THE IMPORTANCE OF MANAGING WORKSHOP PLANNING AND IMPLEMENTATION.

As already stated in the RUN EU PLUS Deliverable 4.1 report (D4.1 Report on Audit and GAP analysis of Current Human Capital Resource Strategies and Practices across the RUN-EU Consortium), researcher training at individual RUN-EU universities is planned and implemented by several different university units and actors. The existing training offered for researchers differ also in duration, content, target audience and goals. Our goal in planning and implementing the relevant training is that we assign content responsibilities and administrative tasks (e.g., the programme design, coordination of the workshops, the identification of the presenters, contacting them, registration, the feedback survey, dissemination, article for the newsletter/website, the certificates for the participants, etc.) to the workshop hosts well in advance to allow ample preparation time. This task will commence in Autumn 2022 for the next edition of the programme. We aim to ensure that all future workshop presenters and facilitators will be aware of the goals of RUN-EU PLUS training and provided with ample time, these

workshops can be developed on time and within the frame of the RUN European University.

The management of RUN-EU PLUS researcher training workshops will be systematic through the RUN-EU PLUS Cloud of Knowledge Portal (D4.8) which is due for completion by month 30 of the project (March 2024). The RUN-EU PLUS Cloud of Knowledge Portal is designed to support researchers with their skills development and will be a repository for all training material and therefore a support tool to all researchers. By month 15 (December 2022), RUN-EU PLUS will also have designed, developed, and implemented a Researcher Career Evaluation System (D4.6) which will support its researchers in identifying skill gaps and inform their design of a bespoke training plan to support their personal career goals. Once this plan has been developed, the researcher can enroll in more advanced (and accredited) modules, currently being offered across the RUN European University in addition to those being developed during the RUN-EU PLUS project.

In summary, the following process model is defined for the implementation of the RUN-EU PLUS workshops (**Image 5**) and is to be used also in other RUN-EU PLUS training activities under other work packages.

Image 11: RUN-EU PLUS Workshop Training Programme Development Process

1. Scope out workshop/training programme aims and objectives and target audience.
2. Undertake a Data Protection Impact Assessment for the workshop in fulfilment of RUN-EU PLUS Deliverable 1.1 Protection of Personal Data.
3. Prepare and agree agenda with RUN-EU PLUS members as appropriate (content and delivery guided by previous feedback from RUN-EU researcher community).
4. Identify appropriate presenters and facilitators.
5. Seek presenter permission to record and disseminate presentation videos.
6. Liaise with RUN-EU communications team to develop workshop promotional material and call for registrations.

7. Host RUN-EU university to set-up registration process and provide details to RUN-EU communication team.
8. Feedback from registration process to inform final workshop agenda, content, and delivery.
9. Participant feedback invited at end of workshop.
10. Certificates or attendance and presentation prepared and circulated.
11. Inform RUN-EU mobility officer of workshop attendees to record virtual mobility activity.
12. Dissemination articles prepared (including testimonials) in collaboration with RUN-EU communication team and WP7 (Dissemination).
13. In collaboration with the partner responsible on the RUN-EU PLUS Cloud of Knowledge Portal all relevant training material will be available to researchers (as appropriate) on the portal.

7. REFERENCES

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Appendix 1: Attractive Researcher Career Paths workshop banner



The banner features a solid blue background with a light blue, textured, winding path that starts from the bottom left and curves towards the top right. In the top right corner, there is a white rectangular box containing the R+UN logo and the text 'REGIONAL UNIVERSITY NETWORK PLUS' and 'EUROPEAN UNIVERSITY'. The main text 'WORKSHOP' is in large, bold, white capital letters, followed by 'ATTRACTIVE RESEARCHER CAREER PATHS' in smaller white capital letters. The date and time '9. JUNE.2022' and '10h00-16h00 CET' are displayed in white capital letters in the bottom right area.

R+ REGIONAL
UN UNIVERSITY
NETWORK
PLUS
EUROPEAN UNIVERSITY

WORKSHOP
ATTRACTIVE RESEARCHER CAREER PATHS

9. JUNE.2022
10h00-16h00 CET

Appendix 2: Workshop participant Certificate of Attendance



R+ UN REGIONAL
UNIVERSITY
NETWORK
PLUS
EUROPEAN UNIVERSITY

CERTIFICATE OF ATTENDANCE

RESEARCHER CAREER DEVELOPMENT

TRAINING PROGRAMME 2022

This is to certify that **Name Surname** has participated as an attendee of the **RUN-EU PLUS WORKSHOP ON LOREM IPSUM**, jointly organised by RUN-EU partners within the scope of the **RUN-EU PLUS Researcher Career Development Training Programme 2022**.

0-00 Month Year

Professor Vincent Cunnane
President of TUS



Horizon 2020
European Union Funding
for Research & Innovation

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Appendix 3: Workshop presenter Certificate of Attendance



CERTIFICATE OF PRESENTATION

RESEARCHER CAREER DEVELOPMENT

TRAINING PROGRAMME 2022

This is to certify that **Name Surname** has participated as a presenter at the **RUN-EU PLUS WORKSHOP ON ATTRACTIVE RESEARCHER CAREER PATHS**, jointly organised by RUN-EU partners within the scope of the **RUN-EU PLUS Researcher Career Development Training Programme 2022**.

0-00 Month Year

Professor Vincent Cunnane
President of TUS










The content of this publication represents the views of the author only and is his/her sole responsibility. The European Commission and the Agency do not accept any responsibility for use that may be made of the information it contains. Grant Agreement Number: 101019126.

Appendix 4: Workshop presenter professional profiles



Dr. Zoltán Baracscai is teaching at several universities in Hungary, Croatia, Bosnian and Romania. His interest is focused on mindset of decision maker. He has written 20 books and 100+ conference and journal papers on these topics. Zoltán Baracscai with his team, developed the knowledge-based expert system shell. Over the last few decades he designed a dozen postgraduate schools and degree courses. In last six years Zoltán Baracscai acts as Academic Director in Doctoral Program in Business Administration at the Széchenyi University (Győr, Hungary).



Dr Liam Brown is Vice President Research, Development, and Innovation (RDI) at the Technological University of the Shannon: Midlands Midwest (TUS). With significant public and private sector experience, Dr Brown has a proven track record in strategic development and operational management of research, development, and enterprise engagement. He leads the RDI team at TUS and is focused on areas that have a clear economic, environmental, or social impact regionally, nationally, and internationally. Collaboration and addressing the needs of internal and external stakeholders - academic, research institutes, industry and community is a key focus. Sustained growth of postgraduate and postdoctoral research along with funding across the RDI continuum and delivering for stakeholders through impactful projects, and meaningful research output through publications, patents, licences, and spinouts/spin-ins are his priorities. Dr Brown holds a Bachelor's and Master's Degree from the University of Limerick and a PhD from Trinity College Dublin focused on eLearning in the Workplace in the Enterprise Performance Optimisation Domain of Continuous Improvement – Lean and Six Sigma.



Dr. Katalin Czakó is Assistant Professor and Programme Manager of the Management of PhD Programs at Széchenyi University (Győr, Hungary). She earned her PhD from Széchenyi University in 2017 in regional sciences. She has received several research awards: National Program of Excellence – New Central Europe, Young Researcher Scholarship for Hungarian and international

students and researchers in convergence regions and scholarship financed by the Hungarian State, Publication scholarships. Dr Czakó worked with a number of research and development projects and collaborations as researcher and coordinator including the Transdisciplinary Doctoral Studies with the Hungarian Central Bank in 2016-2021, Higher Education and Industrial Cooperation Centre program from 2017, Competitiveness of the Central Eastern European Regions research program in 2015, Győr vehicle region as the new tool of regional development” research program in 2014 and Regional Innovation and Scientific Centre: roles, operation in the vehicle industry program in 2013. Katalin Czakó has experience in supervising PhD students. As program manager, she is mentoring 45-50 active PhD students in reaching scholarship opportunities and research grants. She is also assisting in practice-based research processes by mentoring the successful dissemination of students who are cooperating with firms and corporations. She oversees the internationalization process of Széchenyi University. Her present activity is to collect best practices from internationally recognized development processes.



Dr. Mervi Friman acts as the Research Manager at the Häme University of Applied Sciences. She has experience in research group leading, publishing processes, quality management and development projects. Her research area is higher education policy and ethics. The most actual research topic is sustainable development policy and practices in higher education in Finland and globally. She has experience in supervising master’s degrees (design, sustainable development).



Dr. José Carlos Gomes acts as the Co-ordinator Professor and Pro-President (Human resources strategic management) the Polytechnic of Leiria. He is also the President of the Nursing Council of the Portuguese Nurse association, member of the Advisory and Monitoring Board of the National Health Plan and expert of the National Health Council. His research experience focuses on Mental health and psychiatry, Public Health, Health Promotion; Community Based Participatory Research and Health and Well-being Indicators. He has been active in the EU Projects concerning Monitoring Mental Health Environments. He has long experience in supervising master’s theses and PhD students.



Dr. Telle Hailikari works as a principal research scientist at Häme University of Applied Sciences. Before she was working at the University of Helsinki as an Associate professor. She teaches university staff pedagogical courses and does research on different higher education topics. In her studies, she has explored doctoral students' study paths and learning processes and is involved with creating a digital feedback and tutoring system for doctoral students. Telle Hailikari's research focuses on learning and teaching in higher education. Her main research interest is student learning processes, well-being, and factors influencing study progression as well higher education teachers' teaching and well-being. She has worked as a principal investigator in several different research projects. She has supervised several bachelor's and master's theses during her career and is in the process of supervising a PhD thesis. She has taught several supervision courses for university teachers where the focus is on reflecting and improving their own supervision practices.



Dr. Virve Kallioniemi-Chambers works as the Education Development Specialist in the field of global education at the School of Teacher Education in Häme University of Applied Sciences, Finland. Before this position, she worked for over 20 years at the Tampere University in various teaching, research, and development tasks. She has been engaged with the development of doctoral education and with the implementation of the university's research program on research competence. The global and European perspective on the development of university education and research practices has been at the heart of her work tasks in many ways. She has worked as the Project Manager in several EU funded (FP7 and Horizon 2020 programmes) research projects with the focus on migration between Asia and Europe. In her doctoral thesis (2010) she studied the project-based pedagogical collaboration between the traditional university, the university of applied sciences and other kinds of organisations. She has written in collaboration with other researchers' articles and reports on doctoral education and the collaboration between the academia and non-academic context. She has supervised several BA theses in education and acted as the second supervisor for the Marie Curie ITN doctoral candidate. She has taught international postgraduate students in the context of international education development projects. She participated in the planning of the course for supervisors of doctoral candidates and acted as the facilitator on it in the Horizon 2020 project DocEnhance.



Ms. Hanna Lindroos acts as the Project Coordinator at the Häme University of Applied Sciences. She is a member of the international team of HAMK Edu, coordinating and applying financing for international projects in the fields of professional competence for the future, excellence, career counselling and lifelong learning, teacher education, competence management and leadership as well as new learning solutions and digital competence. She has BA (honors) in Business management from the University of Westminster (UK).



Dr. Sari Miettinen works as the research project manager, research coordinator, senior researcher, and a senior expert at the Kela, the Social Insurance Institution of Finland. She acts also as the co-supervisor for the PhD Student in the RUN-EU collaboration. Before she was working at the Häme University of Applied Sciences, the Ministry of Social Affairs and Health, the Finnish Institute of Health and Welfare and the University of Tampere. She has had several distinct roles, such as a researcher, principal lecturer, principal research scientist and the secretary general (committee work). Her expertise is in welfare systems, policies and politics especially focusing on promoting and sustaining people's ability to work and function, smart services, research and development and University teaching. She holds the Doctor of Philosophy (Ph.D.) degree focusing on Social and health policy.



Dr. Siobhán Moane is the Project Manager of the RUN-EU PLUS project of the Regional University Network European University (RUN-EU) at Technological University of the Shannon: Midlands Midwest. She has a PhD in Analytical Chemistry from DCU and has undertaken research placements at the University of Oviedo, Spain and the University of Kansas, USA. She is a Principal Investigator of the TUS LIFE Health & Biosciences Research Institute and its research centres including Shannon Applied Biotechnology Centre, the CELLS Research Group and Food@LIT. Siobhán supervises PhD and MSc students in these areas and delivers collaborative research projects for industry funded through contract research as well as Enterprise Ireland's Innovation Partnership and Innovation Voucher schemes. She was a PI of the LIT co-ordinated EU Framework 7 BAMMBO research project in addition to managing the CELLS plant-

based EU funded research projects EDEN-ISS and the CELLS Marie Curie programme. Since 2016 she has led a supervisor mentoring initiative for PhD supervisors within the Faculty of Applied Sciences and IT. Siobhán is a Senior Female Leader in the Aurora Women's Leadership Development programme providing mentoring support to female managers.



Dr. Pedro Morais acts as the researcher at the Polytechnic of Cávado. He received his PhD in Biomedical Engineering from the University of Porto, and Biomedical Sciences from KU Leuven. He is also a guest lecturer at IPCA. His main research area is Medical Engineering. He is/was a member of seven funded projects (three in co-promotion with industry), one as PI. He also achieved two

technology transfers and organized 2 conferences. He has experience in the supervision of bachelor and master students and has participated in multiple academic examination panels.



Dr. Patrick Murray is a member of the RUN-EU management team and co-leader of the Research and Innovation 'Discovery Program' WP5. He is the coordinator of the RUN-EU PLUS research and innovation H2020 project. Dr. Murray is the coordinator of the RUN-EU PLUS project. He is also Workpackage 5 leader of the RUN-EU

Research and Innovation 'Discovery Program'. He is involved with and oversight of all the RUN-EU PLUS Work Packages. Dr. Murray is a member of the Research Development and Innovation team at Technological University of the Shannon: Midlands Midwest (TUS) which delivers on the development of the vision, strategy and implementation of research, enterprise, and development strategic plans of TUS. Dr. Murray is Head of Research and Technology Transfer at TUS and a Principal Investigator (PI) in the LIFE Health and Life Sciences Research Institute. He was the Scientific Coordinator of an EU FP7 project BAMMBO on the extraction of high-value bioactive molecules from marine plants and animals with specific interests in environmentally friendly and sustainable extraction processes. Has been the PI of many National and Internationally funded research initiatives and is the Work Package Leader of the WP5 RUN-EU Discovery Program for the RUN-EU Project. Dr. Murray has extensive supervisory experience at PhD Level 10, Masters Level 9 as well as Postdoctoral Researchers and Research Assistants in the areas of Biotechnology.



Dr. Sara Novais holds a PhD in Biology and is currently a researcher and lecturer at Environmental Sciences Centre. Her research areas are biotechnology, ecotoxicology, and aquaculture. She has been involved in several national and international projects and has authored over 75 articles in international peer-reviewed journals. Her experience in the supervision of academic thesis includes six PhD students and 14 MSc students.



Dr. Jason Palframan is a lecturer and researcher in human resources management, organisational behaviour and applied social psychology at the Faculty of Business, Technological University of the Shannon, Athlone, Ireland. He also lectures part-time in social psychology at the Open University, UK. He holds a PhD in Transpersonal Psychology from the School of Psychology, Liverpool John Moores University, UK. He is a chartered psychologist with British Psychological Society and chartered member of the CIPD. His research interests focus on workplace spirituality, personal values and person-organisation fit, self-transformation, and qualitative research methods. His research has been published in several internationally peer-reviewed journals such as the *Journal of Human Values* and *Mental Health, Religion and Culture*. Jason serves on the editorial board of the *Journal of Qualitative Social Sciences* and is a reviewer for a number of academic journals in both business and the social sciences. Jason has supervised masters' projects in general business, human resource management and organisational behaviour. He is currently supervising 3 PhD students exploring topics such as personal values fulfilment in the workplace, Leadership behaviours and wellbeing experiences in the workplace and the role of transformational leadership in a virtual setting. Jason's current research projects include: 1) personal values orientations as a predictor of internal CSR preferences and 2) Workplace spirituality and the role of HRM practices.



Dr. Markus Preißinger is head of research and leads the research centre energy at FHV. Before that, he was CEO of the Center of Energy Technology at the University of Bayreuth, Germany, and he was active in higher education policy. He is an expert in thermal energy systems, has led numerous research projects at national and international

levels. He has more than 10 years of experience in research management. Prof. Preißinger has supervised more than 10 B.Sc. students, more than 20 M.Sc. students and more than 10 PhD students in his career.



Dr. Petra Szakonyi finished the Doctoral School of Multidisciplinary Engineering Sciences of the Széchenyi University (SZE), Győr, Hungary in 2013 and since that she is a lecturer of Faculty of Architecture, Civil Engineering and Transport Sciences. She works as well as an international project coordinator for SZE. She was working for 11 years as a strategic planner at the City Development Department of the Municipality of Győr, there she was also responsible for international project development and management, such as Intelligent Energy Europe, Erasmus+, and Interreg Programme mostly in transport and mobility-related projects. For 4 years she is working as an international project coordinator for SZE and her main task is the information and motivation of the Departments and Research Institutions of SZE about the currently available international project opportunities. She has fifteen years of experience in international project management and development.



Dr. João L. Vilaça is an Associate Professor in the Polytechnic of Cávado and Ave (IPCA) and the coordinator of 2Ai laboratory. He has a PhD in Industrial Electronics from the University of Minho. Since 2021, João is the Pro-President for Research & Development at IPCA. His daily efforts towards challenge-driven research, targeting medical engineering. He has participated in several scientific projects, 10 as PI, with total funding higher than €4 million. He has given over 10 invited talks and over 40 conference presentations. He found and co-chair the IEEE SeGAH conference. João has already performed three technology transfers. More than 80 students have obtained the degree under his supervision, including PhD, Master's, and undergraduate degrees. Currently, he is supervising 15 and 8 PhD students. He also supervised four post-doctoral researchers.

