

## Women in STEM Fellowships at Teesside University

**A proposal for career development for Early Career female scholars:** We offer **two possible routes** to the fellows for career development (1) **Research**, (2) **Learning and Teaching**. Open for application from UK, EU and international candidates with funding (we may want to discuss providing an incentive here in form of scholarship or other resource-related benefits):

(1) **Research Route:** TU delivers an internal annual programme for research development (Table 1). This presents an excellent career development opportunity for early-career researchers. The programme consists of briefings, seminars, workshops, sandpits, and more intensive programmes to fast-track staff research career.

This developmental programme covers five main domains as shown in Table 1.

Please see the attached handbook that presents the details of this programme.

Additionally, Research and Innovation Services and Academic Enterprise departments at TU run events on networking/ideas development to support cross-sector and cross-disciplinary work.

Every year we run a Research Week, consisting of guest speakers and specialist sessions.

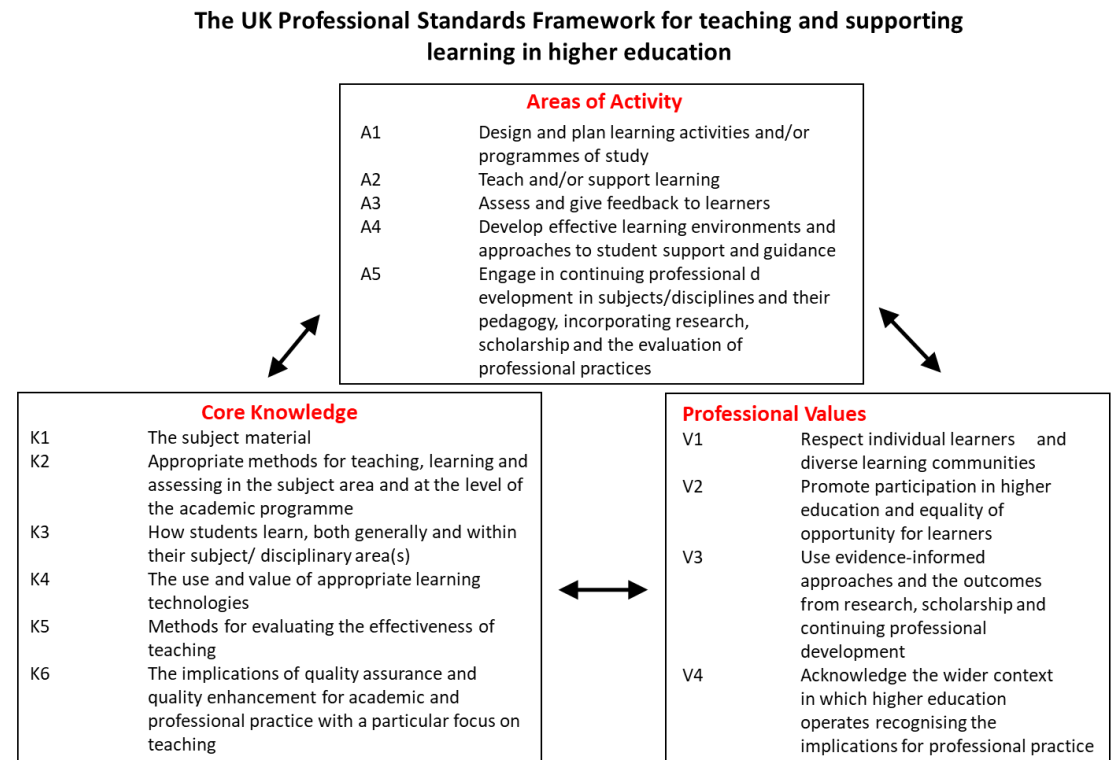
**Table 1:** TU's internal annual programme for research development

Research Development Domain	Workshop Title
Knowledge and Intellectual Abilities	Inclusive Research Methods
	Qualitative Data Analysis: Thematic Analysis Practical
	An Introduction to the Systematic Review Process
	Using SPSS: An Introduction to the Software and its Use
	Understanding Focus Groups and Interviews
	Meta Analysis
Personal Effectiveness	Mixed Methods Approaches
	Research and Innovation Induction
	Fast-Tracking Your Research Career
	LinkedIn for Academics
	Looking After Yourself: Resilience and Research
	Boosting Your Research Profile
Research Governance and Organisation	Starting Out in Research Leadership
	The Importance of Research Integrity
	Research Ethics Essentials
	Advanced Research Ethics
	IP for Business and Research
	Writing Commercial Bids and Tenders
	Monthly Funding Cafes
	Securing Research Funding
	Developing Your Funding Portfolio: Longer and Larger Grants
	Essential Project Management and Delivery Skills for Research
What you need to know: Open Access and Research Data Management	
Engagement, Influence, and Impact	Delivering Change: Developing an Impact Strategy
	Engaging Your Stakeholders and Ensuring Equitable Partnerships
	Engaging and Effective Research Communication
	Writing Quality Publications
	Accessing Support for Business Engagement
	Client Management and Acquisition for Successful Projects
Postgraduate Research Supervision	Monthly Writing Bootcamps
	Effective Postgraduate Research Supervision
	Postgraduate Research Assessment and Examination

(2) **Learning and Teaching Development (Towards becoming an associate member of [AdvanceHE](#)):** TU has many years of experience in delivering quality teaching and learning within the framework set by [AdvanceHE](#). Many of TU staff are fellows of [AdvanceHE](#). We will provide our fellows with the opportunity to gain the required knowledge and experience to meet the criteria for becoming **Associate Fellow of AdvanceHE** by the end of their fellowship.

We will provide the mentorship and support required for submission of their applications. This is achievable through offering the activities required for the associate fellow level as outlined in the in Figure 2.

**Figure 2:** [UK Professional Standards Framework \(UKPSF\)](#)



**Associate Fellow Level** Requirement Examples:

- Successful engagement with at least **two** of the **five** Areas of Activity
- Appropriate Core Knowledge and understanding of at least **K1** and **K2**
- A commitment to appropriate Professional Values in facilitating others' learning

At the beginning of the fellowship these two development routes will be offered to the fellows. They will be asked to select the route they want to focus on and follow the activities in that programme as outlined above.

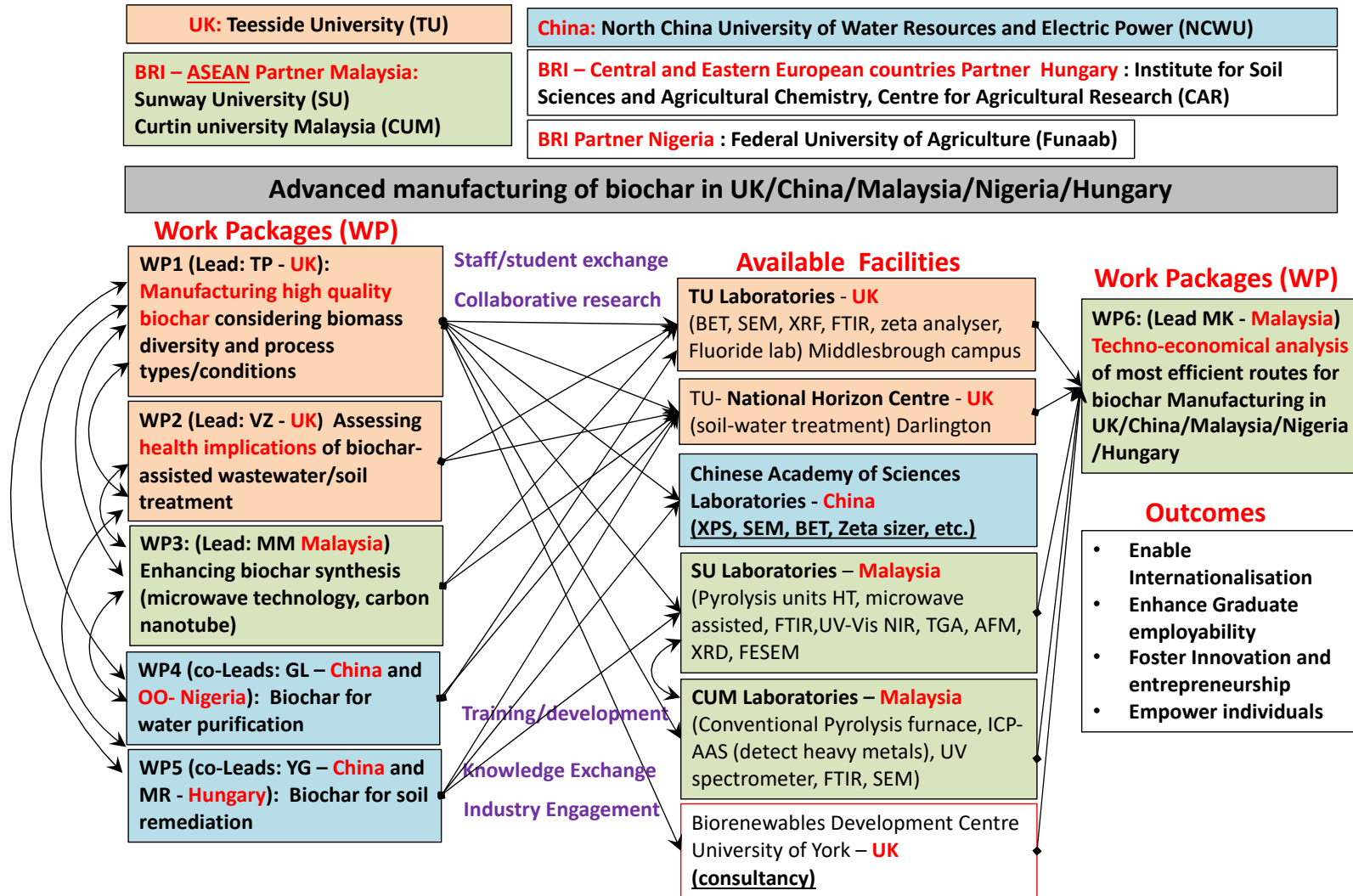
Example research projects - possible positions for the fellows to be placed within the following projects:

The proposed topic for these fellowships is **Bioenergy** and **Biochar**.

1. **Placement:** Fellows will be placed within the existing [AMIGO-Biochar](#) project funded by British Council. [AMIGO-Biochar](#) is a four-year programme with many international partners, see Figure 1. The four fellows will be supervised by the project team including Dr Tannaz Pak and Prof. Vida Zohoori. Each will be associated with one work-package from the [AMIGO-Biochar](#) project and will contribute to a second work-package to facilitate collaboration between fellows and the project team.

Within [AMIGO-Biochar](#) we have successfully established an educational/research network involving more than 60 students and 10 academics from the partner countries. We have delivered student-facing activities such as online conferences/training programmes (e.g. six-weeks training on performing systematic reviews). Fellows will engage with the [AMIGO-Biochar](#) network to develop their research and interpersonal skills.

2. **TU Facilities:** Fellows will have the opportunity to work within the TU's Energy laboratory. They will be trained to perform risk assessment/practice health and safety. They will be trained on a range of analytical techniques (listed in Figure 1) related to **bioenergy** and **biochar**.
3. **Industry engagement:** TP and VZ have excellent collaboration with industry partners and other research institutes. Industry visit opportunities (e.g. partners of other related projects such as the [CharNival](#) project) will be provided.



**Figure 1:** Project Summary for [AMIGO-Biochar](#) project showing the work packages, project activities, and partners