

## UCML Executive Committee

Friday 29th April 2022 10am-12pm  
Via MS Teams

### Item 10.o: Early Career Academics

#### *Initiatives*

#### **Early Career Academics Special Interest Group (ECA SIG)**

##### **1. ECA Survey & Code of Practice**

The ECA SIG has written a Code of Best Practice to be shared among UCML HE members which may adopt its principles, modelled on the Vitae career development framework. The Code includes a definition of 'Scholarship', and aims for parity of access to research training/support, training for health & safety issues, and standards of training for PGRs. The Code can be found here:

[https://docs.google.com/document/d/1q0Q6U9\\_VMBMUc9q4xgD9wUiDEgAm5d4w/edit?usp=sharing&oid=109290600555977171664&rtpof=true&sd=true](https://docs.google.com/document/d/1q0Q6U9_VMBMUc9q4xgD9wUiDEgAm5d4w/edit?usp=sharing&oid=109290600555977171664&rtpof=true&sd=true)

**Action required:** The ECA SIG requests that the Executive Committee approves the Code of Best Practice on 22nd April 2022, for circulation amongst UCML member institutions.

A survey underpinning the development of the Code of Best Practice was agreed by the UCML Executive at the November 2021 Business Meeting, and the results underpinned the writing of the Code. The survey was completed by 192 participants in total covering a range of languages as well as language and literature/history/translation combinations. The report on the Survey can be found here: <https://docs.google.com/document/d/1Os3jcJcu1Y-5DINKhfWz8446sEWW1yPOENFhmhQ1-Sw/edit?usp=sharing>

##### **2. Resource Kit for ECAs**

We are developing a centralised space on UCML website for ML resource sharing on job applications, grants, and book proposals etc. This has begun with an update of the ECA SIG members area with details of current members. In April 2022 we ran our first session of the UCML ECA SIG New Research in Modern Languages Seminar Series, which was a success. Recordings of the talks are now available on the UCML ECA SIG webpages.

##### **3. Mentoring scheme**

The ECA Support Network continues to host the Mentoring Scheme.

It would be very desirable to build our list of mentors further, especially in all areas of German, Italian, and linguistics, and most areas of French studies (though we are fairly well provisioned

in contemporary/post-colonial specialisms). Expressions of interest should be made to hannah.l.scott@gmail.com

Noted in feedback from mentors was the lack of training for supporting ECAs through anxiety and mental-health challenges posed by early-career academia. We are seeking advice from colleagues with expertise in this area to inform our scheme.

Dr Hannah Scott will be stepping down from coordinating this scheme in summer 2022. We will be advertising the role within the SIG in the first instance, to be followed by a broader appeal if there is a lack of interest.

#### **4. Social Media**

The ECA SIG has its own Twitter account @UCML\_ECA, currently run by Hilary Potter, Dominique Carlini-Versini, Caroline Laurent, and Liam Lewis. We are in the process of preparing a social media protocol/strategy, with some training on the subject. 'Women in German Studies' have recently written a social media strategy and have stated they are happy to share it with us via Co-Chair Hilary Potter as a working basis for our own strategy.

#### **6. Events**

The ECA SIG will run a series of workshops this academic year to support ECAs. We will continue to showcase ECA research through our new seminar series to promote new research in all the languages represented in the group.

The ECA SIG will carry on hosting its coffee mornings this term. Our warmest thanks to Emma Cayley, who kindly shared her experience with us during our first coffee morning last term.

### ***Updates***

#### **Change of Co-Chair**

Dr Dominique Carlini-Versini has stepped down from her role as Co-Chair of the ECA SIG. Dominique co-led projects such as the Code of Best Practice and ECA Coffee Mornings, and initiated the ECA SIG Modern Languages Seminar Series Programme.

The role of Co-Chair has now been handed to Dr Ashley Harris.

#### **Collaborations with other networks**

The ECA team is looking at individual collaborations with other learned societies where there are mutual interests.

#### **Decolonisation Workshop**

Following some advice from our UCML liaison, plans are underway to develop our work in decolonisation, in order to see how we can reach out to our diverse communities and develop

mentoring and support networks/workshops in this area. Any expressions of interest from UCML Executive members to support this work, or help with ideas, are welcome.

### **Diversity, equity and inclusion**

The UCML ECA SIG is a space for all our members to share their ideas, interests and experiences. Membership of the SIG is purely voluntary. As UCML ECA Rep, Liam is keen to sustain equal and diverse representation of the ECA community among the ECA SIG. He is currently developing ideas for this and welcomes the support of UCML colleagues. If members have ideas of initiatives they wish to explore to enhance the group's commitment to diversity, equity and inclusion, please email Liam.

*If you would like to get in touch, please email me at [liam.lewis@liverpool.ac.uk](mailto:liam.lewis@liverpool.ac.uk)*