

UiB Opp

Tip sheet: Practical tips for developing academic CVs & track records

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1. Excellence

Measures of esteem that speak directly to the quality of your research

Why it matters: These are the core skills and areas of expertise speak to your quality as a researcher

Indicators:

- Publication record
- Creativity/novelty of your research
- Scholarships/fellowships/grants awarded
- Awards, honours, prizes
- Invited talks (international)
- Membership of esteemed societies/academies

Tips to develop your CV

- **Publishing:** developing a personal publication strategy
 - Research successful publication strategies (discuss with peers?)
 - Aim for high quality, high impact publications according to the standards of your discipline
 - Think about how many papers you plan to publish within the time frame you've identified & work backwards thinking through what you need to achieve your target.
 - Larger, collaborative studies generate stronger publications than small, fragmented or low-gain incremental projects, so consider this when planning
 - For early career researchers: Negotiate authorship carefully, demonstrating your contribution by becoming senior or corresponding author (first, last depending on discipline)
 - For ECRs: Think about how you'll publish without the participation of your PI/supervisor
Rese
- **Awards, honours and prizes**
 - Research relevant opportunities at your institution; in your discipline; national and

- international
 - Apply!
- **Membership of esteemed societies/academies**
 - Join! Many societies are open to members to join for a small annual fee

2. Ability to attract high quality research funding

A track record of applying for and acquiring research grants

Why it matters: Your funding track record demonstrates that you are able to produce & disseminate research of high quality, and that you are sound investment of funders' money

Indicators:

- Grants – in your own name or as a named contributor
- Fellowships
- Travel grants
- Other pots of funding for research

Tips to develop your CV:

- For ECRs or beginners: Develop your experience of applying for competitive grants by becoming a co-investigator or named researcher rather than a principal investigator. Help to develop and write the proposal or specific work packages
- For ECRs and beginners: Target smaller, less competitive pots before you apply for larger or more prestigious funds. Seed funding for network building such as SPIRE, charitable awards from UiB such as Meltzer or Peder Sæther; short term disciplinary specific fellowship grants like EMBO or HFSP; mine EU funding opportunities such as COST and Erasmus + Pursue other international stipends such as Fullbright. Prestige and competition will vary but all contribute to the development of your CV and track record
- Be aware of current and upcoming opportunities in your field by subscribing to departmental newsletters. You can also subscribe to funder specific and national funding body (e.g. NFR) newsletters via their websites. Ask your local research adviser about other useful channels of information.
- Build and service links with relevant local/national businesses and government - identify opportunities to collaborate on consultancy or contract research

3. Research independence- for ECRs

Evidence that you are developing a research agenda independent of your PI or PhD supervisor

Why it matters: In order to establish a research programme of your own, it is important to distinguish yourself from your supervisor or PI

Indicators:

- Developing *your* research/ideas
- Publication(s) without supervisor/PI
- Grants, awards won on the strength of *your* research/ideas

- Time spent at different research institutions/with different groups
- Development of your network/potential research partnerships and collaborations independent of your PI/supervisor

Tips to develop your CV:

- Plan to publish main or corresponding authored papers without your PI/supervisor (a publication strategy is useful here)
- Develop your research network and (if appropriate) collaborations independent of your PI/supervisor
- Develop your own research ideas and work on these as you are able: harness small pots of money for a pilot; have an MA or PhD student you're co-supervising work on a pilot study; undertake a literature review; analyse datasets that already exist (open access can be a very useful resource), conduct research on borrowed equipment

4. Mobility- for ECRs

The ability to demonstrate that you have worked in different research groups, institutions and settings during your research training and career

Why it matters:

- Helps develop your research network and independence
- If you choose a high-quality research group/institution you get an opportunity to work alongside and learn from some of the leaders in your field
- Acquire new skills, techniques and insights
- Especially for Norwegian researchers this can give you a strong advantage against competitors with no/less international experience

Indicators:

- Time spent researching different institutions, preferably outside of your home country – short and long-term opportunities contribute to your mobility

Tips to develop your CV

- Look for opportunities to gain international experience/exposure (that work for you)
- Research funding opportunities for short term stays abroad such as visiting researcher and visiting fellowships
- Consider longer term opportunities – institutional or national fellowships in foreign countries, European fellowships e.g., MSCA
- Think carefully about what you plan to do with the time away – it's not enough to leave the country. What can you draw from the experience? How will you grow? What will you learn? Network, research techniques, collaborations, data and/or infrastructure you don't normally have access to

5. Build and nurture your professional network

The individuals, groups and communities you connect with – both within and beyond the academy – as you build your research career

Why it matters:

- Developing your research network helps you to locate yourself within your research community and adjacent fields
- Helps develop independence (ECRs can mine their supervisor's network)
- A strong network early on can help you find out about opportunities, be invited to join groups, organisations, projects and increase your international profile (you might be invited to speak at conferences /symposia/ research meetings at other universities; in other countries)

Indicators:

- Membership of professional networks and societies
- Active research collaborations and contact with potential future partners
- Time spent at other labs/groups/institutions

Tips to develop your CV

- Attend seminars, symposia and prestigious conferences – present whenever possible and do use the opportunity to network. You can contact people in advance, or actively work the room. Don't shy away from dinners & social spaces
- Although funding is tight, consider attending conferences in related adjacent disciplines – it can broaden your network & help you to determine if your idea is really new, or whether it's new to your field.
- Actively participate in academic and disciplinary communities online (cheaper than conferences!)
- Look for collaborators who you get on well with and who complement your skill set – choose researchers in your cohort and slightly senior
- Join or (better yet) help to develop a research network like a COST action – it can be field specific or interdisciplinary theme based
- Develop or help to organise events – workshops, symposia, seminars, conferences, summer schools. This is also good way to develop visibility in your field
- Mine senior colleagues' networks for potential collaborators and project partners
- Attend information events at UiB, NFR, in Brussels. This can help you to get to know the funding landscape in more detail and develop your professional network by meeting potential partners and collaborators. EU brokerage days are idea events. Opportunities often circulated in departmental newsletters.

6. Develop your academic profile/visibility

Your academic profile is the professional information you share about yourself

Why it matters: Your academic profile is the narrative of your research career. It comprises all of the actions and artefacts that you share which can tell prospective collaborators, stakeholders, funders, employers or other interested parties about the types of activities you prioritise; where you locate yourself within your discipline and how you prioritise your time and activity.

Indicators:

Three key areas where you can develop your visibility and build your academic profile by engaging in targeted activity are:

- **Institutional** – activities that you take part in at departmental, faculty or institutional level
- **Discipline/field** – activities you take part in as a member of your research community (both online and in person)
- **Beyond the academy** – activities that you take part in within the wider public arena

Tips for your CV

Institutional – duty/service

- Consider taking on an administrative responsibility within your department, join department, faculty or institutional committees. You can develop your network, gain experience and develop useful insight into how things are managed

Discipline/field - commissions of trust

- Apply to become an EU Expert Evaluator, and evaluate EU funding proposals in your field
- Accept invitations to revise manuscripts
- Look for opportunities to sit on review boards, editorial boards, scientific advisory boards

Beyond the academy – public outreach

- Participate in public outreach activities
- Utilise UiB communications office to help generate interest around your research findings
- Develop your social media skills and build your altmetrics

Teaching & supervision

Indicators:

- Evidence of teaching experience at undergrad and postgrad level
- Evidence of supervisory experience at Masters, PhD and post doc/researcher level

Tips for your CV

- Teach a course or deliver a lecture on your research
- Participate in running/run a course (although this can be time consuming!)
- Participate in/oversee course evaluation
- Supervise and co-supervise Masters & PhD students – if you aren't able to engage in formal supervision, find out about opportunities for informal supervision