

From:

Sent: 28 January 2025 15:22

To:

Subject: Let's improve the appraisal experience for Early Career Researchers

The message circulated on behalf of Kasia Bronk.

Let's improve the appraisal experience for Early Career Researchers

This year's annual appraisal window for academic, research and teaching (ART) staff will launch in mid-February on Thrive, UCL's new online platform. All ART staff will be invited to use a standard form, previously designed with the academic track in mind.

OD is currently working on an alternative form, shaped specifically to aid conversations between early career research staff and their line managers. We are looking for pairs of appraisers-appraisees who are willing to test drive the new Researcher Appraisal form and help us shape this form for UCL-wide rollout.

Time commitment: those who participate in the pilot will be invited to complete the Researcher Appraisal form *instead of* the standard academic form. As the ECR form was streamlined for the researcher experience, we are hoping it will be quicker to complete and more relevant than the alternative. In addition, we will ask for your reflections on the experience: what worked, what needs to be amended, streamlined or clarified, where to add guidance or refer to additional examples or resources etc. The format of the feedback will be confirmed once we know the size of the pilot (either via survey or a short online feedback session).

Eligibility: Please note that at this time, we specifically seek feedback from appraisees on research only contracts.

If you are interested in joining the pilot, please respond to Kasia Bronk in Organisational Development at k.bronk-zaborowska@ucl.ac.uk.

Thank you.

Kind regards,

Kasia