



UiB Momentum Programme

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Overview

- Intro & history
- Objectives & learning outcomes
- Momentum cohort
- Delivery / topics covered
- Measuring success





Intro & history

- Developed in 2017 – initiative of VR in response to an increasing recognition of significance/unique needs* of early stage researchers
- Originally delivered in collaboration with external consultancy (cohort 1 – 2017/8)
- Pilot was evaluated, re-designed and delivered in-house in 2019-20 (cohort 2) / 2020-1 (cohort 3)
- Funded centrally and steered by UiB Research Committee
- Coordinated at Division of R&I (with Marie Eide) with support from HR & Communication Division





3 core objectives

- Support participants' strategic career development -reflection; planning to build a strong upward trajectory
- Develop participants' research independence - supporting the transition from postdoc to PI
- Increase the number & quality of early stage stipend grant applications from UiB - FRIPRO YRT, Mobility, TMS, ERC StG & etc.





Cohort and admissions process

- **Admissions criteria**
 - Postdoc, forsker or førtseamanuensis
 - Under 40 years **and/or** fewer than 5 years post doc (NFR)
 - Minimum 12 months remaining on contract at start of programme
- **Admissions process**
 - Researchers apply centrally to an annual call (CV/cover letter)
 - Candidates evaluated/positions awarded by faculty
- **Cohort size**
 - Small group: supports a strong cohesive group
 - Quota pre-agreed annually; based on faculty size (1;2;3)
 - N= 12 (cohort 1); 13 (cohort 2); 16 (cohort 3)





Structure & delivery of offerings

- **Training: 4 x 2 day thematic seminars***
 - Excellence (Sept, Bergen)
 - Impact (Nov, MCB)
 - Implementation (Feb, Bergen)
 - Internationalisation (Apr, UiB Brussels)
- **Stipend**
 - 100,000 NOK
 - To spend as candidates deem appropriate to their career development (pilot research; outreach project; network building; conference attendance, academic coaching & etc)*
- **Mentoring programme**
 - Voluntary
 - *International** mentor
 - 50,000 NOK (taken from stipend)

**Adapted in accordance with pandemic measures from 2020 onwards*





Key topics covered

- Career development strategy & planning
- Identifying, understanding and delivering excellence in research
- Identifying and applying for research funding (national, EU, international)
- Publishing; biblio- and alt-metrics
- Developing a professional network
- Collaborating across disciplines
- Innovation in research
- Communicating to academic/ non-academic audiences
- Project management
- Personal management: time management /prioritising /balancing work & life
- Surviving and thriving during a pandemic (new for 2021!)
- Building successful research groups
- International research perspectives /promote research to policy makers





Measuring success

- Evaluation to date (cohorts 1-3)
 - Qualitative: evaluation after each seminar
 - Final report: stipend / mentoring programme (12 months after the programme ends)
 - Quantitative: applications submitted/success rates (during & in 12 months following the programme ending)
- Measuring success
 - Tricky business: how isolate impact of the programme?
 - Made trickier still by the pandemic
 - don't yet have full data sets for cohorts 2-3
 - data (when collected) will be influenced by pandemic experience
 - Plan to make evaluation system more robust (2021-2)





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