Research Cultures Working Group

Jane Hillston
Deputy Vice Principal Research
• Started in June 2021 as a sub-committee of the Research Strategy Group (previously Research Policy Group)

• Tasked with developing a Research Culture Action Plan for the University – aiming to launch the action plan in Summer 2022

• Jane Hillston as Convenor in her role as DVPR and Sara Shinton as Deputy Convenor in her role as Head of Researcher Development in IAD

• Has an oversight role with respect to the Concordat for Research Career Development and the Technicians Charter (and work related to Research Metrics)
Members

• We held an open recruitment process inviting expressions of interest from across the University
• Selected members on the basis of their links into other groups and committees
• Additionally sought to balance roles, career stage, representation across Colleges, etc
• Maintain a wider mailing list of those who expressed interest who we can draw on for dissemination and information gathering
• The working group meets bi-monthly and has just completed an information gathering stage
• We invited people to come and speak to us about particular issues and then generate potential actions for the Action Plan
• We found that there are sometimes good resources and support available within the University but these are hard to find or access
• We have also looked at other Research Culture Action Plans from other Universities for inspiration
Ways of working

• We know that this is an area of increasing focus for Government and funders
• There are many existing actions plans already in the University
• We do not aim to duplicate any of these but rather look at them through the lens of researchers, especially early career researchers
• We are seeking to draw upon and learn from the EPSRC Inclusion Matters project, particularly those in which Edinburgh has been a partner.
Topics discussed

• Results of the Research Culture Survey conducted in July 2020
• Training for PIs particularly for their responsibilities with respect to those that they manage/lead
• Anti-bullying and anti-racist actions
• Support for those with disabilities
• The Talent Register and researcher precarity
• DORA and narrative CVs
• UUK review of effectiveness of Concordats
• In the alternate months we organize a Research Cultures event in which we aim to raise awareness of research culture issues.

• So far these have been

  o *Dignity and Respect/Bullying and Harassment* (October)
  o *Research Metrics, incentives and research Integrity* (December)
  o *Career Paths for Researchers* (February/March)
The Research Cultures Action Plan is now in preparation and five key themes have been identified:

- *Research Citizenship*
- *Wellbeing*
- *Reward and Recognition*
- *Career Development*
- *Responsible Research*

The plan will highlight existing good practice as well as setting medium and long term goals, and the actions to achieve them, within each of the themes.
Thank you!