

Research Culture Training - PRISMs as Research Culture Enablers

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Research Culture Training - PRISMs as Research Culture Enablers

1) Research Culture Context

- Why are we talking about research culture, why now?
- How is research culture being defined?
- What are some of the current research culture trends?

2) From PRISM to Research culture

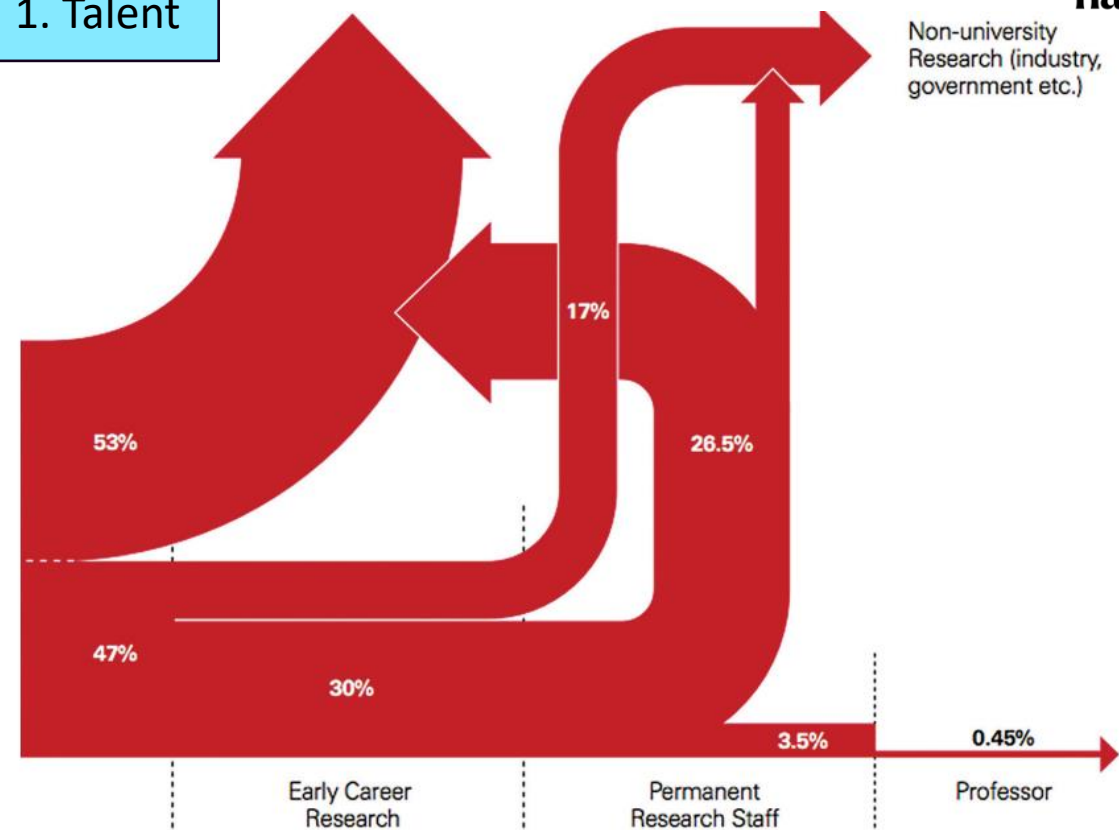
- My personal journey
- A day in the life of a research culture manager

3) Reflecting on your own lived experience of research culture

- What does your current research culture look like?
- How are PRISMs currently impacted by research culture?
- How can PRISMs change research culture?

Research culture - Catalysts

1. Talent



Royal Society (2010) Securing the Scientific Century

2. Integrity

nature

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ember 2023

than 10,000 research papers retracted in 2023 – a new d

The Retraction Watch Leaderboard

Who has the most retractions? Here's our unofficial methodology), which we'll update as more info to light:

- 1. Joachim Boldt (194) See also: Editors-in-chief state coverage
- 2. Yoshitaka Fujii (172) See also: Final report of investigation, our reporting, additional coverage



3. Wellbeing

Timeline

- **2012** - 'Concordat to support Research Integrity'
- **2018** - House of Commons Science & Technology 'Research Integrity Report'
- **2019** - Revised 'Concordat to support Research Integrity'
- **2019** - Report by the REF Equality and Diversity Advisory Panel (EDAP)
- **2019** - Funders T&Cs on bullying and harassment
- **2018-2020** - Wellcome Trust / Royal Society discussions on Research Culture
- **2020** - Establishment of a national research integrity committee
- **2020** - UK R&D roadmap - **New R&D People and Culture Strategy**

Integrity

Integrity

Integrity

Talent

Wellbeing

Talent

Integrity

Talent

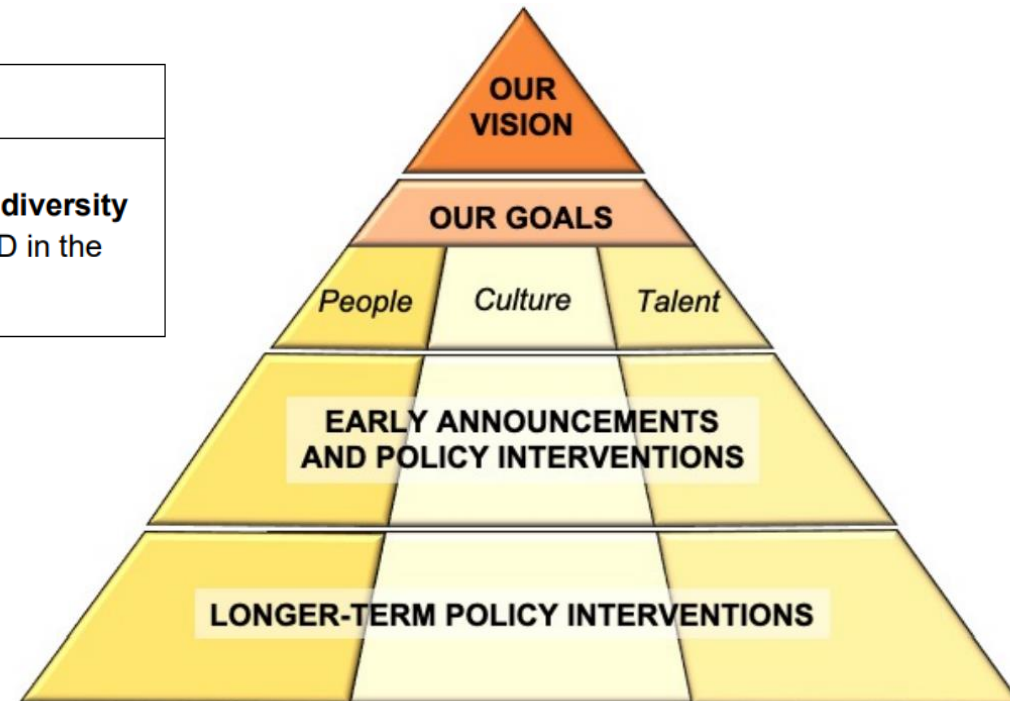
Wellbeing

R&D People and Culture Strategy 2020

“This R&D People and Culture Strategy is a call to action. It sets out, for the first time, a whole sector vision, backed by clear government commitments. It builds on all the work already being done by people and institutions across the sector to make the UK a truly great place for research and innovation, and invites the sector to work with us to drive lasting change.”

A positive, inclusive and respectful culture that attracts a diversity of people

From (status quo)	To (outcomes we want to achieve)
A research culture which is not seen as open and inclusive puts off and drives out talent, preventing individuals from producing their very best work.	There is a positive, inclusive and respectful culture that attracts a diversity of people to work and thrive in R&D in the UK and encourages them to stay.



(Re-)Defining Research Culture

“... the behaviours, values, expectations, attitudes and norms of our research **communities**. It influences researchers’ career paths and determines **the way that research is conducted and communicated.**”



“**Researchers are passionate** about their work and proud to be part of the research community – they see it as a vocation, not just a job. **Culture varies** a great deal from place to place, and different individuals have very different experiences, with **underrepresented groups experiencing the most challenges.**”



Who is leading on Research Culture?



RUSSELL
GROUP



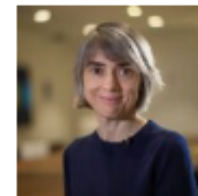
PRISM network
The UK's network for Professional
Research Investment & Strategy Managers

We must reshape the system to value and
support difference

Research's 'lone genius' image is unhelpful



Research
England



Professor Dame Ottoline
Leyser
UKRI Chief Executive

Research Culture Surveys

POSTGRADUATE
RESEARCH EXPERIENCE
SURVEY

Advance HE, 2021

- More support for PGR wellbeing
- More support from supervisors for professional development



ARMA Survey on Research Culture, 2020

- “Them and us culture”
- “Valued by direct team but not the university”



What researchers think of the culture they work in

- Concerns about job security
- Poor research culture of unhealthy competition, bullying, mental health issues

A selection of current Research Culture initiatives



[The Concordat to Support Research Integrity](#)

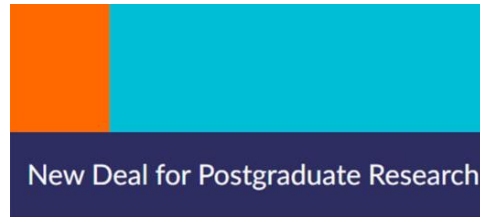
Résumé for Researchers



[Registered Reports](#)



HR EXCELLENCE IN RESEARCH



Improving recognition of diverse contributions to research

Technician Commitment

MI Talent
ITSS
Promotional pathway



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RESEARCH TEAMS





CRT

Contributor Roles Taxonomy

CRedit

- Conceptualisation
- Data curation
- Formal analysis
- Funding acquisition
- Investigation
- Methodology
- Project administration

- Resources
- Software
- Supervision
- Validation
- Visualisation
- Writing (original draft)
- Writing (review and editing)



PRISM network
The UK's network for Professional
Research Investment & Strategy Managers

Thrive project

EPSRC CDTs

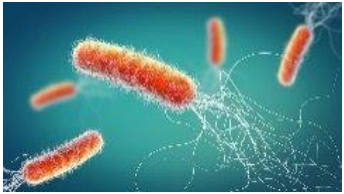
The hidden REF

Celebrating all research outputs

Hidden REF

Journey from Research to PRISM to Research Culture (and hopefully Research again)

Imperial College
London



SCIENCE
MUSEUM



N
NATURAL
HISTORY
MUSEUM

MICROBIOLOGY
SOCIETY

I'm a
Scientist
Get me OUT of here

THE
ROYAL
SOCIETY

Coventry
University

- Research delivery support
- Research development

WARWICK
THE UNIVERSITY OF WARWICK

- Research Project Manager – Bridging the Gaps
- Network+ Manager - CENTS
- Research Culture Manager

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NCRC
NATIONAL CENTRE FOR
RESEARCH CULTURE



PRISM network
The UK's network for Professional
Research Investment & Strategy Managers

A day in the life of a Research Culture Manager

- 08:30: Collate 'Research Celebration Awards' nominations and draft guidance for selection panel Chair
 - 09:00: Working group on Bullying & Harassment (Secretary)
 - 10:00: Give feedback on unsuccessful Enhancing Research Culture Funding proposal and advice for next round or other funding routes
 - 10:30: Review research culture special issue article and send comments to authors
 - 12:00: Lunch + catch up on research culture developments and share *via* LinkedIn Research Culture Knowledge Exchange Group
 - 13:30: Interdisciplinary research spotlights kick off meeting (provide Gantt chart, promote research culture)
 - 14:00: Presentation to Arts Faculty on research culture priorities and institutional support
 - 15:00: REF planning meeting
 - 15:30: Catch up with comms on International Research Culture Conference promotion
 - 16:00: Write up notes from working group and circulate, schedule next meeting
- Request for support with 'environment' section on funding application
 - Invitation to attend EDI roundtable
 - Query about PATHWAY (positive action programme for black researchers) PhD studentship eligibility
 - Query about abstract submission for conference
 - Update from senior leadership on new REF developments and coordinating our response

Enabling institutional research culture – Warwick approach

Five adjectives to convey what good research culture
looks like:

Researchers and Research enablers

Happy

Creative

Productive

Research Practice

Sound

Open

Research Culture Enablers Network – Top 10 Challenges for the sector



1. Research Leadership

Prioritising researcher development and improving leadership training to enable responsible supervision and mentoring of PGRs and ECRs eg. inclusive research management practices. Growing talent at the ECR stage.



2. Psychological Safety in Research

Putting a spotlight on research-specific mental health issues, creating spaces where everyone feels safe to speak up and where there are consequences for inappropriate behaviours such as



3. Responsible Research Culture Metrics

Accurate and meaningful assessment, using a holistic approach which takes into account, but also looks beyond, REF, concordats and other frameworks. Evaluation of research culture activities.



4. Inclusive Research Environments

Standardised approaches across institutions for inclusive recruitment and promotions, embedding EDI in research environments and practices. Creating a



5. Embedding Institutional Research Culture Change

Achieving actual change, with incentives for coordinated shifts in culture. Building research culture capacity (eg. through inductions) and memory within



6. Research Career Diversity and Mobility

Talent development and cross-sectoral research culture knowledge exchange.

Better management of career futures for researchers outside academia



7. Recognition of Diverse Contributions to Research

Push for research to be seen as something done by diverse teams, not just our current definition of 'researchers', with appropriate rewards and recognition. Valuing researcher time and contributions (eg. through narrative



8. Open and Transparent Research

Establish awareness and engagement with high standards of research integrity at all levels (including emergent areas such as Trusted Research). Breaking down silos and creating a culture based on trust and communication. Rewarding



9. Research Enabler Empowerment

Parity of esteem for research enabling roles, including Technicians, Research Managers, Administrators, Librarians and other professional research roles. Research Manager upskilling and career progression



10. Collaborative Research Culture

Facilitating interdisciplinary, representative and equitable research. Developing positive and effective models for conducting team research.

Menti poll: [Voting \(menti.com\)](https://menti.com)

3 words to describe your current culture?

3 words to describe your current research culture?

0 responses

Mentimeter

Enter a word

25

Enter another word

25

Enter another word

25

Submit

3 words to describe your current research culture?

31 responses

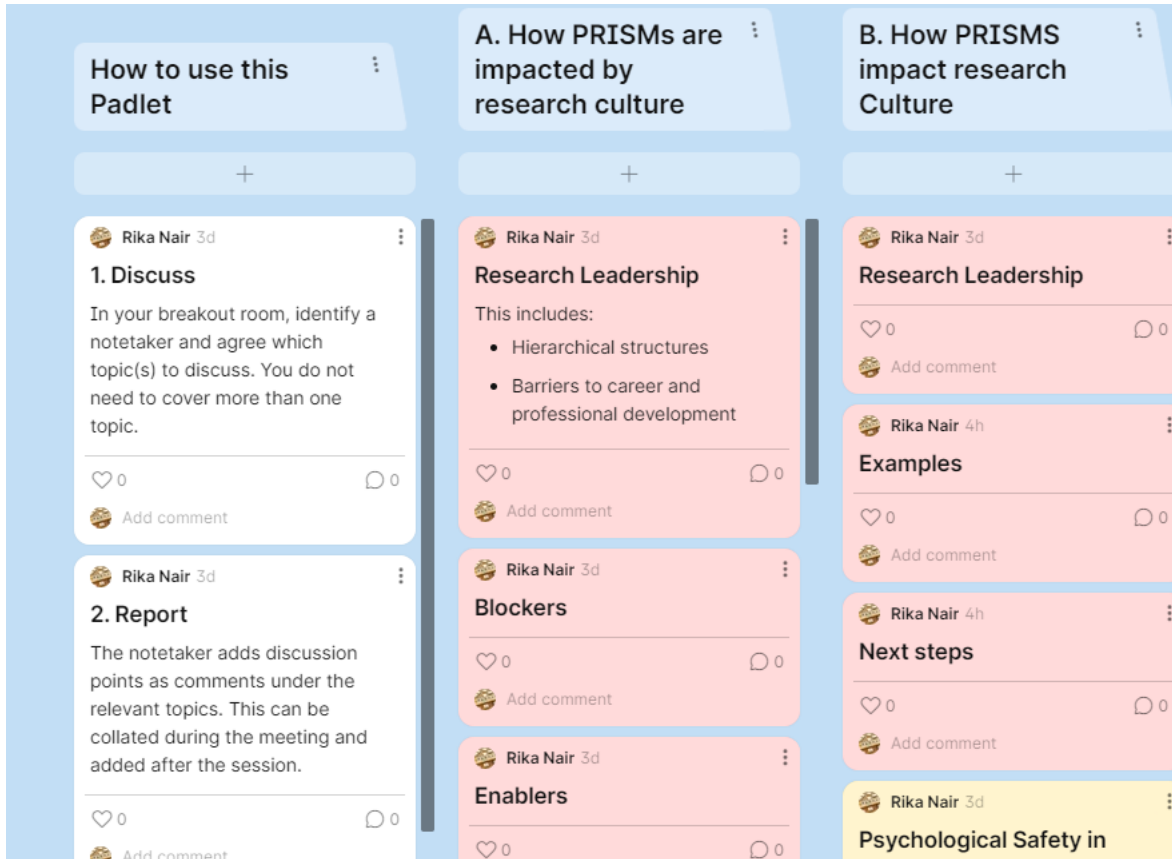




Word cloud of the three words survey respondents chose to describe their CURRENT local research culture (n=233)

Breakout group 1 – How PRISMs are impacted by research culture

Breakout group 2 – How PRISMs impact research culture



How to use this Padlet

1. Discuss
In your breakout room, identify a notetaker and agree which topic(s) to discuss. You do not need to cover more than one topic.

2. Report
The notetaker adds discussion points as comments under the relevant topics. This can be collated during the meeting and added after the session.

A. How PRISMs are impacted by research culture

Research Leadership
This includes:

- Hierarchical structures
- Barriers to career and professional development

Blockers

Enablers

B. How PRISMs impact research Culture

Research Leadership

Examples

Next steps

Psychological Safety in

Thank you

- researchculture@warwick.ac.uk
- [Research Culture Knowledge Exchange Group](#)
- [Research Culture Enablers Network](#)
- [National Centre for Research Culture](#)
- [International Research Culture Conference](#)