

# IRCC 2026 - Hosted by the National Centre for Research Culture

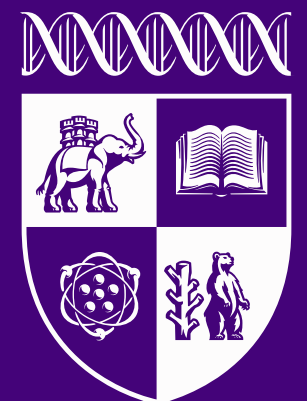
## Monday 21<sup>st</sup> September 2026 – ONLINE ONLY

| Time (BST) | Session Description                                                                                               | Speakers                                                                                                                                                                                                                                                                   | Ticket Type         |
|------------|-------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| 09:30      | Welcome and opening remarks                                                                                       | Professor Kirstie Haywood – Deputy PVC (Research Culture) and Academic Director of NCRC                                                                                                                                                                                    | Both                |
| 10:00      | Plenary: Panel Session<br><i>Lighting a fire: how can funders support positive research culture behaviours?</i>   | Dr Sean Sapcariu – Luxembourg National Research Fund<br>Geraldine Clement-Stoneham – Medical Research Council<br>Dr Ken Emond – British Academy<br><i>Chair – Vicky Strudwick, Head of Partnerships, National Centre for Research Culture at the University of Warwick</i> | Both                |
| 11:00      | Break                                                                                                             | N/A                                                                                                                                                                                                                                                                        | N/A                 |
| 11:30      | Parallel Sessions (Pre-selection) P1                                                                              | N/A                                                                                                                                                                                                                                                                        | Full Programme only |
| 12:45      | Lunch                                                                                                             | N/A                                                                                                                                                                                                                                                                        | N/A                 |
| 13:30      | Parallel Sessions (pre-selection) P2                                                                              | N/A                                                                                                                                                                                                                                                                        | Full Programme only |
| 14:45      | Break                                                                                                             | N/A                                                                                                                                                                                                                                                                        | N/A                 |
| 15:15      | Plenary: Panel Session<br><i>Tackling racial inequality in research environments: what works and what's next?</i> | Professor Etlyn Kenny – University of Birmingham<br>Dr Karisha George – University of York<br>Nic Farmer – MRC Laboratory of Molecular Biology<br>Fiona McClement – University of Edinburgh<br><i>Chair – Dr Anil Awesti, Associate Professor, University of Warwick</i>   | Both                |
| 16:15      | Close                                                                                                             | N/A                                                                                                                                                                                                                                                                        | N/A                 |



Monday 21<sup>st</sup> September – Parallel Sessions P1 - 11:30am – 12:45pm

|                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                           |
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| <b>P1.1</b><br><b>Collaborative and Interdisciplinary Research Cultures</b><br>Chair: Ayten Alibaba                                                                                                                                                                                                                                                                    | <b>P1.2</b><br><b>From Midcareer to Leadership: Shaping Research Culture</b><br>Chair: Dr John MacArtney                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>P1.3</b><br><b>Recognising Technical Input to Research: From Ensuring Fair Attribution to Promotional Pathways</b><br>Chair: Sarah Bennett                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>P1.4</b><br><b>Inclusive and Diverse Research Environments</b><br>Chair: Marie Sams                                                                                                                                                                      | <b>P1.5</b><br><b>Research Culture in Global and Institutional Contexts</b><br>Chair: Carole Harris                                                                                                                                                                                                                                       |
| <b>Interdisciplinary Research Conversations: Design and Analysis</b><br>Dr Ayten Alibaba; Dr Joana Almeida; Dr Gill Frigeri; Dr Yvette Yitong Wang; Professor Richard Smith. University of Warwick                                                                                                                                                                     | <b>Leadership as Research Culture Infrastructure: Applying the Framework for Leading in Higher Education to enable a lasting change in the research ecosystem</b><br>Dr Ireen Litvak-Zur. Advance HE                                                                                                                                                                                                                                                                                                                                                                                                | <b>Changing Culture Surrounding Technical Roles Through Opportunities, Knowledge and Skills</b><br>Dr Kay Doncom. University of Warwick                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Is an inclusive research environment a sufficient condition for a diversified body of doctoral students to progress and thrive in academia?</b><br>Dr Stewart Eyres (1); Dr Cristina Izura (2)<br>Eyres Inclusion Consulting (1); Swansea University (2) | <b>Researcher Impact Profiles and Measures of Positive Social Change: A Systematic Review</b><br>Haley A Beer; Helen Bevan; Julia Borgers; Katharina Dittrich; Carly Hegenbarth. University of Warwick                                                                                                                                    |
| <b>What really supports interdisciplinarity? Lessons learned from the Biomedical Data Science Career Development Survey</b><br>S. Cadman (1); T. Casci (2); P. Davies (3); R.E. Etherington (2); D. Gavaghan (2); C. George (2); C. McLean (4); D. Sims (2)<br>Health Data Research UK (1); University of Oxford (2); University of Dundee (3); Cancer Research UK (4) | <b>Meet the LAP Lander Team: An Interdisciplinary Approach to Fostering Research Leadership</b><br>Lisa Guenther & Kim Moran-Jones<br>University of Edinburgh                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>Driving Research Culture through Technician Pathway Design</b><br>Dr Ian Tidmarsh (1); Dr Jane Eagling; Esther Umoren; Heather Atkins-Whitehead; Abigail Acheson; Ben Dobson; Professor Chris Fox; Professor Craig Banks; Dan Swain; Dave Camlin; David Harmes; Ffion Evans; Gill Dorey; Dr Helen McCormick; Kate Rowland; Professor Jamie McPhee; Dr Judy Brook; Dr Lisa Simmons; Professor Mike Coldwell; Nichola Ellis; Orlagh McCabe; Rebecca Bradley; Sam Gray; Yogita Patel (2)<br>National Technician Development Centre (1); Manchester Metropolitan University (2) | <b>Building Consensus for Change: Advancing Gender Equity in UK Higher Education through the Women in Academia Project</b><br>Dr Talar Moukhtarian; Dr Marie Sams<br>University of Warwick                                                                  | <b>When values meet infrastructure: negotiating equity in international research collaboration</b><br>Dr Victoria Anker. University of Edinburgh                                                                                                                                                                                          |
| <b>Enabling Interdisciplinary Collaboration through Small-Scale Research Culture Funding</b><br>Dr Colleen Thomas; Professor Grace Mulcahy; Ms Gillian. University College Dublin                                                                                                                                                                                      | <b>Fostering strong, sustainable research cultures through investing in ‘mid-career’, ‘established’ researchers: a cross-institutional mentoring scheme for MCRs</b><br>Dr Kate Jones (1); Dr Sam Fernandes (1); Dr Jen Lynch (1); Dr Sarah Ashworth (2); Chris Atkinson (3); Jaime Harrison (4); Dr Angela Midgley (5); Alison Monkhouse (6); Dr Elizabeth Scanlon (7)<br>Manchester Metropolitan University (1); University of Manchester (2); Lancaster University (3); Leeds Beckett University (4); University of Salford (5); University of Huddersfield (6); Sheffield Hallam University (7) | <b>Recognising Leadership and Expertise in Research Technical Professionals</b><br>Ms Susie Cook (1); Dr Natalie Homer (1); Mr Lee Murphy (1); Dr Sally Shirran (2); Dr Phil Whitfield (3); Dr Claire Wilson (3)<br>University of Edinburgh (1); University of St Andrews (2); University of Glasgow (3)                                                                                                                                                                                                                                                                       | <b>‘Inspiring’ Research Culture Change?</b><br>Aaron Andrews. University of Leicester                                                                                                                                                                       | <b>Open Research Practices and Researchers' Assessment: A Global Landscape Review</b><br>Banaz Jalil (1), Felix Pedrotti (2), Anna Korzeniowska (3), Neil Jacobs (4), Tim Newton (5)<br>University College London (1); University of Surrey (2); University of Southampton (3); UK Reproducibility Network (4); King’s College London (5) |
| <b>From Catalyst to Culture: Sustaining Transdisciplinary Research through the Public Squares Initiative</b><br>Dr Astrid Treffry-Goatley; Miss Nicala Zeeman; Mrs Ameera Crew. Stellenbosch University                                                                                                                                                                | <b>Reframing Research Culture through the lens of Service Excellence - A Mid-Career Researcher perspective</b><br>Dr Fola Ikpehai. SUMS Consulting                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>EDI metrics: Evidence and Metrics for Research Culture and EDI in BBSRC Strategically Supported Institutes</b><br>Professor Jayne Hope; Dorotea Deshishku; Jeanette King, Dr. Sam Gamal. The Roslin Institute, University of Edinburgh                   |                                                                                                                                                                                                                                                                                                                                           |





# Monday 21<sup>st</sup> September – Parallel Sessions P2- 13:30pm – 14:45pm

| P2.1<br>Embedding Evidence and Evaluation in Research Culture<br>Chair: Kirstie Haywood                                                                                                                                                                                                          | P2.2<br>Doing Culture Differently: Practical Examples from Research Environments<br>Chair: Rika Nair                                                                                                                                                                                                                                                                                               | P2.3<br>Doing Culture Differently: Practical Examples from Research Environments<br>Chair: Katie Reynolds                                                                                                                                                                   | P2.4<br>Inclusive and Diverse Research Environments<br>Chair: Vicky Strudwick                                                                                                                                                                                             | P2.5<br>Wellbeing and Belonging in Research Environments<br>Chair: Elena Riva                                                                                                                                                                                                                                                                                                                                                                               |
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| <b>Embedding evidence-informed decision-making into research culture and strategy development</b><br>Dr. Amy Devenney; Lizzie Ville. University of Bristol                                                                                                                                       | <b>The Shadow Committee Toolkit - How we went from Reimagining to Transforming Governance</b><br>Sophie Daniels; Sapna Marwaha; Dr. Andrea Lambell; Dr. Johanna Thren. University of Durham                                                                                                                                                                                                        | <b>Building Sustainable Research Communities: Strategies for Capacity, Collaboration, and Positive Research Culture</b><br>Dr Bogusia Wojciechowska. ESRC - ADR UK                                                                                                          | <b>National LGBTQ+ Mentoring Network for Mathematics, Statistics and Computer Science</b><br>Dr Daniel Herring (1); Dr Rowland Seymour (2); Professor Tyler Kelly Coventry University (1; University of Birmingham (2); Queen Mary University of London (3)               | <b>Space to belong: Exploring the role of belonging on PGR wellbeing</b><br>Anna Butters; Ke Li, Lauren Martin; Richard Cooper; Chris Blackmore. University of Sheffield                                                                                                                                                                                                                                                                                    |
| <b>When Learning Is Not Enough: Testing the Learning-to-Application Inference in the Evaluation of Culture Programmes</b><br>Chrissi McCarthy (1); Lucy Day (2); Rachel Cowen (3); Martin Brooks (2) Centre of Behavioural Equality (1); Liverpool John Moores (2); University of Manchester (3) | <b>Connections, Collaborations, Communities: A Team Approach to Researcher Development</b><br>Dr Kate Jones; Dr Jen Lynch; Dr Sam Fernandes. Manchester Metropolitan University                                                                                                                                                                                                                    | <b>Supporting institutional research integrity and research culture priorities: a cross-institutional exploratory working party on 'Recognising Contributions in Research</b><br>Professor Karen Spencer; Dr Richard Greenham; Mrs Dawn Cremonese. University of St Andrews | <b>Taking the next step: evolving our approach to positive action through the PATHWAY programme</b><br>Vicky Strudwick; Dr James Burford. University of Warwick                                                                                                           | <b>Understanding researcher's experiences of "failure" in academia and identifying recommendations to better support research careers in higher education</b><br>Dr Celia J Bernstein; Mr Dinesh Passi; Dr Nicky Thomas; Professor Kirstie L Haywood; Professor Felicity Boardman; Dr John I MacArtney. University of Warwick                                                                                                                               |
| <b>Embedding evaluative thinking: An outcomes-focused approach to evidencing research culture impact</b><br>Dr Sarah Masefield. University of York                                                                                                                                               | <b>Spotlighting research cultures through national collaboration: insights from Scottish Research Integrity and Culture Week</b><br>Dr Emma Compton-Daw (1); Professor Jemina Napier (2); Dr Frances Medaney (3) University of Strathclyde (1); Heriot-Watt University & Scottish Graduate School for Social Science (2); Hosted by University of Aberdeen on behalf of the Scottish HE Sector (3) | <b>Reflecting on the scalability of research culture interventions: a case study on expectation management workshops for research groups</b><br>Dr Luisa Ciampi. University of Cambridge                                                                                    | <b>From Margins to Methods: Women of Colour Navigating Higher Education</b><br>Professor Sukanya Krishnamurthy. University of Edinburgh                                                                                                                                   | <b>Improving Career Development for Research Professionals at a UK Higher Education Institution: a Mixed-Method Study Applying Behavioural Science</b><br>Emma Ruby Francis (1); Christopher Vucic (1); Huner Erdinch (1); Sadie Boniface (1); Angel Chater (1); Lucy Dang (1); Hassan Sultan (1); Donna Swann (1); Susan Michie (1); Emma Todd (2); Geraint Rees (2); Fabiana Lorencatto (1) University College London (1); University of Bedfordshire (2) |
| <b>The Research Enough-ness Framework: Speculations on a principled approach to shaping research culture</b><br>Will Hunter. University of Bristol                                                                                                                                               | <b>How to teach research culture: Insights from two educational initiatives at the MRC Cognition and Brain Sciences Unit</b><br>Dr Saskia Frisby. University of Cambridge                                                                                                                                                                                                                          | <b>From Away Day to Action: A Pedagogically Informed Model for Strengthening Research Culture through the Scholarly Innovation Away Day (SIAD)</b><br>Amy Osmond & Dr Derek Lai Teik Ong Hertfordshire Business School, University of Hertfordshire                         | <b>The Beacon Academy: A qualitative exploration of the impact of co-created internship program for under-represented students on research delivery and research culture.</b><br>Chloe Berg; James Frearson; Kirstie Haywood; Thomas Dale MacLaine. University of Warwick | <b>Investigating Research Culture through Personal Interactions: Evidence from a John Fell funded project at the University of Oxford</b><br>Jessica Pilgrim-Brown. University of Oxford                                                                                                                                                                                                                                                                    |



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## Wednesday 23<sup>rd</sup> September 2026 – IN PERSON (Oculus) and online (limited)

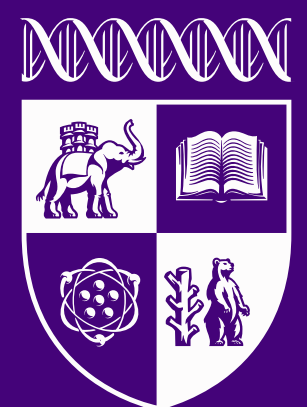
| Time  | Session Description                                                                                                | Speakers                                                                                                                                                                                                                                                                                             | Ticket Type         |
|-------|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| 08:45 | Arrival, registration, poster and stands set up, refreshments                                                      | N/A                                                                                                                                                                                                                                                                                                  | Full Programme only |
| 09:30 | Welcome to day 2 (in-person)                                                                                       | Professor Kirstie Haywood – Deputy PVC (Research Culture) and Academic Director of NCRC                                                                                                                                                                                                              | Both                |
| 09:45 | Plenary Kenote: Beyond Partnership: Building Research Cultures that Enable Collective Impact                       | Professor Jimmy Volmink – Executive Director for Equity, Wellcome Trust                                                                                                                                                                                                                              | Both                |
| 10:30 | Break and Poster Gallery                                                                                           | N/A                                                                                                                                                                                                                                                                                                  | N/A                 |
| 11:00 | Challenge-led Workshops (pre-selection)                                                                            | N/A                                                                                                                                                                                                                                                                                                  | Full Programme only |
| 12:30 | Lunch<br><i>Poster gallery, Exchanges journal drop in</i>                                                          | N/A                                                                                                                                                                                                                                                                                                  | N/A                 |
| 13:30 | Parallel Sessions (pre-selection) P3                                                                               | N/A                                                                                                                                                                                                                                                                                                  | Full Programme only |
| 14:45 | Break and Poster Gallery                                                                                           | N/A                                                                                                                                                                                                                                                                                                  | N/A                 |
| 15:15 | Plenary Keynote: The Technician Commitment: A Collaborative Approach to Transforming Culture for Technical Careers | Dr Kelly Vere MBE – Director, UK Institute for Technical Skills & Strategy – University of Nottingham                                                                                                                                                                                                | Both                |
| 15:45 | Plenary Panel: We are all here for the research: Delivering Research Professional Futures Collaboratively          | Dr Isabella von Holstein – Senior Project Manager, King's College London<br>Dr Dan King – Director, Research Consulting<br>Dr Jess Pilgrim-Brown – Postdoctoral Fellow, University of Oxford<br><i>Chair: Lorna Wilson, Managing Director of Research and Innovation Services, Durham University</i> | Both                |
| 16:45 | Closing remarks and poster presentation prizes                                                                     |                                                                                                                                                                                                                                                                                                      | Both                |
| 17:00 | Close                                                                                                              | N/A                                                                                                                                                                                                                                                                                                  | N/A                 |



# Wednesday 23rd September – Challenge-led Workshops 11:00am – 12:30pm

(continued overleaf)

| OC0.01<br>Spaces available: 40                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | OC0.02<br>Spaces available: 40                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | OC0.04<br>Spaces available: 40                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | OC1.01<br>Spaces available: 40                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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| <p><b>1</b></p> <p><b>Beyond the bid: accountability for research culture in funded research</b><br/>Facilitators: Taryn Bell and Hanna Groothuizen</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <p><b>2</b></p> <p><b>Measuring Change: A Research Culture Data Capture and Evaluation</b><br/>Facilitators: Sarah Masefield, Amy Mayfield, Cathal Rogers</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <p><b>3</b></p> <p><b>Making the Invisible Visible: Developing Reward and Recognition for Good Research Culture</b><br/>Facilitators: Rika Nair, Alys Kay, Julia Schoonover</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p><b>4</b></p> <p><b>Researcher and Research Professional Wellbeing in Healthy Research Cultures: Learning Across Institutions and Contexts</b><br/>Facilitators: Elena Riva, Amber Tout, Tania Maria Villanueva Cabello</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <p>Research culture is increasingly featured in grant applications, but its real impact depends on what happens after funding is awarded. If commitments to team working, career development, inclusion, open research and responsible leadership are assessed only at application stage, they risk becoming part of winning funding rather than delivering research.</p> <p>Building on Monday’s funder panel, this workshop will bring together participants from universities and funding organisations to explore how research culture commitments can be sustained throughout the post-award grant cycle. Focusing on award set-up, project delivery, monitoring, reporting and future funding decisions, participants will consider accountability, incentives and proportionate follow-up.</p> <p>The session will produce a co-created set of practical principles, accountability mechanisms and shared responsibilities for institutions and funders.</p> | <p>This challenge-led workshop will bring together the research culture community to explore approaches to data capture and evaluation, while providing a peer-learning space for participants looking to build skills and confidence. The session will begin with presentations from Taru Silvonen (University of Bristol) on evaluating research culture projects and support needs; Jayne Hope (University of Edinburgh) on research culture and EDI data, benchmarking and evaluation; and Adam Partridge, Suz Garrard and Maedbh King (Trinity College Dublin) on research culture data capture and evaluation across disciplinary contexts.</p> <p>Participants will then join a world café discussion on the challenges and opportunities of generating and using research culture evidence and insight. Coordinated by the RCEN Data Capture and Evaluation Working Group.</p> | <p>Research depends on many contributions that often remain hidden or under recognised within current research systems. This interactive session will explore how we can make these invisible contributions more visible and valued. It will begin with a facilitated discussion and short panel bringing together diverse perspectives on recognition in research. Speakers will highlight contributors at the interface of academia and society, including independent researchers, community partners, and others whose expertise may not always be formally acknowledged. The session will also recognise the crucial contributions of research professionals and research methodologists.</p> <p>Participants will hear emerging findings from the Research Culture Enablers Network Working Group, which is examining reward and recognition practices across the UK to identify strengths, gaps, and opportunities for improvement.</p> <p>A collaborative mapping activity will encourage collective reflection, identify priorities for change, and generate practical actions to support more inclusive, equitable, and comprehensive approaches to recognising the full range of contributions that enable excellent research.</p> | <p>Researcher wellbeing and healthy research cultures are increasingly recognised as global priorities, yet institutional responses vary across contexts. This interactive workshop will bring together researchers, research culture practitioners, professional services colleagues, and institutional leaders to share experiences and learn from one another.</p> <p>The session will begin with emerging findings from Warwick’s Re-Well programme, including a UK study exploring organisational drivers of researcher wellbeing and occupational stress, alongside a mapping exercise of institutional responses across higher education. These findings will provide a platform for discussion and comparison.</p> <p>Through facilitated discussions and collaborative activities, participants will explore approaches to wellbeing, workload, inclusion, career development, and research culture, identifying lessons learned, evidence gaps, and effective practices. The workshop will foster international exchange, future collaborations, and comparative research opportunities, and will conclude with an arts-based wellbeing activity led by Warwick’s Words4Wellbeing team.</p> |





# Wednesday 23rd September – Challenge-led Workshops 11:00am – 12:30pm (continued)

| OC1.04<br>Spaces available: 40                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | OC1.06<br>Spaces available: 40                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | OC1.08<br>Spaces available: 30                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | OC1.09<br>Spaces available: 40                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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| <b>5</b><br><b>Advancing Racial Equity in Research Environments: collaborative action</b><br>Facilitators: Vicky Strudwick, Karisha George, Aaron Andrews, Abimbola Ayorinde                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>6</b><br><b>Safe to fail: A workshop to explore holistic approaches to addressing “failure” in research culture</b><br>Facilitators: Rachel Lewis; Miranda Raven; Annie Bryan; Courtney Crocco; Ayten Alibaba; Harriet Richmond; John MacArtney                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>7</b><br><b>Identifying competencies for high-quality public, patient and community involvement in research within different disciplines</b><br>Facilitators: Felicity Boardman, Kirstie Haywood, Helen Luckhurst, Sophie Staniszewska, Helen Wheatley, Julie Roberts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>8</b><br><b>AI in Research: The Impact on People, Practice and Policy</b><br>Facilitators: Dr Federica Coluzzi; Jason Snow; Dr Scott Summers; James Parry                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Drawing on examples of pilot interventions and emerging frameworks for addressing racial inequity in research environments, participants will explore the structural, cultural and procedural barriers that can limit progress, as well as gaps in existing policies, support mechanisms and institutional approaches. Through facilitated discussion and collaborative problem-solving, they will identify priorities for action and opportunities for shared learning across organisations. These insights will be used to co-create a practical action plan, setting out recommendations, responsibilities and next steps for accelerating collective progress towards more equitable and inclusive research cultures. | <p>A positive research culture depends on creating environments where all researchers can thrive. While frameworks such as the Vitae Research Culture Framework recognise that risk-taking, setbacks and failure are integral to research, the systemic impacts of non-success remain underexplored. This workshop will examine how failure is experienced and understood across research environments, moving beyond individual wellbeing to consider relational, structural and cultural dimensions.</p> <p>Participants will share practical examples of initiatives that address the wider impacts of rejection, setbacks and non-success, and explore how responsibility can be more effectively shared across institutions. Using creative, participatory methods, the workshop will co-produce recommendations for embedding healthier approaches to failure and fostering a more supportive and inclusive research culture.</p> | <p>This workshop will begin by reviewing what is known about the competencies required for conducting public, patient and community involvement (PPCI) in health and care research. We will then explore with delegates the similarities and differences to other disciplines.</p> <p>Delegates will discuss the following questions:</p> <p>What skills and knowledge are required for PPCI across all disciplines, and which ones are particular to certain fields?</p> <p>Which competencies are relevant to professional services roles and do these vary by the area or type of research?</p> <p>What factors affect people’s confidence in conducting PPCI?</p> <p>Which competencies are likely to be more useful in creating sustainable collaboration?</p> | <p>Artificial intelligence is already influencing how research is designed, carried out, evaluated and communicated. It is becoming clear that responsible adoption of AI depends on research culture: the relationships, values, practices and policies that shape how AI is understood and used.</p> <p>In this interactive workshop, we will explore how AI is reshaping the ways that researchers and research professionals connect, communicate and collaborate within and across research. Drawing on emerging evidence and shared real-world experiences, we will examine opportunities, tensions and trade-offs that AI creates for key research culture priorities, including community, belonging, inclusion, and accessibility. Participants will consider how these practices challenge institutions to rethink their approaches to AI practices, policies and governance; to enable them to maintain integrity in research when AI is used.</p> <p>Through discussion, reflection and practical examples, we will invite participants to explore how their own institutions can shape AI-enabled research cultures and governance that strengthen, rather than diminish, collaboration, human connection and research integrity.</p> |





# Wednesday 23rd September – Parallel Sessions P3 13:30pm – 14:45pm

(continued overleaf)

| Lecture Theatre (50)                                                                                                                                                                       | OC0.01 (40)                                                                                                                                                                                                        | OC0.02(40)                                                                                                                                                                                                                                                                                                                | OC0.04(40)                                                                                                                                                                                                                                                                                        | OC1.01(40)                                                                                                                                                                                                                                                                                            | OC1.02(30)                                                                                                                                                                                                                                  |
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| <b>P3.1</b><br><b>Embedding Research Culture (Strategy)</b><br>Chair: Sophie Staniszewska                                                                                                  | <b>P3.2</b><br><b>Career Development and Pathways</b><br>Chair: Harriet Richmond                                                                                                                                   | <b>P3.3</b><br><b>Doctoral Researchers in Collaborative Research Cultures</b><br>Chair: Rhiannon Martyn                                                                                                                                                                                                                   | <b>P3.4</b><br><b>Who Contributes to Research? Recognition, Roles, and Reward (1)</b><br>Chair: Ian Hancox                                                                                                                                                                                        | <b>P3.5</b><br><b>Inclusive &amp; Diverse Research Environments</b><br>Chair: Kat Grover                                                                                                                                                                                                              | <b>P3.6</b><br><b>Who Contributes to Research? Recognition, Roles, and Reward (2)</b><br>Chair: James Burford                                                                                                                               |
| <b>From Experience to Evidence: A Service-Design Approach to Measuring Research Culture</b><br>Alys Kay. University of London & National Centre for Academic and Cultural Exchange (NCACE) | <b>Strengthening Research Culture through involving and supporting Early Career Academics and Researchers at the University of Birmingham</b><br>Dr Giuditta Fontana. University of Birmingham                     | <b>Bridging Worlds: Enhancing Research Culture in Collaborative Doctoral Partnerships through Professional Development for Non-University Supervisors</b><br>Professor Janet De Wilde (1); Professor Julie Sheldon (2) Queen Mary University of London (1); Liverpool St John Moores (2)                                  | <b>Do We Belong? Teaching-Focused Academics in a Research-Intensive</b><br>Dr Clare Patterson; Dr Adam Jowett. University of Warwick                                                                                                                                                              | <b>The Building Race Equity and Diversity (BREaD) in Research Network: Community Conversations about health research with local communities from racially minoritised backgrounds</b><br>Angela Kibia (1); Dr Juliana Onwumere (2) King's College London (1); South London and Maudsley NHS Trust (2) | <b>Invisible researchers: A cross organisational perspective of professional and technical services researchers</b><br>Ms Helen Curtis (1); Dr Ellis Ryan (2); Dr Charlotte Verney (1) University of Bristol (1); University of Warwick (2) |
| <b>Whose responsibility is research culture change? Insights from researchers and research enablers in UK Universities</b><br>Catherine Davies. University of Leeds                        | <b>Rewiring the System: Dismantling Research Precarity to Foster Collaborative Research Cultures</b><br>Benjamin Ankomah-Appiah. Eötvös Loránd University                                                          | <b>Institutional approaches to supporting doctoral supervision: Insights from UK Doctoral Schools</b><br>Dr Hang Li (1); Dr Karen Clegg (1); Professor Doug Cleaver (2) University of York (1); Sheffield Hallam University (2)                                                                                           | <b>Research culture in the UK higher education: the missing perspective of professional services staff</b><br>Dr. Zhuo Sun. University of Essex                                                                                                                                                   | <b>Experiences of gender-based microaggressions and micro inclusions in research settings</b><br>Yihua Chen; Csilla Pákozdy; Nicole Tausch; Gillian R. Brown. University of St Andrews                                                                                                                | <b>Championing technical advancement by aligning with research culture strategy and funding</b><br>Bethan Upex; Andrew Moss. Durham University                                                                                              |
| <b>Making Strategy Work: Translating Lived Research Culture into Implementable Action</b><br>Dr. Chiara Cipollari, Professor Sharron Dolan. Glasgow Caledonian University                  | <b>Fair and Transparent Academic Promotions for UCL Early Career Researchers (ECRs)</b><br>Sonja Weirauch. UCL                                                                                                     | <b>Improving collaborative culture and peer support through a cross-programme student-led workshop series</b><br>Jenn Yoo. University of Edinburgh                                                                                                                                                                        | <b>Recognising the value of technical expertise</b><br>Dr Sally Morgan; Dr Natasha Dorling; Dr Jenny Loukes; Dr Endre Putyora. University of Edinburgh                                                                                                                                            | <b>Making Equity an Institutional Responsibility: An In-House Career Development Programme for Global Majority Researchers</b><br>Dr Sayema Rahman Khan. University of Manchester                                                                                                                     | <b>Recognising What Counts: Rethinking Leadership, Reward and Contribution in Research Culture</b><br>Zain Ul Abidin; Kay Guccione; Charlotte Bonner-Evans. University of Glasgow                                                           |
| <b>What is the role of short-term projects in enhancing research culture? Perspectives from project leads</b><br>Hayley Shaw; Katy Butcher; Professor Julie Barnett. University of Bath    | <b>The Realities of Management in Academic Research: Insights from Postdoctoral Experiences</b><br>Dr Barbora Oudova-Rivera; Dr Harriet Richmond; Dr Jessica Lewis; Dr Christopher Rodrigue. University of Warwick | <b>The role of joint doctoral degrees in shaping research culture</b><br>Professor Liezel Frick (1); Professor Katherine Wimpenny (2); Professor Sibusiso Moyo (1); Professor Elena Gaura (2); Professor Luca Morini (2); Dr QueAnh Dang (2); Dr Dimitar Angelov (2) Stellenbosch University (1); Coventry University (2) | <b>Valuing Technical Leadership: Evidence and Emerging Policy Lessons from the Scottish Research Technicians' Professional Academy</b><br>Mr Mohammad Ali Salik (1); Dr Sally Morgan (2); Mr Jamie Smith (3) University of Glasgow (1); University of Edinburgh (2); University of St Andrews (3) |                                                                                                                                                                                                                                                                                                       | <b>Bridging Divides: Teaching-Focused Staff and Their Place in Research Culture</b><br>Dr James Burford; Dr Gill Frigerio; Fatima Alhaj-Hasan; Milena Cuccurullo. University of Warwick                                                     |



# Wednesday 23rd September – Parallel Sessions P3 - 13:30pm – 14:45pm

(continued)

| OC1.04 (30)<br>Research Professional Futures Workshop                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | OC1.06 (40)<br>Responsible Research Practice                                                                                                                                                                                                                                                                        | OC1.07 (30)<br>Navigating the Politics of Research Culture                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | OC1.08 (30)<br>Research Culture Carousel (1)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | OC1.09 (40)<br>Research Culture Carousel (2)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| <b>P3.7</b><br>Rika Nair & Katie Reynolds                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>P3.8</b><br>Chair: Carole Harris                                                                                                                                                                                                                                                                                 | <b>3.11</b><br>Facilitators: Karen Stroobants, Ben Bleasdale, Emily Ennis, Ashley Collins & Jess Adams                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>P3.10</b><br>Facilitator: Adele Kenny                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>P3.9</b><br>Facilitator: Harbeena Lalli                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <p>This interactive session will provide a forum to delve into who Research Professionals (RPs) are and the role they play in shaping positive research cultures. This is a chance for colleagues to help shape our next engagement activities, including our upcoming community of practice.</p> <p>RPs are a diverse and highly skilled community whose work helps research happen effectively, ethically, securely and with impact. Working across research development, programme management, research strategy, libraries, innovation, partnerships and many other areas, RPs contribute specialist expertise throughout the research lifecycle. Yet despite their significant contribution, RP expertise is often under-recognised and underutilised across the sector.</p> <p>This is a co-creation workshop where we want to hear from colleagues leading on research culture change at their institutions and to learn from each other what has worked and how progress can be measured to ensure lasting culture change. We will explore how different institutions are currently recognising and supporting Research Professionals and identify opportunities to strengthen collaboration across the wider research ecosystem.</p> <p>Join us to share insights with peers and to contribute to a growing national conversation about the future of RPs.</p> | <p><b>Recognising wiki contributions as collaborative research outputs: Towards an open research toolkit</b><br/>Dr Guilherme Fians. University of Manchester</p> <p><b>Cross-institutional Ethics for Culture Change: A Culture Catalyst Fund Case Study</b><br/>Dr Caitlin McDonald. University of St Andrews</p> | <p>Research culture is often discussed in terms of values, behaviours, and systems, but less frequently as a political space shaped by structural forces and everyday practices. For many working in this area, it can feel isolating and frustrating to navigate power dynamics and ownership spread across different levels.</p> <p>Join us for a highly participatory session to connect the conceptual political frameworks shaping research culture reform, our shared experiences of “small p” politics - how research culture is negotiated, resisted and reshaped in daily practice - and the “big P” political landscape of government strategy and funding priorities which shape our environment.</p> <p>We will explore our collective experiences, knowledge and questions, and work together to move towards collective sense-making and action - aiming to leave us better positioned, individually and together, to navigate and influence research culture politics.</p> | <p><b>Transforming Supervision Culture and Practice: The Next Generation Research SuperVision Project (RSVP)</b><br/>Dr Heather Sears, Dr Victoria Ríos Castaño. Coventry University</p> <p><b>Role modelling through the CIRCLE (Championing Interdisciplinary Research CuLturEs) fund</b><br/>Lucy Newman. Queen Mary University of London</p> <p><b>Planning and supporting community-based research: useful tools and insights from practicing researchers</b><br/>Ms Catriona Gold, Ms Becky Gordon. Lancaster University</p> <p><b>Using peer power and ripple effects to spread an inclusive writing culture</b><br/>Rosie Wadman (1); Dr Jess Macpherson (1); Dr Kate Jones (2) University of Southampton (1); Manchester Metropolitan University (2)</p> | <p><b>Unlocking creative potential beyond the lab</b><br/>Ana M. Ribeiro; Andreu Gual; Holly Blondin; David del Álamo; Thiago Carvalho; César Serrano; Fran Martínez Jiménez; Guillermo Villacampa; Mate Maus; Óscar Llorián-Salvador; Tian Tian; Johannes Jaeger; Imma Falero. Vall d'Hebron Institute of Oncology (VHIO)</p> <p><b>Community of Practice as Collective Action on Research Culture at University of Oxford</b><br/>Lindsey Spriggs, Sarah Mallet. University of Oxford</p> <p><b>The Integrity Quest: an interactive way to explore ethics and integrity principles</b><br/>Cosmin Mudure; Dr Jacob Barker; Fran Baber; Dr Filipa Vance; Oli Schofield. University of Bath</p> <p><b>CIRCLE: Built From the Inside Out</b><br/>Dr Cleo White. University of Leicester</p> <p><b>The Bridge of Possibility: How to co-create research culture through drawing together.</b><br/>Laura Evans-Hill, Nifty Fox Creative</p> |

