

Trends in Research Culture

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R&D People and Culture Strategy 2021

“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.**”

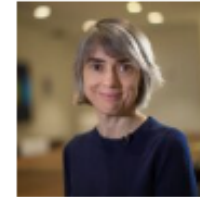


Who is leading on Research Culture?



We must reshape the system to value and support difference

Research's 'lone genius' image is unhelpful



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



Technician **Commitment**



The Concordat to Support Research Integrity

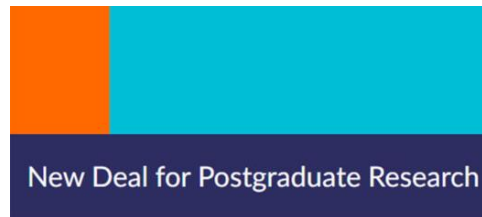
Résumé for Researchers



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

Registered Reports

HR EXCELLENCE IN RESEARCH



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)

WARWICK

Thank you

- [Warwick Research Culture webpages](#)
- ResearchCulture@warwick.ac.uk
- [Linkedin group](#)

