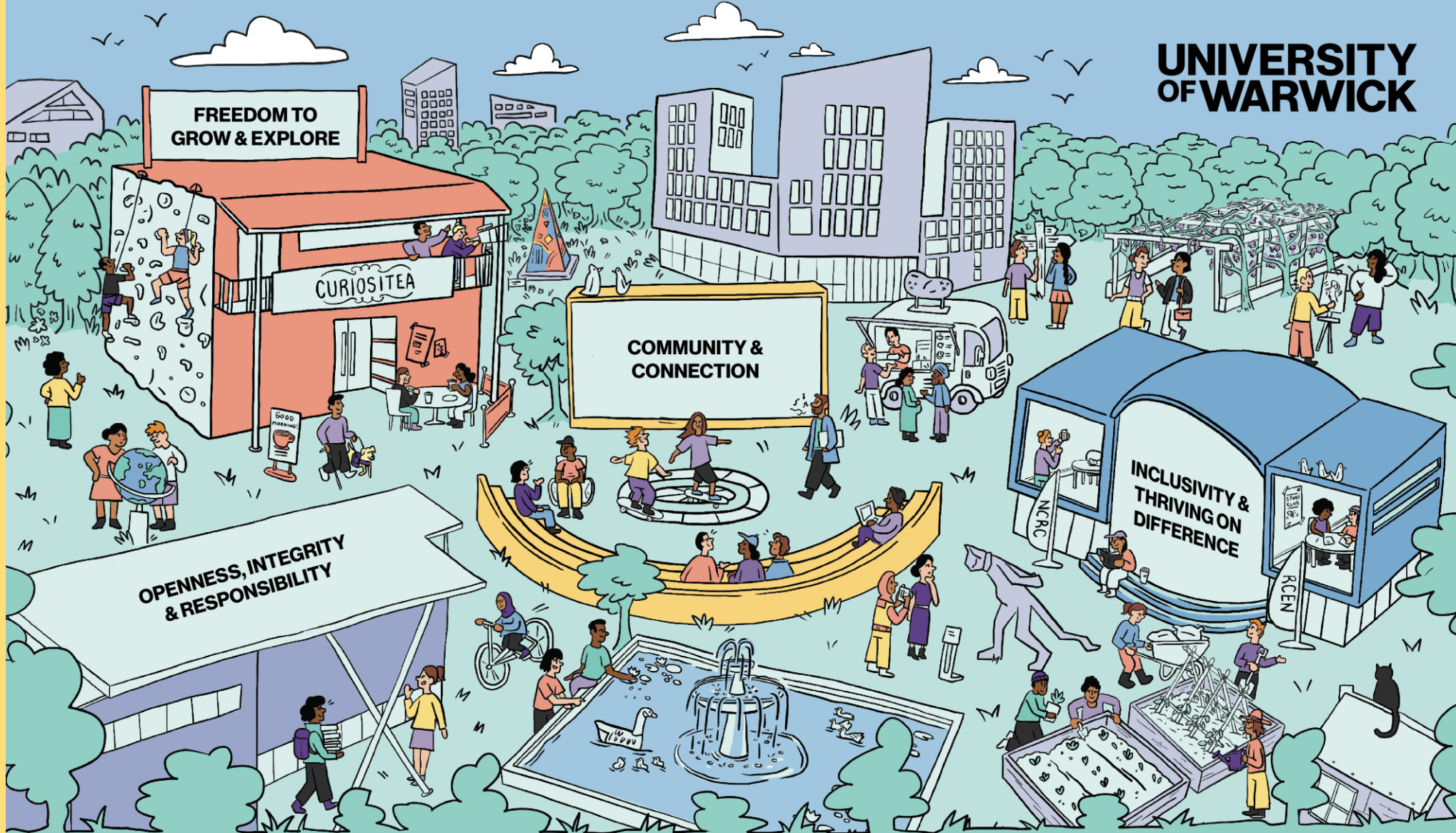




Our Research Culture Roadmap 2026-2031

Vision

A thriving research community in which people are supported to be their best as they deliver excellence in research which changes lives and society for the better.

Mission

To work collaboratively with colleagues from across our research ecosystem to build a research culture where people thrive through connection, curiosity, and integrity.



Find more out about our
Research Culture
[warwick.ac.uk/research/
research-culture-at-warwick/](https://warwick.ac.uk/research/research-culture-at-warwick/)



Research Culture at the University of Warwick

- **What is research culture?**
- **Thinking differently** about the research journey
- **Who** is our research community?



Research Culture at the University of Warwick

- Our journey so far
- Since 2012 ...
- 2020
 - Research Culture Strategy
- 2021
 - RC Forum
 - RC Officer
 - Research England funding
- 2022
 - Core pillar of Warwick's Research Strategy

05—The National Centre for Research Culture

"A positive research culture is critical to ensuring a research ecosystem that both fosters excellence and is sustainable. Arguing for the importance of this and bringing together those working to improve research culture locally, nationally and internationally has never been more important."

The NCRC is now firmly established as part of the research culture landscape in the UK and has established a genuine community of practice - in particular through its annual conference which continues to go from strength to strength. It has also fostered the sharing of ideas and best practice across institutions and advocated for appropriate evaluation of research culture activity.

We need to be able to argue for the pragmatic - as well as moral - reasons for promoting a positive research culture; the NCRC plays a vitally important part in this."

MARCUS MUNAFÓ
Deputy Vice-Chancellor
and Provost
UNIVERSITY OF BATH
Co-Chair of the
Research Culture
Network
Chair of the NCRC Advisory Board



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Whilst research culture is a critical component of Warwick's research strategy, the challenges associated with culture improvement are often experienced sector-wide.

This led to the creation of the National Centre for Research Culture (NCRC) at the University of Warwick, which was established in 2023 to support and respond to shared challenges.

04—Initiatives

4.1 Grassroots Funded Programme

At Warwick, our research community is full of innovative solutions, driving our collective efforts to enhance research culture. We reinvested the Enhancing Research Culture funding from Research England into our community through internal funding opportunities.

06—External Engagements and Collaborations

Contributed session on Monday 15th Research Culture during EPIC2024

Collaboration with Warwick Research Culture Network to deliver research culture leadership training across all UK universities

Presented at Royal Society on Research Culture and Innovation

The research culture team maintains active collaborations and engagements across the sector, a selection of which is presented below.



Contributions to ARMA Conference on Research Culture

Warwick Research Alliance Professional Services Collaborative Fund and Collaborative Fund

Jan 2024	May 2024	Sep 2024	March 2025	May 2025	July 2025	Sep 2025
This Year 2024 EPIC2024	Research culture training delivered for the national EPIC2024 network	Hosted and Team Director's Research Evaluation team research culture training for ARMA Group Director Meeting	Delivery of research culture training for ARMA in collaboration with ARMA	Participation at Midlands Innovation Open Research Week 2025	Participation in Russell Group working group on Research Culture	Collaboration with Warwick University, Durham University and Imperial College London to deliver research culture training
		Hosted first in-person research culture training workshop for the South of England Research Culture Group	Participation in a panel at mid-year conference hosted by Royal Society and School of Advanced Study, University of London	Participation in a panel at mid-year conference hosted by Royal Society and School of Advanced Study, University of London	Participation in a panel at mid-year conference hosted by Royal Society and School of Advanced Study, University of London	Participation in a panel at mid-year conference hosted by Royal Society and School of Advanced Study, University of London
		Part of research culture training delivered for the national EPIC2024 network				



UNIVERSITY OF WARWICK



- **Research Culture Roadmap 2026-2031**

- A community-informed approach
 - Shared vision and values
 - Active collaboration
 - Values of co-production
 - Meaningful change
-
- Accountable
 - Research Committee



Roadmap Co-creation: What did we do?

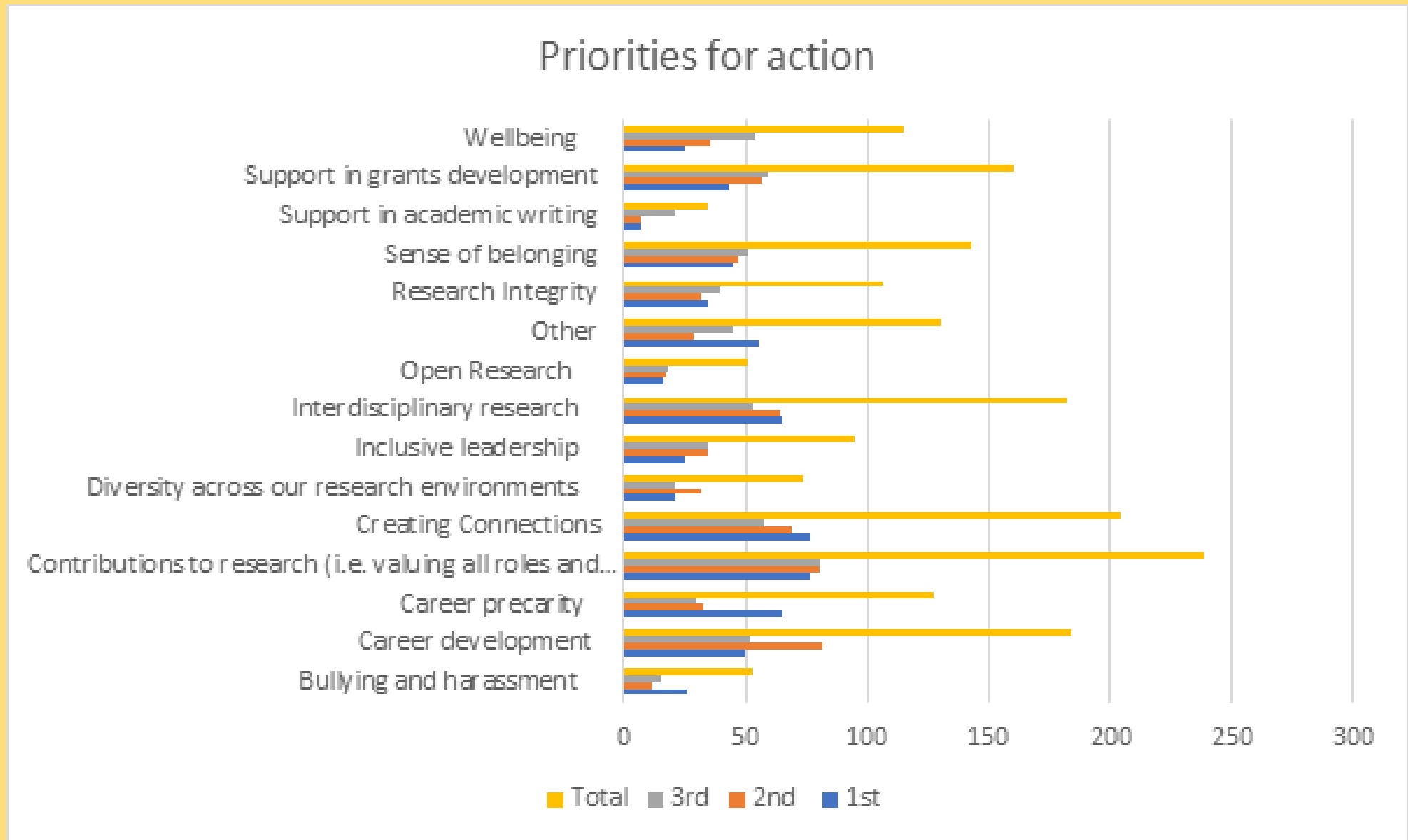
- **Strategy Group (n=30):**
 - support focus and direction
- **Workshops:**
 - Strategy (x3)
 - Community (x2) (total n=36)
- **Survey:** 700+ responses
- **Alignment:** University Values and Concordats
 - Unified approach
- **Theory of Change:**
 - Hayley Beer



Roadmap co-creation:

What did you say?

- Survey



- innovative



Roadmap co-creation:

What did you say?

- **Workshops – Priorities**
 - **Protected time** for research
 - Focus on **precarity**
 - **Valuing all roles** in research
 - Facilitation of **connections/networking**
 - **Wellbeing** and burnout
 - **Psychological safety** (power, failure)
 - **Fairness and inclusion**
 - **Systems and processes**



Roadmap co-creation: Essential considerations

- **We must prioritise a sustainable, positive research culture**
 - Enables research excellence
 - Strong business case is essential
 - More than 'a nice place to work'
- **Evidence-based, data-driven approach**
- **Diversity**
 - Disciplinary differences and sense of identity
 - Impact of political climate on research
- **External factors**
 - Across the research ecosystem
 - Actively lobby for change



Research Culture Roadmap 2026-2031

Vision

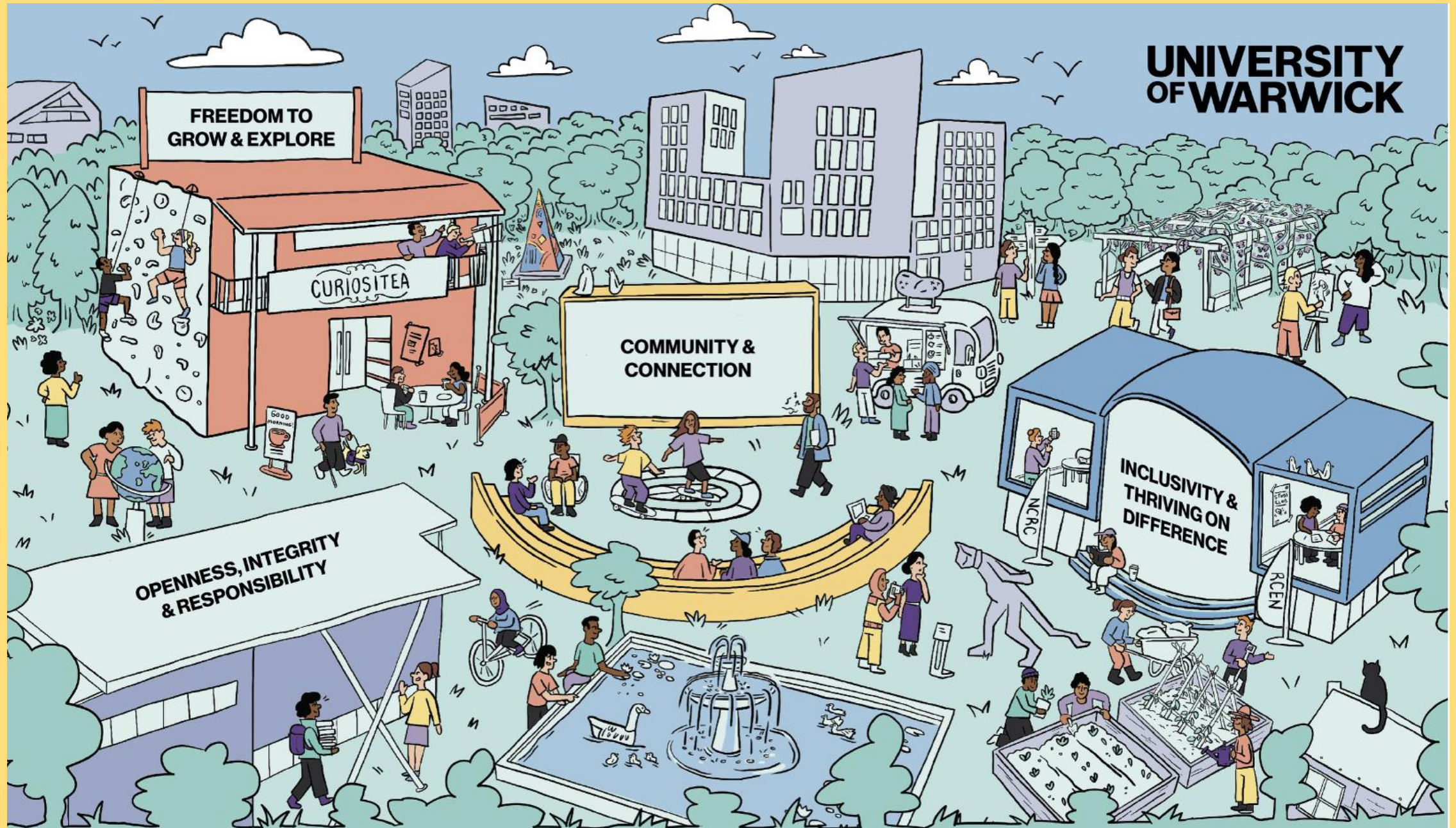
A **thriving research community** in which **people are supported to be their best as they deliver excellence in research** which changes lives and society for the better

Mission

To **work collaboratively** with colleagues from across our research ecosystem to build a research culture where **people thrive through connection, curiosity, and integrity**



Research Culture Roadmap 2026-2031



Community and Connection

Strategic objective: We will foster a connected and vibrant research culture where collaboration and shared purpose drives excellence.

Create meaningful opportunities for connection and space to build relationships, learn from others, share ideas, and co-create research.

Support staff to build mutually beneficial partnerships with a diverse range of stakeholders and communities.

Connect people and ideas to showcase, share and shape good practice in research culture through local, national and international initiatives.

Champion collaboration across and between disciplines to innovate and tackle complex challenges.



Freedom to Grow and Explore

Strategic objective: We will empower our research community to break new ground, valuing curiosity and creativity.

Support and champion **diverse career pathways** and ambitions across the research community.

Provide meaningful and **accessible development opportunities** across career stages.

Encourage and **celebrate excellence** in both disciplinary and interdisciplinary research, encouraging curiosity to drive impactful discoveries.

Cultivate a **supportive environment** where setbacks and resilience are explored openly and constructively.



Inclusivity and Thriving on Difference

Strategic objective: We will build equitable and inclusive research communities where everyone can thrive and feel valued.

Align structures and behaviours to support **inclusion and accountability**, embedding clear expectations about conduct within our research environments.

Ensure equitable and sustainable **wellbeing** support for the research community.

Require research leaders at all levels to **embed inclusive practices** and champion wellbeing within their areas of responsibility.

Recognise and **value diversity** in experience, skills and contributions across all career pathways.

Actively listen to diverse voices through ongoing **community engagement** to cultivate belonging.



Openness, Integrity and Responsibility

Strategic objective: Our research culture will be grounded in socially responsible research, promoting openness, integrity and accountability.

Foster shared responsibility for upholding high ethical standards and striving for good practice in research integrity, embedding streamlined, coherent policies and processes, and tailored training and support.

Promote responsible and sustainable (social, economic, environmental) research and innovation, ensuring appropriate oversight and external regulatory compliance.

Develop and continually improve **robust governance frameworks**, with efficient ethics systems that enable proactive risk management and build trust.

Equip researchers with the necessary training, shared understanding, and infrastructure to support **data sharing and reproducibility**.

Equip researchers with the knowledge, skills, and confidence to **support fairness** and encourage appropriate recognition of contributions to both traditional and non-traditional outputs.



Research Culture Enablers @Warwick (RCEN@Warwick)

- Challenge-driven community network – open to all!
 - Responding to, delivering, and innovating the action plan
- Immediate action
 - Identifying acceptable indicators of change
- **Strategy, People and Research Environment (SPRE)**
 - Cohesive, supported approach
- Interested? Sign up:
<https://warwick.ac.uk/research/research-culture-at-warwick/rcenwarwick/>





Thank you

Any Questions?

Please visit our webpages:

<https://warwick.ac.uk/research/research-culture-at-warwick/>

**UNIVERSITY
OF WARWICK**



Research Culture Week

23 - 26 March 2026

Celebrating research culture through a programme of engaging events hosted by colleagues from across the university.

Everyone is welcome.....come along and be part of the conversation!



Find out more and sign up to events.

