

*Building
the culture,
integrity and
trust that
underpin great
research*



University
of Glasgow

Research Culture Action Plan

2026 - 2029

Foreword from the Vice Principal for Research and Knowledge Exchange

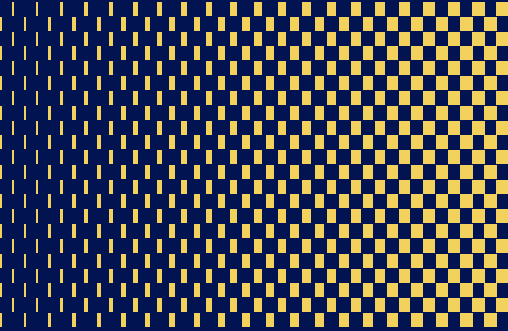
The University of Glasgow's Research Culture Action Plan 2026-2029 reflects our shared commitment to creating an environment in which people feel empowered to be ambitious, work collaboratively, and support one another to succeed. Research culture is fundamental to how we conduct, support and recognise research. It shapes the experiences of our entire research community, from researchers and research professional staff to technicians, postgraduate students and partners. This Plan builds on the significant progress made since the launch of our first Research Culture Action Plan in 2020. It has been developed through extensive consultation with our community, and aligns closely with the University's Research Strategy 2036, as well as relevant national frameworks and guidance. The seven workstreams outlined in this document demonstrate our unwavering commitment to supporting all those who contribute to research. From career development and leadership to open research and responsible recognition, these activities place people at the heart of our work. Delivering meaningful change across a large, complex institution requires sustained partnership, reflection and collective effort. I am grateful to the many colleagues whose expertise, insight and commitment have shaped this work, and I look forward to working together to advance this action plan in the years ahead.

Professor Chris Pearce

A positive research culture at the University of Glasgow is one in which:

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- We engage with and produce research that meets the highest standards of ethics and integrity [**Research Integrity and Ethics**].
 - We are committed to openness, transparency, rigour, and reproducibility [**Open Research**].
 - All colleagues are valued for their varied contributions to a diverse range of research activities and outputs [**Research Recognition**].
 - People actively work together to support each other and their teams to succeed [**Collegiality and Teams**].
 - Through the concepts above, and through a comprehensive framework of bespoke initiatives, we support all members of our research ecology to advance in their chosen career path [**Career Development**].

Research Culture at the University of Glasgow



*Our 'research culture' is the
collective result of the way people
think, feel and act.*

Undoubtedly, the culture in which we work affects both our experience of work and our performance at work. Sustainable high performance – the realisation of Glasgow’s research ambitions – is underpinned by a collegial, fair and engaging culture, and we intentionally scaffold and reward that culture. This Research Culture Action Plan helps us to do that work systematically, explicitly and in partnership with our research community. Working with many allies and partners across Glasgow as ‘one team’, is at the core of our approach because it recognises that culture is not abstract, it happens through and between people. We are also continuously inspired by working with our network of generous colleagues across Scotland, the UK and Ireland, and Europe with whom we share our ongoing collaborative journey. Change through collective momentum in culture work will be at the forefront of our approach in the coming years.

Dr Kay Guccione, Head of Research Culture and Researcher Development and Dr Rachel Herries, Research Culture Manager

Research Culture at the University of Glasgow

We work to maintain, develop and enhance a positive research culture in which everyone can thrive.

At the University of Glasgow, we understand that research thrives when all members of the research ecosystem feel that they are part of an engaging, fair, and collegial environment in which people help each other to succeed. We see research culture enhancement work as essential to our research performance, strengthening the conditions that allow great research to happen. We understand that the building and maintenance of a positive research culture is an ongoing, evolving, and community-wide endeavour, as reflected in our research culture activity to date and through this Research Culture Action Plan.

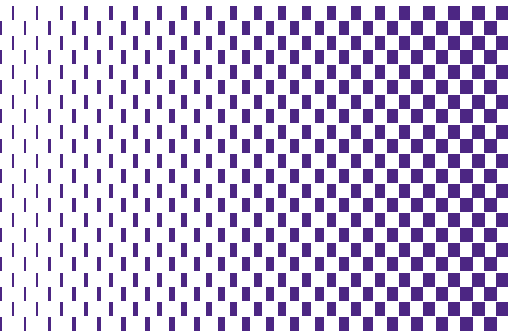
We are starting from a 2026 position where:

- Research culture is noted as an integral part of the University's Research Strategy.
- We have launched a community of culture leaders driving diverse elements of research culture enhancement.
- We have formed key partnerships and sparked community conversations.

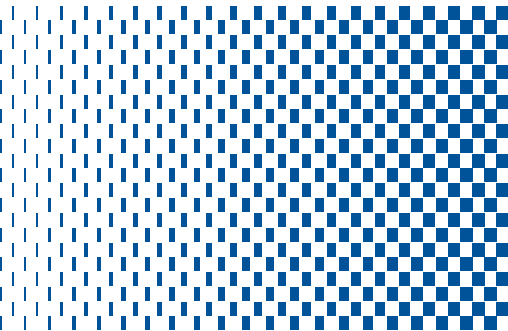
A step change

Our aim now, is to create a step change for research culture work at the University of Glasgow from three key perspectives.

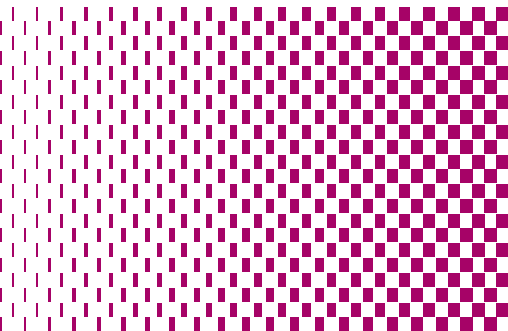
Our vision for 2026-2029 is:



Strategic: Research Culture at the University of Glasgow is established as an integral and embedded condition for delivery of the University's Research Strategy.



Process: A community of culture leads under the Lab for Academic Culture take cohesive accountability for delivering, monitoring and demonstrating impact on the research culture



Community: We work in trusted partnerships with Colleges and Schools to enable their research successes, through culture work. Our whole community is engaged and active.

A Research Culture Framework

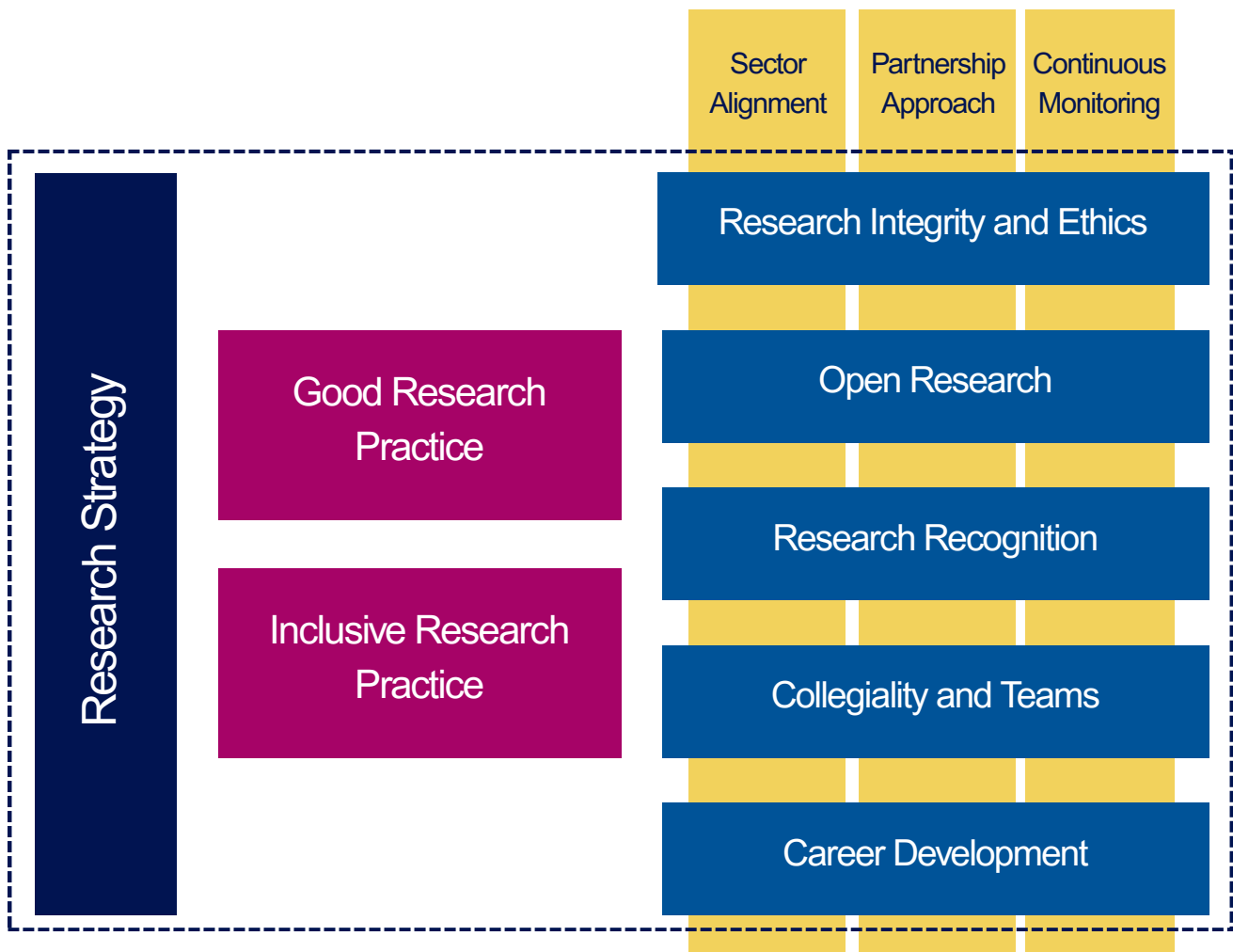
The University of Glasgow's commitment to research culture underpins the Research Strategy 2026-2036.

Good Research Practice and Inclusive Research Practice are **the lenses** that frame our work, emphasising how culture work enables research quality, and recognises that people are at the heart of our successes.

Glasgow's five **Research Culture Priorities** – Research Integrity and Ethics, Open Research, Research Recognition, Collegiality and Teams and Career Development – are the anchors that shape all research culture enhancement activities.

To deliver value **our approach to delivery** aligns with emerging sector frameworks that support collective change, we take a partnership approach to working with and for our community, and we commit to reflective review and ongoing progress monitoring.

A Research Culture Framework



Research Culture Priorities

Research Integrity and Ethics

We are committed to ensuring that research is conducted to the highest standards of academic rigour to increase the quality of, and trust in, the research record. We maintain comprehensive framework of policies, procedures, and resources to support the training, practice, reporting and resolution of issues in research integrity.

Open Research

We are supporting transparency, openness, verification, and reproducibility by facilitating early and open sharing of research data, software, code, methods, preprints, open educational resources and materials with a wide range of audiences. We place value on a wide range of different research output types across the whole lifecycle of research – improving value to the public as well as to other researchers.

Research Recognition

We seek to develop and embed clear and fair approaches to evaluating research quality, and we share our views in sector conversations on the measurement of research excellence. We subscribe to established sector frameworks that recognise and value different contributions and contributors to our research endeavours.

Collegiality and Teams

We are creating an environment in which colleagues actively work together to enable each other to succeed, feel safe and supported. These are the foundation of our research culture ambitions. We value those who demonstrate their respect for their colleagues, and have conscious care for how they lead, interact, communicate and collaborate.

Career Development

By creating a culture in which people thrive, we support all colleagues to advance in their chosen career path. We work with career destination data, careers experts, reward and recognition specialists, and the employers of researchers to develop a comprehensive framework of career support.

Research Culture Action Plan

Recognising the interweaving nature of the Research Culture Priorities, the Research Culture Action Plan has seven cross-priority workstreams.



1. Build Culture Connections

Strategic Alignment of Research Culture | To emphasise the strategic importance of research culture work, we will:

- a. Ensure the five research culture priorities are reflected in the implementation of the University of Glasgow Research Strategy.
- b. Work in alignment with connected University Action Plans i.e. Concordat to Support the Career Development of Researchers, the Concordat to Support Research Integrity, the Concordat on Open Research Data, and the San Francisco Declaration on Research Assessment (DORA).
- c. Demonstrate the connections between a positive research culture and research excellence, through the creation of information packs.
- d. Maintain the Lab for Academic Culture as a central forum for pan-university sharing and collaboration.
- e. Co-host Research Culture away days and lead research culture initiatives to increase access to Research Culture experts and to share good practice.
- f. Raise visibility of the Research Culture teams as expert partners in devising competitive cultural and leadership approaches for research funding bids.
- g. Support with guidance, advice and cross-institutional good practice sharing on School- and College-level initiatives arising.
- h. As opportunities arise, secure funding for research culture internships, secondments, visiting scholarships, and networks.

Research Culture Communities | To grow and connect research culture focused communities, we will:

- a. Utilise the Research Culture Commons to support increased literacy of research culture concepts and empower colleagues to be influencers of grassroots change, for example through launching 'The Platform' micro-learning series and a 'Make a Change' work-in-progress forum.
- b. Use online learning technologies to create research culture 'primers' that translate complex concepts into practical recommendations.
- c. Develop increased School-level visibility of the Good Research Practice Network and the role of the Good Research Practice Champions and Advisors.
- d. Increase local and central awareness and sharing of the knowledge and services available via the Research Data Management Network.
- e. Host Research Culture Roadshows to provide an opportunity for engagement across the community interacting at School-level.
- f. Establish stronger visibility of research culture work amongst academic staff, by building new relationships, especially with those in School leadership roles.

Sector Engagement | To continue to engage in sector wide dialogues and work collectively, we will:

- a. Maintain external advisor membership, as critical friends to the Lab for Academic Culture.
- b. Make a leading contribution to conversation and collaborative opportunities arising within the UK, and Scottish research and innovation sectors, and where feasible across Europe.
- c. Contribute and learn through established connections to sector-wide networks and with government and funding bodies.
- d. Work closely with the Public Engagement Network to enable the research culture conversation to reach wider (external, local and global) communities involved in, and engaged with, Glasgow's research.



2. Support Career Development

Career Development Framework Alignment | To expand our suite of career development initiatives, we will:

- a. Demonstrate the connections between active career planning and career success, through the creation of information packs.
- b. Build a suite of self-service resources and toolkits for use by researchers and research professionals and those who support and manage them.
- c. Activate new insights gained through connectivity to sector professional bodies and sector-wide conversations, projects and events.
- d. Launch new instruments and analyses to expand our data-informed approach to career development: for example, a Career Destinations Survey (Research Staff and PGRs), 3-month Settling In Survey (Research Staff).
- e. Work in partnership with key services and structures who provide and coordinate career development activity university-wide.
- f. Increase visibility of alignment to Glasgow's career progression pathways, and to funder and employer requirements.
- g. Work collaboratively to support and complement School- and College-level initiatives arising.

Careers Community | To expand expert networks, increase capability and foster mobility between sectors, we will:

- a. Build a community of alumni and internal/external lived experience experts across a wide range of career types – the Pathfinder Careers Community – who volunteer via: Careers Co-Working Sessions, Applicant Peer-feedback and Mock Interview panels, Narratives Blog Series, and Careers Work-Café events.
- b. Build capacity for supervisors, PIs, and the managers of researchers and research professionals through a train-the-trainer approach to careers conversations and career coaching.
- c. Appoint a Pathfinder Employer Advisory Group of hiring managers, leveraging Glasgow Alumni relationships to ensure a grounding in current employer insights.
- d. Pilot a Pathfinder mentoring programme – pairing alumni/employers with researchers and research professionals for one-to-one support.

Employment Best Practice | To ensure effective policies and practices relevant to research-funded employment, we will:

- a. Work in partnership with the Research-Funded Employment Working Group to collectively review and explore structures, policies and practices relevant to research-funded employment, for all relevant job families and types.
- b. Launch a Fellowships Framework to ensure effective pipelining, inductions and wrap around support for development and next steps for (prospective) research fellowship award holders.
- c. Appoint a Fellowships Advisory Group to guide Glasgow's work, drawing on expertise from the internal and external managers of Fellowship Schemes, to ensure a grounding in current funder insights, requirements and best practice.
- d. Raise the visibility of Glasgow's strategic and policy work, through the creation of information packs.



3. Recognise Research Professional Staff

Research Professional Staff Development | To expand our suite of development initiatives for Research Professionals, we will:

- a. Grow the Research Professional Staff Network in membership and scope in order to meet the needs of the research professional community, delivering a programme of bespoke events, seminars, leadership opportunities, and resources. Through this network:
- b. Pilot the Find Your Moxie leadership development programme for research professionals.
- c. Pilot opening up the established Catalyst Mentoring Programme (career and leadership development) to research professionals.
- d. Devise new instruments and analyses to expand our data-informed approach to developing research professionals using for example, targeted consultations on specific topics.
- e. Formalise links to key delivery partners to complement and cross-promote development activities for research professionals university-wide.
- f. Build on the continued commitment to the technician community by supporting the Glasgow Technicians Commitment Action Plan, and the work of the Steering Group and Technician Commitment Champions Network.

Research Professional Staff Visibility | To increase the visibility and recognition of Research Professionals, we will:

- a. Pilot a project to understand the user needs of research professionals for building engaging web profiles.
- b. Design a quarterly Research Professional Staff Induction to support network building and navigation of university cultures, systems and processes related to research.
- c. Deliver an annual high-profile event that showcases research professional expertise and impact.
- d. Expand the frequency and reach of the Research Professional Staff Network Blog Series to share practice and career journeys.
- e. Create guidance for noting good practice in inclusion of research professional staff as key experts and a valued part of the research ecosystem, applicable to grant applications, and REF narratives and case studies.
- f. Formalise new channels for enabling research professional staff inclusion and input into strategy development and consultation, enabled through the Research Professional Staff Network.

3. Recognise Research Professional Staff

Research Professional Staff Scholarship | To encourage and support Research Professionals to take part in practice-based research, we will:

- a. Establish a sub-group of the Research Professional Staff Network to support professionals who publish.
- b. Create a library of research outputs (all types) by Glasgow's research professional staff.
- c. Build a blog series on approaches to practice-based research to share practice.
- d. Support research professionals to navigate Glasgow's research policies and requirements related to their wider research activity (e.g. being part of a supervision team, taking on examining duties).
- e. Establish mutually supportive links with Glasgow's Education Scholarship Community.
- f. Pilot workshops on consultancy (e.g. session pricing, effective scoping meetings, navigating UK HMRC requirements).
- g. Ensure that all relevant Researcher Development activity is open to research professional staff scholars (e.g. Funding, Methodology, Open Research, Ethics, Integrity, Writing, Impact etc).

Sector Engagement | To contribute to sector activity to increase the visibility and value of Research Professionals, we will:

- a. Ensure that selected events for research professionals at Glasgow are opened out collaboratively to colleagues across the Scottish, UK, and International HE Sectors e.g. Biennial Conference.
- b. Contribute to sector-wide projects and agendas that support the technician community for example the Scottish Research Technicians' Professional Academy and engagement with national policy bodies such as the UK Institute for Technical Skills and Strategy (ITSS) and National Technical Development Centre (NTDC).
- c. Raise the visibility of Glasgow's research professional development work, through the creation of accessible materials to be shared openly.
- d. Engage with selected national collaborations and community dialogues for research professionals.

4. Strengthen Research Integrity and Ethics

Strategic Alignment for Research Integrity and Ethics | To expand our suite of development initiatives for Research Integrity and Research Ethics, we will:

- a. Develop new support for research leaders to champion Research Integrity, e.g. training, case studies, sharing good practice.
- b. Improve Research Misconduct processes and support through review of policy and process, including providing bespoke communications and training packages.
- c. Develop new support and guidance on Research Integrity in the context of research collaborations, recognising the specific challenges collaborative research brings.
- d. Devise new instruments and analyses to expand our data-informed approach to good research practice using for example, training evaluation data, community conversations, collaborative projects, and/or targeted surveys on specific topics.
- e. Formalise links to key delivery partners to complement and cross-promote activities about Research Integrity led at School- and College-level.
- f. Support with guidance, advice and good practice sharing on School- and College-level initiatives arising.
- g. As opportunities arise, secure funding for Research Integrity internships, secondments, visiting scholarships, and networks.
- h. Appoint an Academic Lead for Research Ethics/University Ethics Committee Chair with an expanded mandate to review Glasgow's ethics policies and framework.
- i. Harmonise our processes and procedures supporting ethics applications, review and monitoring for staff and students through the adoption of a single ethics system within Glasgow's Research Management System.
- j. Develop new support and guidance on Research Ethics for applicants and reviewers.



4. Strengthen Research Integrity and Ethics

Research Integrity and Ethics Community | To grow and connect Research Integrity and Research Ethics focused communities, we will:

- a. Encourage staff to raise questions about Good Research Practice through a targeted communications campaign.
- b. Create resources for research leaders to create an environment where researchers feel encouraged and supported to openly discuss Research Integrity and Ethics and the sharing of good research practice.
- c. Ensure policies and support mechanisms are working effectively for those who report Research Misconduct through feedback gathering and evaluation.
- d. Co-create training resources with and for the Good Research Practice Advisors Network to support them to promote Research Integrity within the Schools.
- e. Review and develop enhanced training provision for applicants and reviewers of ethics applications.

Sector Engagement | To continue to contribute to sector activity to support Research Integrity and Research Ethics, we will:

- a. Ensure that selected events related to Research Integrity at Glasgow are opened out collaboratively to colleagues across the Scottish, UK, and International HE Sectors.
- b. Collaborate on selected sector-wide projects, agendas, collaborations and community dialogues that support the Research Integrity community.
- c. Raise the visibility of Glasgow's Research Integrity work, through the creation of accessible materials to be shared openly.



5. Value Open Research

Strategic Alignment for Open Research | To expand our suite of development initiatives for Open Research, we will:

- a. Increase support for alternative Open Access options to the Glasgow research community through the enhancement of information packs.
- b. Enhance support and advocacy for the Open Journal Service.
- c. Explore becoming a signatory of the Barcelona Declaration on Open Research Information.
- d. Devise new instruments and analyses to expand our data-informed approach to developing Open Research practices using for example, training evaluation data, community conversations, collaborative projects, and/or targeted surveys on specific topics.
- e. Sustain links to key delivery partners to complement and cross-promote activities about Open Research university-wide.
- f. Support with guidance, advice and good practice-sharing on School- and College-level initiatives arising.
- g. As opportunities arise, secure funding for open research internships, secondments, visiting scholarships, and networks.

Open Research Community | To grow and connect Open Research focused communities, we will:

- a. Support the development of good research data management through a self-assessment of our maturity against the FAIR (Findable, Accessible, Interoperable and Reusable) principles for research data.
- b. Deliver enhanced support for data sharing including co-leadership of a collaborative Wellcome-funded project to pilot a data sharing initiative.
- c. Support the increased sharing of research outputs by the Glasgow research community through the creation of information packs (targeted communications, slide decks, and printed materials).
- d. Develop new Open Research case studies sharing good practice.
- e. Cultivate growth of Open Educational Resources (OER), communicating the ethos of digital and public goods via a new OER collections policy, improved advocacy and training, and technical enhancements to repository functionality.
- f. Improve support for Non-Traditional Research Outputs (NTRO) and improve visibility and accessibility of outputs to the public through the co-creation of NTRO guidance for academic staff and relevant enhancements to repository infrastructure.

Sector Engagement | To continue to contribute to sector activity to support Open Research, we will:

- a. Ensure that selected events related to Open Research at Glasgow are opened out collaboratively to colleagues across the Scottish, UK, and International HE Sectors.
- b. Build on the collaborative successes of sector-wide projects, agendas, collaborations and community dialogues that support the Open Research community.
- c. Maintain active membership of key open research networks as a key collaborative partner.
- d. Continue to raise the visibility of Glasgow's Open Research work, through the creation of accessible materials to be shared openly.

6. Advance Responsible Recognition and Assessment

Strategic Alignment for Responsible Recognition and Assessment | To expand our suite of development initiatives for Responsible Recognition and Assessment, we will:

- a. Create a new guide to support the continued adoption of CRediT (Contributor Roles Taxonomy) to ensure that contributions are recognised and attributed appropriately.
- b. Expand the Glasgow Narrative CV Resource Bank creating a library of resources, and a set of writing prompts.
- c. Launch a Glasgow DORA (The Declaration on Research Assessment) Action Plan to establish and track progress against the four principles of good practice in Research Assessment.
- d. Take a collaborative approach to explore becoming a signatory of CoARA (The Coalition for Advancing Research Assessment).
- e. Devise new instruments and analyses to expand our data-informed approach to developing Responsible Recognition and Assessment practices, using for example, community conversations, content analysis, and/or targeted surveys on specific topics.
- f. Formalise links to key delivery partners to complement and cross-promote activities about Responsible Recognition and Assessment university-wide.
- g. Support with guidance, advice and good-practice sharing on School- and College-level initiatives arising.
- h. As opportunities arise, secure funding for Responsible Recognition and Assessment internships, secondments, visiting scholarships, and networks.

Responsible Recognition and Assessment Community | To grow and connect Responsible Recognition and Assessment focused communities, we will:

- a. Design and launch a Publishers' Network to connect colleagues with roles as editors and publishers to best practice in Responsible Recognition and Assessment.
- b. Build on the success of Glasgow's People Make Research Campaign to create new ways to increase recognition for all contributors and contributions to the research success and research culture.
- c. Support increased awareness of Responsible Recognition and Assessment in recruitment, through the creation of new recruitment information packs.
- d. Support the increased inclusion of Responsible Recognition and Assessment within career and professional development conversations, through the creation of a new short workshop.
- e. Design and launch a new Fellowships Best Practice Guide setting out Responsible Recognition and Assessment for all staff involved in fellowships application support, recruitment and selection.

Sector Engagement | To contribute to sector activity to support Responsible Recognition and Assessment, we will:

- a. Ensure that selected events related to Responsible Recognition and Assessment at Glasgow are opened out collaboratively to colleagues across the Scottish, UK, and International HE Sectors.
- b. Collaborate on selected sector-wide projects, agendas, collaborations and community dialogues that support the Responsible Recognition and Assessment community.
- c. Raise the visibility of Glasgow's Responsible Recognition and Assessment work, through the creation of accessible materials to be shared openly.



7. Develop Research Leaders

Strategic Alignment of Leadership Development | To recognise the critical role that Research Leaders play in establishing engaging, fair, and collegial cultures, we will:

- a. Maintain Glasgow's commitment to the Talent Lab suite of leadership development tailored for all career stages, role types and job families in the research ecology, particularly expanding leadership development opportunities for research professional staff.
- b. Embed the core concepts of Collegiality and Team Research as underpinning cultural principles to all Glasgow research leadership development and researcher development activity more broadly.
- c. Build on the data and resources from the Wellcome-funded InFrame Project – develop a suite of resources (training, guidance) for building collegial research leadership.
- d. Continue to develop Glasgow's comprehensive PGR Supervisor Development Framework (inclusive of aspiring or 'associate' supervisors) aligned to the UKCGE (UK Council for Graduate Education) Good Supervisory Practice Framework.
- e. Design and launch an evidence-based Principal Investigator (PI) Development Framework that recognises the dual responsibilities of PIs as research leaders, and as the line managers of researchers.
- f. Design and launch a Fellowships Framework that recognises the distinct leadership development needs of (aspiring) research fellows.
- g. Devise new instruments and analyses to expand our data-informed approach to developing leaders using for example, community conversations, evaluation of programmes, and/or targeted surveys on specific topics.
- h. Formalise links to key delivery partners to complement and cross-promote activities for Leadership Development university-wide.
- i. Support with guidance, advice and good-practice sharing on School- and College-level initiatives arising.



7. Develop Research Leaders

Research Leaders Community | To support and develop Research Leaders to establish an engaging, fair, and collegial culture, we will:

- a. Continue to expand the membership and activity of the PGR Supervisor Community as a central hub for information, guidance and resource that support Good Supervisory Practice.
- b. Pilot a supervisor mediation initiative providing support to reset supervision relationships that have stalled or are sub-optimal.
- c. Design and pilot a PI Forum to include a community Microsoft Teams space and facilitated co-coaching forum.
- d. Support confidence-building for research leaders to articulate their leading role in developing the research culture, via the development of new resources to support engagement with the research culture components of grant applications and interviews.
- e. Build on the successful Research Leaders Workshop Series, offering lunchtime micro-learning sessions on trending hot topics.
- f. Continue to expand the successes of Thesis Mentoring and Catalyst Mentoring in recognition of the evidenced value of the mentor skillset to supervisor and manager roles.
- g. Pilot an accessible leadership development suite for experienced leaders that offers personalised pathway to culture-centred practice (Talent Lab: Forge).
- h. Develop a new leadership programme tailored for research professionals with leadership coaching as an embedded initiative (Talent Lab: Find Your Moxie).

Sector Engagement | To contribute to sector activity to support good practice in Research Leadership, we will:

- a. Ensure that selected events for and by research leaders at Glasgow are opened out collaboratively to colleagues across the Scottish, UK, and International HE Sectors.
- b. Raise the visibility of Glasgow's Research Leadership development work, through the creation of accessible materials to be shared openly.
- c. Engage with selected national collaborations and community dialogues for Research Leadership development.

Our approach to delivery

To deliver value we align with sector best practice, take a partnership approach, and commit to continual monitoring and review.



Sector alignment

- We will align our approach with sector frameworks for best practice.
- We will engage proactively in sector conversations about research culture.
- We welcome the opportunity to share our approaches and to connect with and learn from colleagues.
- We will work collectively with others to advance the theory and practice of research culture work globally.



A partnership approach

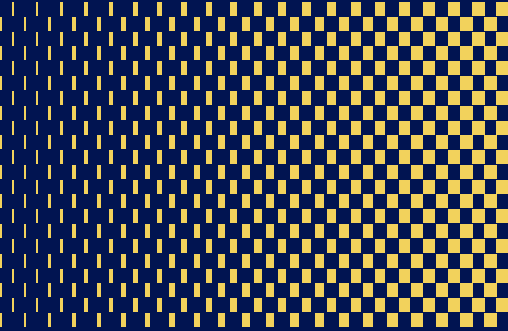
- We will work in close collaboration with colleagues, teams, structures and services, to support agency and accountability across the research ecosystem.
- Enabled by key collaborative partnerships and fora, we will work at the intersections of research culture and the wider organisational culture.
- We will build new partnerships with and across Schools and Colleges to recognise and amplify local and grassroots activities.
- We will grow the Research Culture Commons as a space to provide continuous dialogue, consultation, and information sharing with the research community.



Continually monitor progress

- We will evaluate the outcomes and impact of our research culture work.
- We will provide open channels for dialogue so that we may learn how others experience the research culture and our efforts to enhance it.
- We will communicate progress and achievements to the sector via an Annual Research Culture Statement.
- We will openly share the rationale, design, delivery, outcomes and impact of selected projects through the Research Culture and Researcher Development team blog, the Auditorium, and our sector networks on an ongoing and regular basis.

Co-creation of this Action Plan



*What does a positive, supportive
and thriving research culture
look like to you?*

The University of Glasgow's first Research Culture Action Plan was launched in 2020. A significant amount of change has happened at the University of Glasgow, in the sector, and globally since then. In response to the desire for sector cohesion around research culture work, we have seen the publication of new and updated national policy frameworks, agreements and concordats which guide how we understand research culture, our role in developing it, and its measurement as part of demonstrating research excellence.

In the development of Glasgow's Research Culture Action Plan 2026-2029, we wanted to ensure that the activities we prioritised were developed in reflective consultation with our research community. The themes arising from the 'Research Culture What's Next?' community consultation across 2025 depicted the dynamics, enablers and constraints of our research culture, and have strongly informed the Research Culture Action Plan 2026-2029.

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Read about ongoing progress on The Auditorium - The University of Glasgow's Research Culture and Researcher Development blog

<https://theauditorium.blog/>

This Action Plan was approved by the University of Glasgow Research Planning and Strategy Committee on 2nd December 2025.



University
of Glasgow

Research Culture Action Plan