Research Culture Statement 2022

Since our first Research Culture Assurance Statement in 2019, the world has faced unprecedented circumstances and our university has experienced one of the most disruptive times in its history. As a result, so many in our research community have had to adapt to new ways of working and faced uncertainties in the wake of COVID-19.

Meanwhile, the University has published its Research Strategy 2020-25, which prioritises careers, collaboration and creativity. The importance of research culture runs through this strategy. While acknowledging that things have changed, it also recognises that our core principles for research should stay the same: that we succeed as a university when individuals succeed in their careers, that we recognise the variety of contributions that are made to research, and that we value the quality of what we do over its quantity.

Naturally, the direction of some of our research culture efforts has changed as we have worked hard to adapt to meet the numerous challenges which have arisen. COVID-19 has had, and continues to have, a negative impact on the ability of all staff to work productively. This impact arises from both personal circumstances and project-specific issues. However, we recognise that this impact has been differential in nature, affecting some colleagues more than others. Responding to these challenges has led us to develop a series of robust support measures to assist our researchers in these changing times. Alongside these initiatives, we made significant progress with research culture at a strategic level, including:

- Launching the Lab for Academic Culture.
- Consulting on and publishing our action plan for the researcher development concordat, which is now rolled out across the University, with leadership from a new Concordat implementation post.
- Winning a Guardian Higher Education Award for our work in research culture in 2020.
- Hosting a Wellcome Townhall on research culture and contributing to international discussions around research assessment and career development, including through the GuildHE in 2020.
- Becoming a signatory of both the San Francisco Declaration on Research Assessment (DoRA) and the Hong Kong Manifesto and contributing to / winning funding in collaboration with the wider sector (via UKRN) to progress this work in relation to open research (our fifth pillar of research culture) over the coming three years.
- Promoting the use of narrative CVs and developing a pilot which explored the challenges and successes of implementing the use of narrative CVs.
- Running a Research Culture Survey for the second time in November 2021.
- Planning Café Culture Workshops for Research Support Professionals in March 2022.

Our sector leadership in research culture has been highlighted through our contributions to the national debate around the future of Research Excellence Framework, Universities UK review of concordats and the Scottish Funding Council review of research. The Lab for Academic Culture was cited as an example of good practice in the new Department for Business, Energy and Industrial Strategy Business Enterprise’s R&D People and Culture Strategy.

Internally, we have continued to embed and promote initiatives such as the Research Culture Awards and inclusion of collegiality within promotions criteria, job descriptions and appraisals. Acknowledging the workloads of colleagues and the changing needs of the sector post-pandemic, we will continue to work to embed our three research strategy priorities: Collaboration, Creativity and Careers and to identify new
initiatives and support structures to grow and develop our research and research support communities at the University of Glasgow.

For more information on developments in University of Glasgow Research Culture, please go to:
https://www.gla.ac.uk/myglasgow/ris/researchculture/
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