Research Culture: Recognising and rewarding responsible research practice

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@UofGCultureLab  @ResearchDreams
By working in teams, building on each other’s ideas, and making Glasgow the best place to develop a career, our research transforms lives and changes the world.
Research Culture Action Plan @UofG

Research integrity
Supporting research that is conducted to the highest standards

Collegiality
Ideas & incentives for supporting the careers of others

Career development
Careers Concordat
COVID-19 recovery

Research recognition
Measuring what matters
Recognising varied contributions & outcomes
DORA/Leiden

Open research
Promoting the early and wide sharing of research

2015  2018  2019  2020  2021+
Research is assessed across 7 dimensions
Progression is preponderance-based

Updated our academic promotion criteria in 2019/20

1. Parity of credit for research outputs and impact
2. Reward those who support careers

Collegiality; how has CPD has been supported by PIs

Collegiality
“Supporting others to succeed”

Examples:
Including earlier stage academics as co-investigators on funding bids
Nominating others for peer recognition
Acting as second supervisor in support of primary supervision by a colleague
3. Combine quantitative evidence and a narrative when evidencing activity

4. Open research practices
   *Open access, data availability statements, author contribution statements (CRediT)*

5. Quality over quantity
   *100-word descriptors*
Change is more likely when actions align

- Support what you value
- Reward what you value
- Celebrate what you value
- Monitor how you are doing
What has someone done to support, promote or recognise responsible research practice in your institution / school / department?
Research Culture Award 2021
Introducing an award?

- **What is the purpose?** What do you want to achieve? How does this fit with the bigger picture? What other recognition methods are there?
- What is valued? (what counts?)
- Who can be nominated? What biases do potential nominators have?
- Who is your panel? What biases do they have?
- Where does it get messy? How to account for context or job roles?
Lab for Academic Culture

Launched December 2020:

- Beyond “research” culture
- A home for delivery of culture-related projects
- Monitoring and evaluating progress
- Working with the sector (HEIs, funders etc)
- Project-led delivery via secondment of staff from services or faculties
Questions?
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