



University
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Research Culture: Recognising and rewarding responsible research practice

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@UofGCultureLab @ResearchDreams

Research Strategy 2020–2025

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
STRATEGY
2020–2025

PRIORITIES

COLLABORATION WORKING TOGETHER TO TACKLE BIGGER CHALLENGES

We will address urgent problems in our society and the biggest gaps in our knowledge by working together. The timeline from underpinning academic research to societal impact takes years or even decades.

We will create cross-disciplinary, cross-departmental and virtual spaces to collaborate and create connectivity to enhance our reach, influence and profile.

CREATIVITY REAFFIRMING THE CENTRALITY OF IDEAS

Great research starts with great ideas, but we also know that this creativity takes time and requires the right conditions. The quality of our research outputs and impact will continue to drive the reputation and careers of our researchers, and that rests crucially on the ideas that we develop.

We will support creativity by developing the opportunities in which new ideas can emerge. Our development programmes will focus

CAREERS HELPING EACH OTHER TO SUCCEED

Glasgow succeeds when its people succeed. We will make Glasgow the best place in which to pursue a career, whether at the University or in the city, by creating an environment in which colleagues are supported to fulfil their ambition, to meet their expectations, to progress in their career stage, and to measure their progress. Our programmes are evidence-based and

experience that, flexibility and autonomy.



Research Culture Action Plan @UofG

Research integrity

Supporting research that is conducted to the highest standards

2015

Collegiality

Ideas & incentives for supporting the careers of others

2018

Career development

Careers Concordat
COVID-19 recovery

2019

Research recognition

Measuring what matters
Recognising varied contributions & outcomes
DORA/Leiden

2020

Open research

Promoting the early and wide sharing of research

2021+

Aligning our actions: Academic promotions

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

Aligning our actions: Academic promotions

- 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





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Change is more likely when actions align

Support what you value

Reward what you value

Celebrate what you value

Monitor how you are doing





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What has someone done to support,
promote or recognise responsible
research practice in your institution /
school / department?

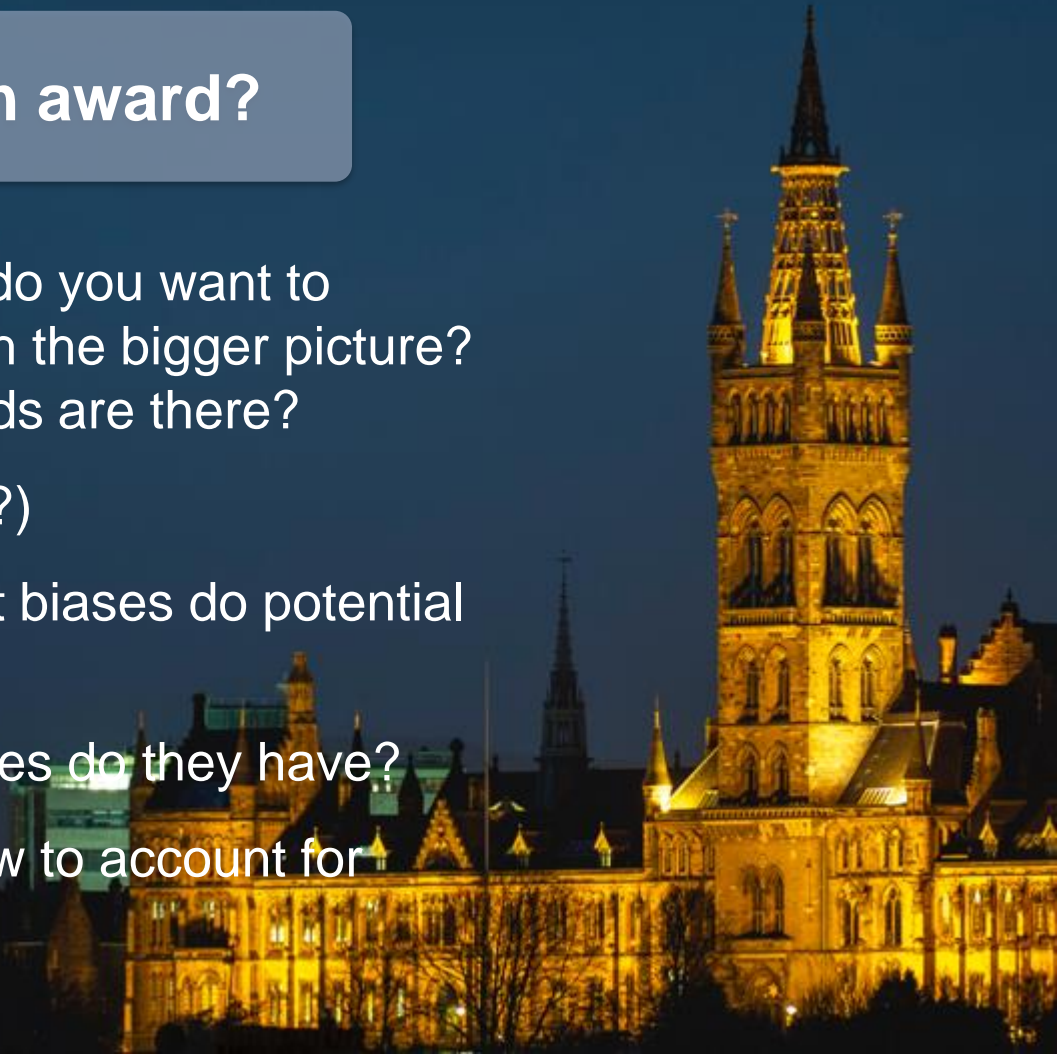






Introducing an award?

- **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





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Questions?

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