

# 6 Ways We Are Enhancing Research Culture at the University of Surrey



## 1. Collegiality and Collaboration

By embracing our new **University Values (Inclusion, Inspiration, Innovation, Integrity)** co-designed through collaborative colleague workshops in 2021. Our three-pronged approach aims to: 1) Define and communicate - engage with people about the destination and how to get there, 2) Lead and enable - equip leaders with skills to build a trusting and inclusive culture, 3) Make it happen and reinforce - demonstrate progress, align processes, recognize role model behaviours.

Through our **'Building research and innovation culture competition'** run by the Doctoral College in 2022 to strengthen research and innovation and promote interdisciplinarity.

## 4. Responsible Use of Metrics

Through the **Responsible Metrics Implementation Plan** developed by the Open Research Working Group to support the practical application of responsible metrics across the University and to promote the benefits of this.

By implementing the **Equality, Diversity and Inclusion monitoring** for internal funding to gauge imbalances in internal funding applications and allocation.

By being a signatory of **DORA (the San Francisco Declaration on Research Assessment)** from October 2022.

Through an ongoing project aiming to **integrate a rubric into HR recruitment processes** to encourage responsible use of metrics.

## 2. Supporting Research Careers

By holding the **HR Excellence in Research Award** since 2012 and signing the **Concordat to Support Career Development of Researchers** (in 2020) which focuses on improving the professional lives and career prospects of Early Career Researchers (ECRs).

Through **narrative CV awareness raising and guidance** as part of the Concordat (website and face-to-face sessions).

By running a **Career Management Programme** (a 10-week blended learning programme) for Early Career Researchers, and **Early Career Researcher Coffee Mornings/ Afternoons** which are informal information events for incoming ECRs.

## 5. Research Visibility

By being a signatory of the **Concordat for Engaging the Public with Research** and the **Knowledge Exchange Concordat**.

Through partnership with **Skillfluence** to help researchers develop skills and confidence for innovation, knowledge exchange and impact.

Through **public engagement events** (such as The British Science Festival, Bright Club, Pint of Science) and **Exploratorium** on campus showcasing some of the research carried out at Surrey.

Through an ongoing project aiming to create a strategic **Framework for Public Engagement** to encourage and incentivise Public Engagement.

## 3. Research Recognition and Reward

By being a signatory of the **Technician Commitment**, which aims to recognise technical careers through: 1) An annual Technician's Day event; 2) A 6-monthly newsletter; 3) Apprenticeships up to level 7; 4) CPD (through the Higher Education and Technical Educational Development); 5) Dedicated technicians webpages.

Through ongoing projects focusing on recognising technicians on research papers, enabling technicians to submit bids for research funding, and mapping out technical career paths at Surrey.

Through **Vice-Chancellor's Awards for Researchers, Post-Graduate Researchers and Research Supervisors**.

## 6. Research Integrity and Open Research (OR)

Demonstrated through the **Position Statement on Open Research** and the **Action Plan for Open Research**, the **Open Access** and **Research Data Management Policies**, a suite of **Open Research information Web pages**, **Open Research in Practice** training module and the **Open Research Champions** initiative.

Through being a signatory of the **Concordat for Research Integrity**, the **Concordat on Openness in Animal Research in the UK**, a member of the **UK Reproducibility Network** and the **UK Research Integrity Office**.

Through the **Epigeum** online training for researchers in Ethical Research, Research Integrity and Supervising Doctoral Studies.