



Shaping a positive research culture

Midlands Innovation case studies



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Foreword

I am proud to introduce this publication, which showcases the varied initiatives that collectively enhance research culture across our partnership. At Midlands Innovation, we understand that a positive, inclusive, and supportive research culture is crucial for impactful research. Universities have always been centres of innovation, but our progress can be accelerated by shaping a culture where researchers feel truly valued.



Over the past decade, Midlands Innovation has made remarkable strides in enhancing the research culture across our institutions – particularly by championing the vital role of technical staff. In 2023, we launched a five-year strategic plan, placing people at the heart of our five core priorities. Our commitment to cultivating a supportive, inclusive, and dynamic research environment is more than a policy – it’s a defining part of who we are. It underscores our dedication to advancing knowledge, addressing both regional and global challenges, and nurturing the next generation of researchers. It’s within this culture that diverse voices converge to spark truly transformative innovation.

As President and Vice-Chancellor at the University of Leicester, and Chair of the Midlands Innovation Board, I see every day the transformative power of a positive research culture. It attracts exceptional talent, fosters diversity, and strengthens the reputation of our institutions. The creativity, commitment, and values of our people shine through in the case studies featured in this document. I extend my sincere thanks to everyone who has shared their stories.

Looking ahead, our vision is clear: to nurture a research culture rooted in excellence, innovation, and integrity. By investing in collaboration and building strong, inclusive research environments, we not only elevate the quality of our work but also ensure it delivers meaningful, lasting impact for society.

To everyone across Midlands Innovation who is contributing to this mission – thank you. Your efforts to create inclusive spaces, remove barriers to progression, and foster vibrant intellectual exchange are laying the foundation for a culture where new knowledge thrives and everyone has the opportunity to succeed.

Professor Nishan Canagarajah
Chair of Midlands Innovation and
President and Vice-Chancellor at the University of Leicester

Our shared statement in full

In 2024, Midlands Innovation published a shared statement outlining its commitment to enhancing the research environment across the partnership.

“ As research culture reflects the characteristics of a community which spans institutional boundaries, a single institution alone cannot improve it optimally. To improve research culture, universities and their partners must coordinate, cooperate, share good practice, and co-create future programmes and interventions as they relate to the knowledge exchange, entrepreneurship, and innovation ecosystem.

People are at the heart of Midlands Innovation, as demonstrated by our ongoing work to support the development and recognition of technicians' contributions to research. Midlands Innovation aims to work in partnership towards a healthy research culture in which the contributions of the entire research community are valued and acknowledged, placing particular emphasis on:

- **Collaboration** – Working together as trusted partners
- **Diversity** – Recognising that everyone has different expertise, networks, and experiences to contribute and different communities to serve, and that this will enrich our collaboration
- **Contribution** – Co-creating new ideas and sharing what we have learned, building on our existing links
- **Recognition** – Valuing and acknowledging the contributions of everyone
- **Fairness and inclusivity** – Ensuring that everyone has an opportunity to share their ideas, and respecting and valuing all contributions ”



1. What is research culture?

According to UKRI and the Royal Society, “research culture encompasses the behaviours, values, expectations, attitudes and norms of our research communities. It influences researchers’ career paths and determines the way that research is conducted and communicated”

Research culture shapes HE professionals’ daily experience in their workplace and professional settings – including opportunities and career progression, recognition for contributions, the social aspects of work, and much more. Research culture affects not only researchers, but everyone working in HE – such as technicians, administrative staff, and undergraduate and postgraduate students.

A sector-wide challenge

A [2020 Wellcome report](#) highlighted widespread issues in UK research culture, including an overemphasis on quantity over quality, harmful competition, job insecurity, poor management, and instances of exploitation, discrimination, harassment, and bullying.

Impacts on researchers:

- Increased stress, anxiety, mental health issues, strained personal relationships, and feelings of isolation at work

Impacts on research:

- Decline in research quality, for example superficial outputs, reproducibility issues, and data manipulation

Impacts on society:

- Loss of talent, reduced innovation, and diminished public trust in research

To address these challenges, Midlands Innovation is committed to working collaboratively to develop a supportive and inclusive research culture across our partnership.



2. Midlands Innovation case studies

Over the past decade, Midlands Innovation has played a key role in shaping and influencing the shared culture of the network. The following case studies highlight some of the collaborative projects initiated and delivered through our partnership.



The MI TALENT programme

When it was established by Midlands Innovation in 2020, the TALENT programme represented the largest investment in technical skills, roles, and careers in UK higher education. Supported by a £3m grant from the Research England Development Fund and contributions from the Midlands Innovation universities and collaborators, TALENT aimed to elevate the status and opportunities for technicians, whose skills were often under-appreciated despite their crucial role in academia and the economy. Through TALENT, Midlands Innovation drove cultural change for its technical community.

The landmark [TALENT Commission Report](#), published in 2022, set out a vision for the future of the UK's technical talent, and included 16 recommendations to guide the delivery of this vision. These recommendations were designed for employers, funders, government, professional bodies, and technicians themselves to ensure that the UK has the technical skills, roles, and careers required across academia, research, education, and innovation.

How TALENT has transformed cultural change for technicians

At Midlands Innovation universities

All eight partner institutions committed to implementing the TALENT Commission's recommendations, taking a strategic approach to technical skills, equity, and career development. This has led to:

- **Greater representation:** Technicians now sit on key decision-making bodies, including senates and research committees
- **Stronger community:** 65% of MI technicians reported benefiting from networking (vs. 43% sector-wide), 62% from skills training (vs. 40%), and 61% from technician-led training (vs. 41%)
- **Cultural shift:** Institutions report more inclusive, supportive, and forward-thinking environments for technical staff

Scan the QR code to [watch stories of impact](#) from technicians across the partnership.



Sector-wide impact

TALENT has driven cultural change at a national level through published research, engagement and policy influence. The 2025 TALENT Programme Interventions and Impact Report 2025 highlights some key outcomes:

- **Strategic insight:** Six reports with 48 recommendations have shaped national policy and institutional practice
- **Workforce visibility:** TALENT filled a critical data gap, informing decisions across 24 research-intensive universities
- **Perceptions of culture:** In 2024, 20% of technicians described their workplace culture as innovative, progressive, and forward-thinking – up from just 5% in 2021
- **Recognition and integration:** Institutions that recognised the overlap between technical and academic roles saw improved technician satisfaction and engagement

Scan the QR code to explore the full impact in the 2025 [TALENT Programme: Interventions and Impact Report](#).



TALENT impact in numbers

- TALENT **delivered over 4,000 workshops**, with almost **6,000 places** filled by technicians **from across the UK (1,800 places** taken by MI institutions and **3,900 places** taken by participants **nationwide)**
- **257 grants** funded placements, conferences, and collaborative training, **enabling technicians to access transformative opportunities** such as international conferences and specialised training
- Delivered by TALENT, Midlands Innovation, and ITSS, **six bi-annual UK Higher Education Technicians Summits (HETS)** have awarded **over 50 Papin Prizes** and drawn more than **2,000 delegates** from **80+ organisations**, celebrating the vital role of technical staff in higher education
- **The Herschel Programme for Women in Technical Leadership: empowered almost 1,000 women** in technical leadership roles, fostering diversity and inclusion across **over 100 institutions**

A lasting legacy

Launched in 2023 as a key TALENT Commission recommendation, the UK Institute for Technical Skills and Strategy (UK ITSS) ensures continued national support for technical professionals, building on TALENT's legacy. In partnership with Midlands Innovation, UK ITSS will also continue to host the biennial Higher Education Technicians Summit (HETS).

Midlands Innovation remains committed to advancing the status of technical staff through its Technical Staff Strategy Committee, promoting collaboration and best practice sharing.

TALENT's success highlights the power of partnership in shaping research culture. By championing the contributions of technicians, it has set a benchmark for future initiatives aimed at supporting other essential staff groups.

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Breaking barriers: Equipment sharing as a catalyst for collaboration

Academic research has historically been characterised by a culture of ownership and competitiveness. The spirit of collaboration developed at Midlands Innovation has made inroads in tackling this culture, partly through equipment sharing initiatives.

- **Pioneering access:** Midlands Innovation developed the UK's first regional equipment database, listing over 1,000 items – from electron microscopes to 3D printers – enabling researchers to access cutting-edge tools and avoid duplication
- **Technician-led innovation:** Through TALENT, a pilot programme empowered technicians to lead equipment sharing, supported by a dedicated fund. This resulted in 28 shared equipment instances, co-authorships, grant support, and stronger cross-institutional ties
- **Community building:** Groups like the Midlands Innovation Flow Cytometry Network have built lasting research communities grounded in a shared interest in the regional infrastructure. By prioritising equipment sharing, the network demonstrates how collaboration around shared resources can drive sustained academic engagement

Equipment sharing in action

When Dr Steven Servin-Gonzalez at the University of Warwick needed to deepen his understanding of cell sorting techniques, he turned to a colleague within the Midlands Innovation network – Dr Guillaume Desanti at the University of Birmingham. Through a shadowing opportunity, Dr Servin-Gonzalez gained hands-on experience with advanced equipment and techniques, enhancing the quality of his research.

Shortly after, when Warwick's cell sorter was temporarily out of service, Birmingham stepped in to provide access to their facility. This seamless collaboration ensured research continuity and demonstrated the practical benefits of a shared infrastructure model.

The experience not only improved experimental outcomes, but also strengthened professional networks and highlighted the critical role of technicians in enabling high-quality, resilient research environments.



The Midlands Research Culture Network

The Midlands Research Culture Network, established by Midlands Innovation, welcomes staff who lead on research culture from universities across the Midlands. The key purposes and activities of the Network are:

- **Exploring different institutional approaches:** Facilitating the exchange of ideas and strategies. Discussions have covered topics including; responsible research practices, open research, and the ethical use of research metrics
- **Exploring common challenges:** For example, monitoring and measuring improvement in research culture is a shared challenge. The network provides a forum to explore different views and approaches
- **Webinars:** Exploring topics related to research culture in detail
- **Promoting inclusivity and diversity:** A core focus of the network is to foster an inclusive and diverse research environment. By prioritising equality, diversity, and inclusion (EDI), the network ensures that all researchers feel valued and supported
- **Supporting professional development:** It highlights training and resources available to staff across the partnership to enhance their abilities to support research culture



Midlands Innovation Open Research Week

The Midlands Innovation Open Research Week is a collaborative programme of events designed to promote open research practice and support a more transparent, inclusive research culture.

In 2025, for the first time, the programme brought together researchers, administrators, and stakeholders from across all eight MI universities. Through shared learning, open dialogue, and the showcasing of best practices, the Open Research Week encouraged greater transparency, collaboration, and adoption of open research principles across the partnership.

“Open Research Week 2025 was a pivotal event for us. By openly sharing our diverse approaches, we not only invited discussion and critique but also drove meaningful progress. This collective effort is essential for shaping a robust and transparent research culture.”

— Professor Jim Grange, Lead for Research Integrity and Improvement,
Keele University



Recognising the value of research enablers

Research enablers, or PRISMs, as they are sometimes referred to, are individuals who facilitate research and innovation. Roles include project managers, programme managers, and research centre managers, who work closely with academics, funders, and various internal and external stakeholders to ensure the smooth delivery of large and complex research grants. Recognising the vital contributions of research enablers, Midlands Innovation has sought to better understand their challenges and bring these issues to the forefront of the agenda.

Research enablers: Their value, contribution, and role

Commissioned by Midlands Innovation, [this 2023 report](#) highlighted the vital, yet often under-recognised, role of research enablers in supporting project delivery. It identified clear benefits for institutions and funders, justifying greater recognition and understanding of the value brought by these roles and associated career paths, including:

- **Alleviating academic workloads and enabling academics to focus on areas where their knowledge is most valuable**
- **Providing pastoral support and resources to deliver equality, diversity, and inclusion (EDI) interventions**
- **Supporting communications and coordination with internal and external stakeholders**
- **Enhancing the capability of universities to succeed with major, short-notice opportunities**

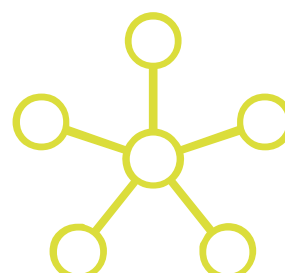


The report made four recommendations to institutions and funders:

1. **Establishing a recognised professional identity for research enablers**
2. **Improving the management of research enablers within institutions**
3. **Encouraging a leading role for research funders**
4. **Enhancing training and development for research enablers**

Raising the profile of PRISMS

To recognise the work of research enablers, MI facilitated a roundtable between PRISMs and the UKRI CEO, Professor Dame Ottoline Leyser, to discuss the challenges PRISMs face and the value their roles bring. MI Director Dr Helen Turner, who began her career as a PRISM, currently chairs the Advisory Board for the national PRISM Network.



Supporting early career researchers

MI universities host 10% of all UK postgraduate research students, representing a vital talent pipeline. Engaging this community is key to embedding healthy research practices and shaping a positive, inclusive research culture for the future. To this end, Midlands Innovation has launched and supported a range of strategic initiatives designed to strengthen this environment and drive meaningful change.

C-DICE (The Centre for Postdoctoral Development in Infrastructure, Cities and Energy)

C-DICE is the UK's largest postdoctoral development programme, designed to build a skilled, inclusive research workforce for the infrastructure, cities, and energy sectors – supporting the transition to a net zero society.

Since launching, it has engaged over **800 researchers** from **18+ UK universities**, offering targeted support to enhance career development.

C-DICE's impact on research culture:

- **Inclusive practice:** Developed an EDI Toolkit and hosted events to embed equity and inclusion in research
- **Career development:** Delivered 90+ workshops and training sessions on leadership, ethics, and project management
- **Recognition:** Winner of the Vitae ICE Award for advancing a positive, inclusive research environment
- **Collaboration:** Facilitated 61 networking grants, 54 placements, and 10 research sandpits – building a strong, connected postdoc community

C-DICE is shaping a more supportive, skilled, and collaborative research culture, empowering postdocs to thrive and lead.



ERA Skills: Developing future research leaders

The ERA Skills programme supports PhD and postdoctoral researchers working on energy and net zero challenges. It offers interdisciplinary training, leadership development, and collaborative opportunities, helping early career researchers build the skills and networks needed for impactful careers.



MI Flow Cytometry Group: Professional development for ECRs

The MI Flow Cytometry Group hosts an annual flow cytometry conference, bringing together a large community of academics, industry experts and early career researchers to present their research and share best practice. As a PhD student, Dr Laura Bartlett presented her research at two conferences and was awarded Best Speaker in 2023.

“The MI Flow Cytometry Group meetings have given me the opportunity to present and share my research with a wider audience, enabling me to make long-standing connections with other users across the Midlands. This has boosted my confidence in research and presenting – pivotal in kickstarting my career beyond my PhD.”

— Dr Laura Bartlett, PhD student

Creating opportunities for ECRs through once-in-a-lifetime POST fellowship opportunities

Midlands Innovation has partnered with the Parliamentary Office of Science and Technology (POST) to offer two fellowship opportunities in social sciences and biological health. This initiative provides early career researchers (ECRs) with the unique opportunity to engage directly with policymakers, bridging the gap between academic research and policymaking. The fellowships aim to enhance the impact of research on public policy, offer professional development, and create networking opportunities with key stakeholders.

By providing ECRs with opportunities to engage with policymakers, MI is enhancing the impact of academic research and equipping the next generation of researchers with the skills and networks needed to drive societal change.



3. Institutional case studies

Our eight partners are dedicated to continually enhancing their research culture. Beyond our collaborative projects at MI, each partner actively shapes their unique culture through projects tailored to their specific environments and challenges. By focusing on their areas of expertise, each institution contributes valuable insights, enabling us to share successes and learnings across the partnership. The case studies in this section highlight a selection of the diverse projects underway within our collaboration.



Empowered CPD for early career researchers

Aston University is empowering early career researchers (ECRs) to shape their own development. Central to this is the Empowered CPD initiative, a researcher-driven approach to professional development, designed to respond directly to the evolving needs of ECRs.

Through this initiative, ECRs have taken the lead in designing and delivering a range of peer-led learning events – both within Aston and nationally. A standout example is the ECR Employability Forum, a researcher-led event that brought together early career researchers from across the UK to explore career pathways, share experiences, and engage with sector experts. The forum featured panel discussions, skills workshops, and networking opportunities, offering practical insights and boosting confidence among participants navigating the transition beyond academia.

This initiative is part of a broader commitment to ECR support at Aston, which includes:

- **Structured training through the ECR Development Programme**
- **Personalised mentorship with senior academic mentors**
- **Active involvement in research governance via the ECR Committee**

By giving ECRs ownership of their development and a voice in institutional strategy, Aston is cultivating a more inclusive, responsive, and empowering research environment.



ASPIRE programme

Access to Success Pathways for Inclusive Research Excellence (ASPIRE) is an ambitious £1m, Wellcome Trust-funded research, training, and capacity-building initiative. This programme aims to trial new approaches to improve research culture, with a particular focus on the career development and progression of racially minoritised researchers and related staff. Whilst racial under-representation across career stages is a sector-wide challenge, we are particularly committed to addressing it, driven by the rich diversity of our own city of Birmingham and the university's civic foundations and mission.

The ASPIRE initiative is designed to enhance how the university understands, creates, and embeds inclusive research practices and excellence by supporting a diverse environment and a race-inclusive culture that enables everyone involved in the research process to achieve their potential.

- **Improve understanding of racial inclusion barriers**
- **Visibly prioritise inclusive research excellence at the University**
- **Increase opportunity and inclusion for racially minoritised staff**
- **Encourage learning and adoption of inclusive research behaviours and practices for all staff**
- **Build research and grants leadership capacity to improve representation at senior levels**

By embedding inclusive practices and supporting underrepresented researchers, ASPIRE is helping to drive both excellence and equity in research – setting a precedent for sector-wide change.



Supporting and driving positive research culture through a new promotions framework

Cranfield University is reshaping its research culture through a comprehensive overhaul of its promotions process. The university has a long history of working in close partnership with business and industry, and many of its researchers come from practitioner backgrounds, often working at higher Technology Readiness Levels and focusing on real-world application. While this brings valuable expertise, it also highlights the need to support researchers in connecting their work to fundamental academic principles and encouraging more exploratory, blue-sky thinking.

To address this, Cranfield introduced a new promotions framework that:

- **Rewards behaviours aligned with institutional values, including inclusive leadership and citizenship**
- **Prioritises quality over quantity, asking researchers to highlight their most significant contributions**
- **Emphasises narrative over metrics, encouraging applicants to describe the academic and societal value of their work**
- **Values diverse research outputs, including both fundamental and applied research**
- **Assesses overall strength and balance, rather than requiring excellence in every domain**

Support is provided through the year-round ‘Excellence in Scholarship’ programme, which offers training and formative feedback to help researchers craft compelling narratives and reflect on their long-term research vision. By recognising a broader range of contributions and career paths, Cranfield is creating a more inclusive, collaborative, and forward-looking research environment—one that values both innovation and academic depth.



Research Culture Cafés

In response to feedback from the 2022 Postgraduate Research Experience Survey (PRES), which highlighted limited opportunities for researchers to engage in meaningful discussions and a lack of seminars in some areas, Keele University launched a series of initiatives to strengthen its research culture. One standout initiative has been the introduction of Research Culture Cafés.

These cafés are more than just informal gatherings – they represent a strategic shift toward developing a more inclusive, transparent, and collaborative research environment. Designed to encourage open dialogue in a relaxed setting, the cafés provide a structured yet informal space where researchers at all levels can share experiences, raise concerns, and co-create solutions.

The initiative has already had a tangible impact. By gathering qualitative insights and feedback directly from the research community, the cafés have informed institutional strategies and helped shape a more connected and supportive research culture.

The Research Culture Cafés align with Keele’s commitment to nurturing a vibrant, inclusive research environment – one where innovation thrives, and researchers feel empowered to contribute to meaningful change. As part of a wider programme of support, including the Keele Doctoral Academy and the Research and Innovation Support Enhancement (RaISE) team, these cafés are helping to embed a culture of continuous improvement and shared ownership across the university.

By prioritising open communication and community-led change, Keele University is setting a strong example of how institutions can respond constructively to feedback and build a healthier, more dynamic research culture.



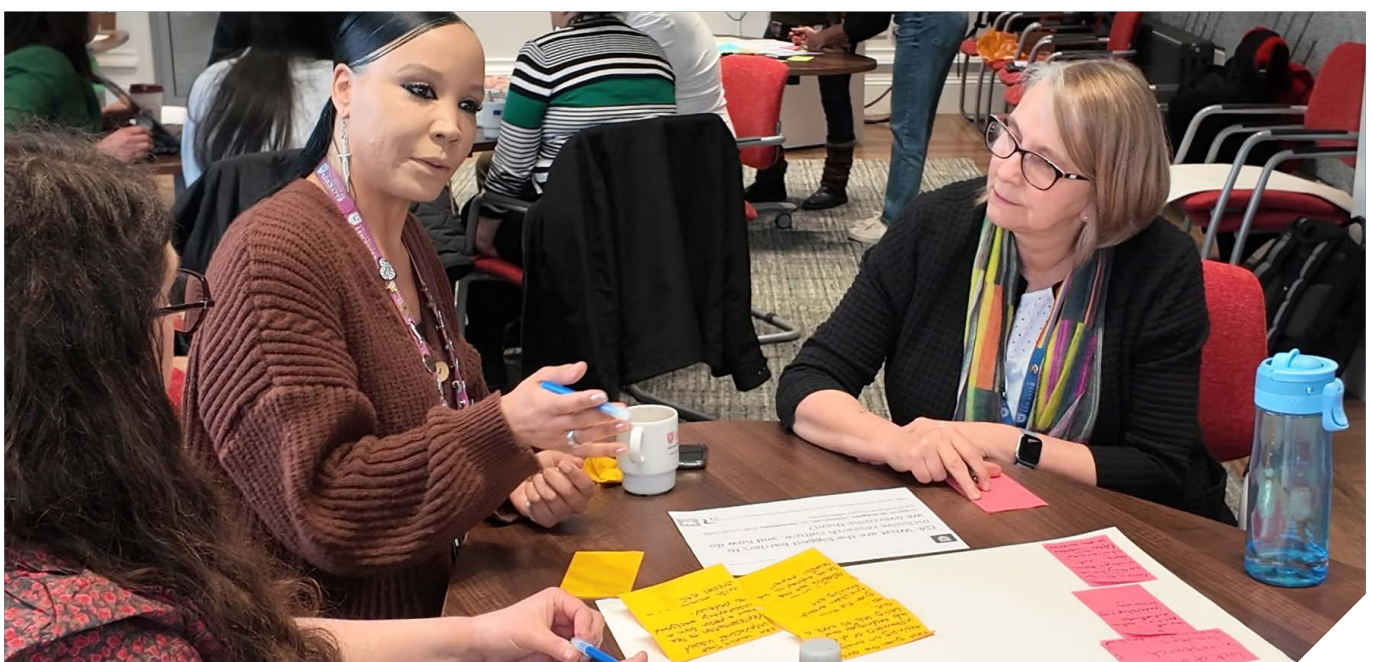
I-REACCH (Inclusive Research Environment Achieved through Culture Change)

The Inclusive Research Environment Achieved through Culture Change (I-REACCH) project, funded by the Wellcome Trust, aims to improve research culture at the University of Leicester. Launched in 2024, the project addresses the challenge of decreasing diversity from postgraduate researcher to professor and beyond. By focusing on intersectionality and career advancement for underrepresented groups, I-REACCH seeks to create a more inclusive and supportive research environment through five workstreams:

- **Rethinking equitable recruitment practices:** Examines and redesigns recruitment processes to ensure fairness, transparency, and inclusivity across research roles
- **Inclusive career progression:** Focuses on removing barriers to advancement and creating clear, supportive pathways for all researchers to thrive
- **Inspiring research culture:** Aims to cultivate a positive, inclusive, and collaborative research environment that supports wellbeing and innovation
- **Leading with empathy:** Develops leadership approaches grounded in empathy, emotional intelligence, and inclusive values to drive cultural change
- **Evaluation and dissemination:** Measures the impact of the programme and shares learning to inform wider institutional and sectoral change



The I-REACCH project has made significant strides in creating a more inclusive research culture at the University of Leicester. By addressing barriers to progression and fostering a supportive environment, the project aims to serve as a model for other institutions seeking to enhance their research culture.



Evidence-Informed Output Narratives (EONs)

The Evidence-Informed Output Narratives (EONs) approach at Loughborough University supports fairer assessment of research in internal processes, such as academic promotion, by embedding sensitivity to disciplinary differences. It has been co-developed with and for researchers using the SCOPE Framework for Research Evaluation and aligns with the University's longstanding commitment to responsible research assessment.

EONs respond to two key challenges:

- **Internal promotion panel assessors are often asked to evaluate outputs beyond their immediate disciplinary expertise**
- **Researchers, especially those with non-textual or practice-based outputs, can struggle to evidence the quality and visibility of their work using traditional metrics**

EONs address these issues by offering a menu of diverse types of evidence that researchers can draw upon when writing narrative statements for internal assessments. The evidence types have been weighted by academic colleagues to reflect disciplinary norms, based on how different forms of evidence are valued within their field.

This weighted menu provides clarity for both researchers and reviewers, helping ensure fairer, more informed decisions about what types of evidence to include in narratives and how they should be considered in assessments.

Following a successful pilot in autumn 2024 that demonstrated the approaches effectiveness – particularly for those with 'non-traditional' outputs – EONs have now been rolled out as optional guidance for academic promotion, with plans to extend to other assessment activities.

By promoting fairer and more inclusive assessments, the approach marks a step towards developing a positive research culture, where all kinds of research contribution are fairly recognised and valued, and all researchers, regardless of their types of research output, are given equal opportunities for recognition and advancement.

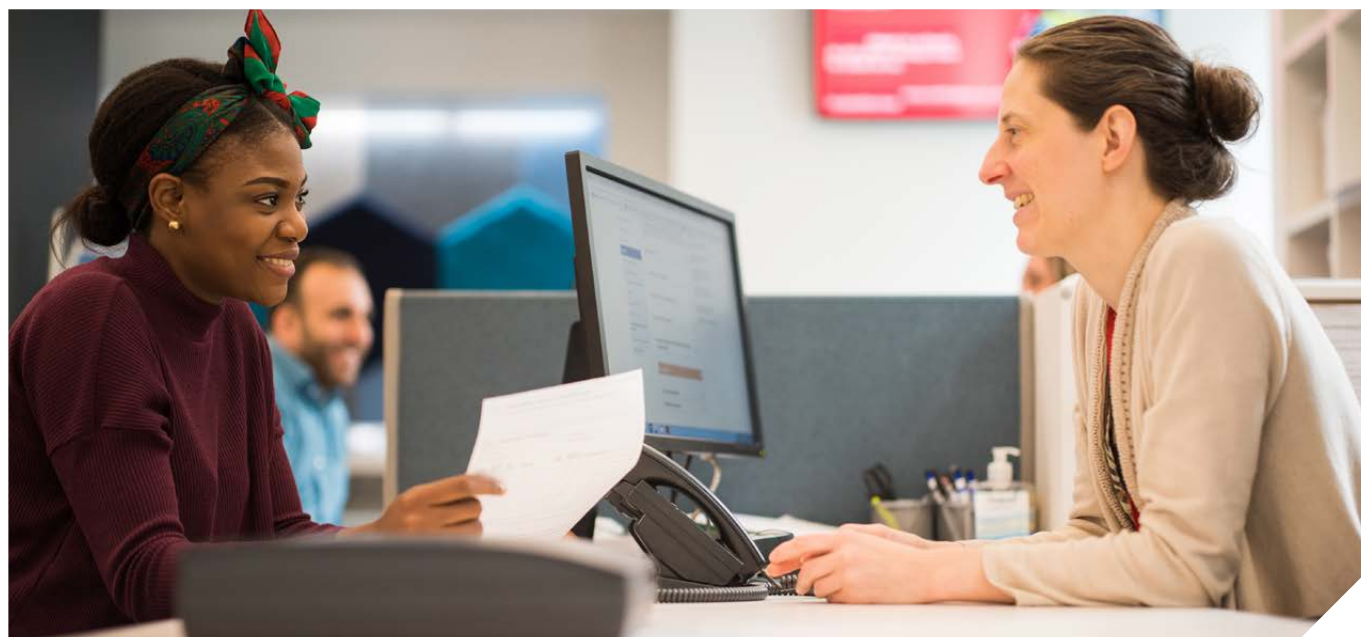


REC-HURDLES: A Career Precarity Project

The University of Nottingham's REC-HURDLES project is a £1 million Wellcome Trust-funded initiative designed to address precarious employment practices in research. Over this two-year project, REC-HURDLES will work to transform the experiences of those engaged in conducting, supporting, and enabling research through several initiatives:

- **Trialling new employment models:** REC-HURDLES is identifying and evaluating existing best practice within the sector and internally to reduce contract precarity. By 2026, the project aims to co-create and pilot new employment models with staff, with plans for broader implementation.
- **Expanded career support:** The project is expanding support offerings, including a bespoke career training program for early career researchers, 24/7 online resources, and increased availability of specialist careers advice, mentoring, and skills development opportunities.
- **Targeted offers for underrepresented groups:** Additional resources are allocated to approximately 30 underrepresented individuals from any staff group, providing them with individual training programs where standard provisions may not be suitable.
- **Review of fixed-term contracts:** The project will thoroughly examine the use and impact of fixed-term contracts across all levels and role types, with a particular focus on their effects on minoritised groups. This review aims to identify areas for improvement and develop strategies to mitigate negative impacts.

By improving employment conditions, REC-HURDLES aims to create a more supportive and sustainable research environment. Ultimately, it will lead to a more inclusive and resilient research community, driving innovation and excellence in research.



Convening conversations about research culture through the National Centre for Research Culture (NCRC)

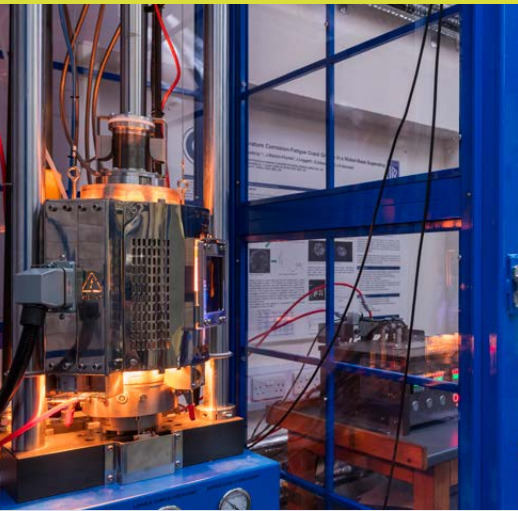
Recognising that research culture is central to research excellence, Warwick established and funded the National Centre for Research Culture (NCRC) in 2023. The NCRC provides an inclusive convening place for essential conversations to address and challenge systemic issues in research culture, and a platform for active, cross-institutional collaboration to develop thinking and drive forward evidence-based practice.

Current NCRC activities include:

- **The annual International Research Culture Conference:** In 2023, the event was attended by 350 participants from 16 countries, growing to 500 attendees from 24 countries in 2024 (both in person and online)
- **The Research Culture Enablers' Network (RCEN):** Initiated in February 2024, with subsequent meeting agendas informed by a committee of volunteer research enablers from other UK universities. The network meets online every two months for sector updates, presentations, and networking, working in groups on specific research culture challenges. Between meetings, it is supported by a collaborative MS Teams space and a LinkedIn page which has over 1,200 members
- **An online Research Culture Conversation Seminar Series:** Since June 2024, in which universities, charities, and other research organisations present case studies of their research culture enhancement activities
- **Interventions currently being piloted at Warwick include:**
 - **The Warwick PATHWAY programme:** A positive action programme to address the underrepresentation of Black researchers
 - **The Wellbeing of Early Career Researchers at Warwick:** A collaborative, cross-functional project to improve wellbeing for ECRs

Funding is being sought to develop and expand these initiatives, connecting with similar projects from across the sector.









Get in touch

To find out more about how you can work with us,
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