



# RESEARCHSTAFF CONFERENCE

SUPPORTING RESEARCHERS THROUGH THE  
CHANGING WORLD OF RESEARCH

# IMPROVING THE RESEARCH ENVIRONMENT AND CULTURE AT THE UNIVERSITY

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# Research Staff Culture Survey Key Findings

## Researcher Development

- 71% agree that UoM considers RD to be important, however 55% agree provision meets their needs.
- Only 33% aware of University's [Statement of Expectations on the Career Development of Research Staff](#).
- Barriers: PIs, time and funding pressures.

## Research Environment

- 59% agree there is a long hours' culture at the University.
- 39% agree their work is fairly and adequately recognised.

# Research Staff Excellence Awards 2020

## Research Staff of the Year

- Dr Annette Allen, Faculty of Biology Medicine and Health
- Dr Danielle Alderson, Faculty of Humanities
- Dr Ashok Keerthi, Faculty of Science and Engineering

## Best Outstanding Output

- Dr Joan Chang, Dr Richa Garva and Dr Adam Pickard, Faculty of Biology, Medicine and Health
- Dr Frances Houghton, Faculty of Humanities
- Dr Mike Buckley, Faculty of Science and Engineering

## Best Outstanding Contribution to Research Impact

- Dr Kelly Burgoyne, Faculty of Biology, Medicine and Health
- Dr Ajmal Hussain, Faculty of Humanities
- Dr Chris Overton, Dr Lorenzo Pellis and Dr Helena Stage, Faculty of Science and Engineering

## Best Outstanding Contribution to Research Environment

- Dr Michael Avery, Faculty of Science and Engineering

Postdoc Appreciation Week 2019 Success - Elsevier Best Newcomer Award and a UoM Making a Difference Award

# Research Staff Culture Survey Key Findings

## Research Integrity

- Researchers have high levels of awareness of codes of good research conduct (77%) and ethics review processes (76%).
- Less than half (48%) all respondents are confident that the University would listen and take action if concerns were raised regarding research conduct.

## Discrimination, Bullying and Harassment

- 71% of respondents agree that the University is committed to promoting equality, diversity and inclusion.
- Less than a third (30%) of respondents agree that concerns about bullying, harassment and discrimination would be acted on.

# Research Staff Culture Survey Recommendations

## Researcher Development Group and Research Staff Strategy Group

- Improve visibility; meet demand for mentoring and careers support.
- Recognise the contribution of research staff to grant success.

## PIs and Research Leaders

- PI checklist on leading research teams.
- Revise guidance for P&DR and promotions processes

## University and HR

- Automate move to an open-ended contract when research staff reach four years continuous service

## Funders

- Build in time for researcher career development into their funding models for research projects.

## EDI and Research Integrity

- Review the effectiveness of current reporting mechanisms.

# Priorities for Research Staff Strategy Group

