



Research Culture at Cambridge

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UNIVERSITY OF
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Research culture:

**Reward &
Recognition**
Open Research
**Inclusive
environments**
**Professional
development**
Career pathways



Our ambitions for Research Culture

We will offer a world-class environment in which to do research and teaching, which embodies an open and collaborative, outward-looking culture, and which attracts and supports talented researchers from across the globe.

We will reward research teams as well as individuals, viewing success not just in terms of advancing academic knowledge and tackling global challenges, but in a way that recognises all contributions to the research endeavour, particularly those which uphold a positive research culture.

We will value all of our researchers and will provide them with an inclusive, transparent, safe and supportive environment, with zero tolerance of inappropriate behaviour.

We acknowledge that many of our researchers aim to achieve research independence and lead their own teams, while others may have different aspirations, and we will manage and support them to achieve their own individual goals.

Professional development will be an integral part of all researchers' roles. We will provide a comprehensive range of opportunities to support researchers in their current role, as well as equipping them to make an impact throughout their career.

With colleagues from across the sector, we will collectively drive positive change to research culture, working closely with funders and other HEIs, industry partners and other external networks, and will not be deterred by the complexity of the challenges this will entail.

What are we doing for researchers?

Delivered in 2021

- Piloted new awards scheme – to be university-wide this year
- Professional Development Guidelines
- Mid-contract check-in for postdocs
- Guidelines on assessment of research(ers) – DORA

Future projects

- RA-SRA promotions pathway
- Improve representation of postdoc voice in the university
- Support for PIs
- Navigator to support change at local level
- ARRC programme: narrative CVs, management conversations and precarity

Your input:

What would you want to see improved...

In your research group?

In the department?

In the wider research community?



| Suggested actions