

Cultures of Collaborative Research in a Socially Progressive Technological University



- ❑ **Collaboration is a key element of successful research cultures** and often involves internal, external and cross-sector partners (e.g. Wellcome Trust 'What Researchers Think About the Culture They Work In' Report, 2020).
- ❑ **Access to leadership and collaboration opportunities**, however, is not always equal for all individuals involved in research & innovation, especially those from underrepresented groups facing systemic barriers (e.g. UKRI diversity data for funding applicants and awardees).
- ❑ Moreover, there is a perception that only a **narrow range of metrics and roles in research & innovation are rewarded and recognised**, leading to cultures of unhealthy individualistic competition (e.g. Vitae Culture, Employment & Development in Academic Research Survey).



The Collaborative Cultures Programme thus explores the following two questions:

- ❑ How can we work with internal and external partners (in industry and the public and third sector) to co-produce more inclusive research and innovation cultures?
- ❑ How do we value and recognise the breadth and depth of everyday contributions which sustain thriving collaborative research and innovation cultures?

INTERNAL FUNDING CALLS

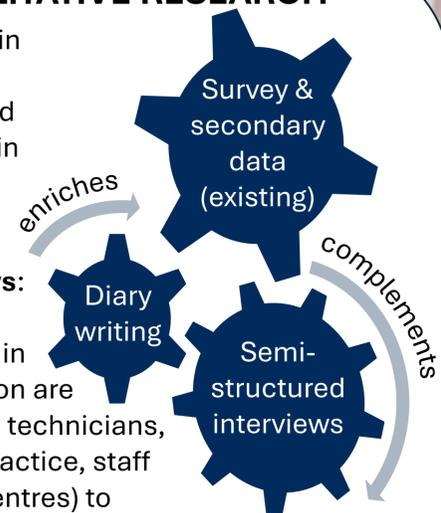
- Call 1 – Inclusive & Collaborative Research Cultures:
 - ✓ Focused on equality barriers to collaboration & leadership opportunities with cross-sector partners
 - ✓ 12 funded projects with 42 participants from various job families
- Call 2 – Equitable & Interdisciplinary Collaboration to Address Global Challenges:
 - ✓ Focused on widening talent pipeline for collaborative, interdisciplinary research projects

The calls test mechanisms for more inclusive funding awards:

Accessible language	Broadened eligibility
Pre-award support	Double-blind review
Ring-fenced funding	Post-award development

QUALITATIVE RESEARCH

- **Diary Writing Project:** participants in internal funding call write monthly diary entries of their experiences and reflections on underrepresentation in the context of their funded projects (currently 6 participants)
- **Semi-structured interviews:** repeat interviews with staff groups whose roles in research & innovation are less visible (e.g. technicians, professors of practice, staff in satellite centres) to understand their everyday collaborations, feelings and sense of belonging (12-15 participants)



COLLABORATIVE CULTURES PROGRAMME

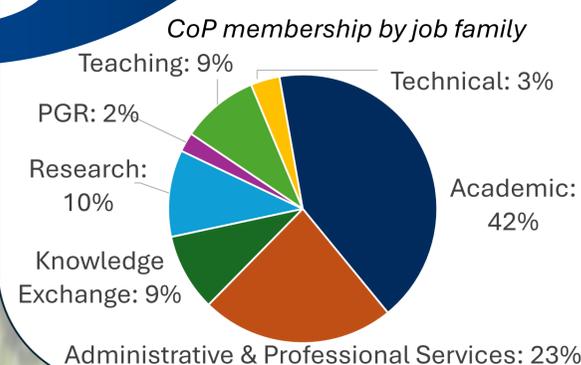
INTERVENTIONS

- Four short-term interventions aimed at
- testing mechanisms & solutions to the programme's key questions
 - informing broader institutional and sector practices through case studies and pilots

How can we measure successful collaboration (defining 'Indicators of Collaboration')	How can we jointly identify and solve cross-sector challenges to collaboration
How can we empower communities to drive culture (creating a 'Research Culture Network')	How can we recognise and make more visible diverse contributions to collaboration

COMMUNITY BUILDING

- Build activities based on existing community knowledge and best practice
- Embed benefits from project into institution for the longer term
- Share learning across the sector(s)
- Evaluate impact of overall project



- Example: Project Community of Practice (CoP – internal):**
- ✓ 80+ members bringing together vast professional & lived experience of research culture
 - ✓ Inform project planning and activity design

COLLABORATE WITH US!



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On behalf of the wider Collaborative Cultures Team (E. Compton-Daw, A. Graham, G. Murkett, I.-L. Sin, C. Wells-Holland and many more)



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