

# ‘One Year On’: Reflections on the International Research Culture Conference 2024 (IRCC24)

Marie Sams<sup>1</sup>, Rika Nair<sup>2</sup>, Sotaro Kita<sup>3</sup>

<sup>1</sup>National Centre for Research Culture, University of Warwick, Coventry, UK;

<sup>2</sup>Research and Impact Services, University of Warwick, Coventry, UK;

<sup>3</sup>Department of Psychology, University of Warwick, Coventry, UK

Correspondence: <sup>1</sup>[Marie.Sams@Warwick.ac.uk](mailto:Marie.Sams@Warwick.ac.uk); <sup>2</sup>[Rika.Nair@Warwick.ac.uk](mailto:Rika.Nair@Warwick.ac.uk);

<sup>3</sup>[S.Kita@Warwick.ac.uk](mailto:S.Kita@Warwick.ac.uk)

ORCID: <sup>1</sup>[0009-0004-1480-5608](https://orcid.org/0009-0004-1480-5608); <sup>2</sup>[0000-0001-7237-1933](https://orcid.org/0000-0001-7237-1933); <sup>3</sup>[0000-0002-0088-3654](https://orcid.org/0000-0002-0088-3654)

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## Abstract

*Between the first and second International Research Culture Conference (IRCC), there has been increasing advocacy for improved research culture, evidenced through collaborative initiatives, networks and events aimed at addressing various challenges within research environments.*

*This reflection follows the International Research Culture Conference 2024 (IRCC24) and highlights significant developments leading up to it, detailing expanded participation and thematic diversity. Key takeaways from the conference included the influence of the Research Excellence Framework - People Culture and Environment pilot, the importance of continued collaboration and increased need for efficiency in this space. It concludes with reflections on future direction, advocating for continued collaboration, increased evaluation, and learning with and from international perspectives to foster meaningful improvement in research culture.*

## Keywords:

research culture; collaboration; international; networking; partnerships; knowledge exchange, research on research

## Introduction

Last year's international research culture conference (IRCC23) lay strong foundations enabling connections and collaboration on research culture to develop. One year on, it has been clear to see that voices advocating for better research cultures are gaining traction, and more collaborative initiatives are emerging to test different approaches. Universities and other stakeholders are starting to share more regularly on their research culture endeavours, including through platforms such as the National Centre for Research Culture (NCRC) conversation series, the Research Culture Enablers Network (RCEN) and other regional networks and events. IRCC24 provided a timely landing space to reflect on where we all are in this journey.

An undercurrent of both the conference and the wider sector at the time, was the REF2029 People, Culture, and Environment (PCE) pilot. This was launched in early 2024, and had already begun to influence discussions—for better or worse—on how institutions would invest in and support research culture. In this reflection, we observe how the IRCC has evolved, key learning points, and considerations for the future

## How Research Culture has evolved since IRCC23

In 2023, the People, Culture, and Environment (PCE) announcement and the introduction of new research culture roles left many institutions uncertain about definitions and REF implications, particularly with the shift in weighting from 15% to 25%. Following a consultation process, further debate led to the launch of a pilot to provide greater clarity.

By 2024, research culture activity saw significant growth, with many initiatives supported by Research England's Enhancing Research Culture Fund and RED Fund, as well as Wellcome's Institutional Funding for Research Culture. Wellcome's initiative trialled partial randomisation (Lewis-Wilson et al., 2023), categorising fundable applications into 'gold' and 'silver' categories, with silver selected at random. Key developments, including UKRI's Research Culture Initiatives report and development of a research culture framework (Shift Insight, Vitae & UKRN, 2024), PCE Indicators Project, and the wider adoption of CoARA and UKRN, have further enhanced the landscape.<sup>i</sup> There had also been growing recognition of contributions to research, with successful funding outcomes such as research technical professionals (ITSS, 2024). Other initiatives have continued to grow, including the Hidden REF<sup>ii</sup>, PRISM network<sup>iii</sup>, Research Culture Uncovered podcast<sup>iv</sup>, Research Culture Enablers Network (RCEN)<sup>v</sup>, and NCRC Conversation Series<sup>vi</sup>. ARMA's Research and Innovation Culture SIG<sup>vii</sup> also played an important role in amplifying diverse perspectives and sharing best practice.

A year on from its inception, RCEN published its first report (**RCEN, 2024**), outlining the professionalisation of research culture in the UK and the consolidation of thought leadership among its members. The network's commitment to collaboration remains strong, with a recent strategy meeting endorsing the pursuit of opportunities to drive meaningful impact.

**International Research Culture Conference 2024 (IRCC24)**

IRCC24 took place on Monday 16<sup>th</sup> September at the University of Warwick, hosted by the NCRC. It was attended by 250 participants in person, and over 250 participants online. Leading up to this, we saw abstract submissions rise from 35 in 2023 to 93 in 2024, evidencing the increase of programmes and initiatives exploring research culture challenges and solutions. Abstracts submitted were predominantly from different types of academic institutions, split across Russell Group, Post-92 and specialist, and included a small number of other public and third sector organisation abstracts. Table 1 illustrates the thematic areas in which abstracts were submitted, noting that ED&I and open research were the most popular topics submitted. This is unsurprising, considering the proportion of initiatives actively trying to improve culture in these two focussed areas (**Shift Insight et al., 2024**). However, it does pose questions on what work is being undertaken in some of the more underrepresented themes. This was observed at the conference with one delegate referring to bullying and harassment as the ‘elephant in the room’, with this challenge being more ‘concealed’ within institutions, even though it is reported as a prevalent issue (**Wellcome & Shift Learning, 2020**).

Table 1: Abstract themes submitted to IRCC24

ED&I issues in the research context	24
Open research	11
Career development of researchers	11
Wellbeing of researchers	7
Research enabler empowerment	6
Research leadership	6
Research support optimisation	6
Non-academic stakeholder involvement in research	5
Research integrity	5
Bullying and harassment in the research context	1
Improving reproducibility	1
Other	10
<b>Total</b>	<b>93</b>

IRCC23 took the first steps towards fostering connections and enabling collaboration between the sector, and in advocating for collaborative approaches to change rather than single institutions. We intended for IRCC24 to build on this in extending reach beyond higher education and succeeded in attracting delegates from funders, councils and the health service, as well as different roles from within the higher education sector. Growth was also apparent in geographical spread, attracting delegates from 24 countries globally including Abu Dhabi, Australia, Mexico, Kenya and Hungary (with a presentation being delivered from Pennsylvania University), demonstrating the increasing interest in research culture from a global lens.

The conference was shaped around three keynote sessions on crucial topics of what is needed to achieve research culture change, described as a 'cold bowl of spaghetti' (Shomari Lewis-Wilson, Wellcome Trust), research integrity as being central to culture (Louise Dunlop, UK Committee on Research Integrity), and developing and embedding inclusion (Dr Maisha Islam, University of Southampton). Additional parallel sessions took place throughout the day delivering 38 talks across 10 thematic areas, with a further 30 poster presentations (**see Appendix**).

With the high volume of excellent work being shared across these themes, it is challenging to synthesise this into a few words, however, there were several reflections that we took away from all the work being shared.

*Collaboration is hard, but the rewards are rich*

We know that collaboration in research culture is often challenging and demands time, trust and a willingness to compromise - but we also know that if done successfully, it leads to more innovative ideas, better inclusivity and a higher potential for impact. As highlighted in Shomari's opening talk, likening research culture to a 'cold bowl of spaghetti', where unravelling one research culture issue is complex because it is often meshed with many other strands, means collaboration is even more important to create those innovative solutions. We saw evidence of this happening at IRCC24, with examples presented on partnership building with the 'All-Island Network' initiative between University College Dublin and Queen's University Belfast (Colleen Thomas and colleagues), and from Cardiff University, University of Reading and Newcastle University who have been working on addressing disconnect between institutions on open research practices as part of the UK Reproducibility Network (UKRN) Open Research Programme (Karen Desborough, Robert Darby, and Candy Rowe).

Many attendees at the conference were also connected to the National Centre for Research Culture through its Research Culture Enablers Network (RCEN), which held a network meeting the day after the conference to pilot hybrid peer mentoring and road mapping activities. RCEN has mapped a wealth of existing expertise within the network, with a strong culture of generosity and a shared desire to exchange best practices. It has been heartening to see connections being made through the RCEN and at IRCC, where delegates are often facing the same challenges, and are able to generate creative ideas through engaging with like-minded, but also diverse communities, whilst also opening their work to critical peer input.

*PCE pilot should not detract people from working towards focussed change*

Discussions at IRCC24 unsurprisingly often touched upon the PCE pilot which was inevitable considering it is aiming to develop assessment processes ‘to ensure appropriate recognition is given to the people, culture and environments that underpin a vibrant and sustainable UK research system.’ (REF, 2029). We heard from delegates that whilst the PCE element of REF has the potential to be a catalyst towards change, the commitment to change must come from within institutions, funders, publishers, and further, to generate long-term, sustainable impact. This is where good leadership, strategic networks, and top down/bottom-up culture initiatives will be crucial. Evaluation and sharing of practice whether good, bad or indifferent will also be fundamental to positive change, and in that regard, there was a definite sense at the conference that people were eager to continue to work together and not allow REF to ensure a culture of competitiveness. This might be a challenge, but we need to collectively discourage cherry picking of research culture initiatives that only showcase institutional strengths whilst concealing the areas that are more difficult to tackle.

Many of the presentations delivered at IRCC24 were evidencing innovative initiatives. Some were in the process of evaluating interventions whilst others were at the start of testing out new approaches – and all were equally important. Regardless of the stage of these projects, what’s important is that concept of sharing, including what is more difficult to achieve but has potential for good impact. We must continually revisit why we are working towards improved culture in the first place – that is to provide quality environments in which research can thrive, leading to high quality results and societal impact.

### *The importance of efficiency*

Another key reflection on IRCC24 was related to the efficiency of interventions and programmes of work to improve culture to create lasting benefits. With limited resources to utilise, participants at IRCC24 were keen to discuss across the thematic areas how best to achieve this. One example presented from Loughborough University (Stuart King, Elizabeth Gadd, Megan English) evidenced mapping across their various existing concordats and charter mark action plans to align and consolidate activities related to research culture. This approach was suggested so that institutions can reduce bureaucracy and duplication of effort between various people, departments and strategies. There are areas of activity where priorities may overlap with research culture endeavours such as career development, equity, diversity and inclusion and postgraduate research policies, that institutions should be aware of when developing their research culture strategies and action plans.

Sustaining successful research culture pilot initiatives into 'business as usual' may face barriers such as who takes ownership of them ('is there enough resource?'), and changes in behaviours ('it's the way we've always done things around here'). In facing financial insecurity across the sector, we increasingly need to look at ways we can innovate in the research culture space. This may, for example involve developing our understanding of where best practice already exists and role modelling these behaviours, reviewing policies and processes that affect the research community, and providing evidence of proof-of-concept projects which demonstrates improved financial and human cost value to senior leaders. This doesn't mean that we should ignore the more complex issues that require more resource – of course we need to continue to lobby for systems level change to the right stakeholder groups. However, a better understanding of where we can embed change within current constraints will be important in the short-term.

### **Looking to the Future**

IRCC24 has grown in delegate numbers, types of roles and geographic spread, but is also evidenced through the wide array of positive initiatives being undertaken across the sector. As we move towards IRCC25, we should start to learn more from evaluation of initiatives, and where impact is starting to be tracked, and embedded. This will be important in starting to build an evidence base of what works, whilst acknowledging there will be differences across environments and disciplines.

The conference demonstrated an interest from other countries in what the UK is working on in this space, and at IRCC25 we hope to build on this to see what contextual differences there are globally, how we can start to

learn about diverse ways of improving research culture from further afield, and optimising opportunities to work together in this space.

Moreover, it will be important to continue to look at innovative ways of continuing to pilot new ideas – and how we can achieve this with current risks to availability of funding to support them. Whilst the future still feels uncertain in a lot of respects, we feel privileged to be able to continue to host an event that is supportive, where we can collaborate, and where we can exchange knowledge. We look forward to seeing what IRCC25 has to bring!

Marie Sams has 24+ years' experience in higher education, in professional service and teaching roles and has worked on international projects aimed at improving higher education experience. With a Doctorate in supporting women into leadership in higher education, she is passionate about culture change and making environments more inclusive. She is the Head of the National Centre for Research Culture, and leads on management of the Centre, including the NCRC roadmap, raising the visibility of research culture, and the International Research Culture conference. She has facilitated work in identifying institutional problem statements and shaped recommendations for improving wellbeing of early career researchers.



Although her background is in medical research (Microbiology PhD), Rika Nair has since applied her expertise to support a variety of disciplines and all stages of the research project cycle. At Warwick, she drives institutional research culture priorities, managing communities of practice, working groups to address key challenges, and initiatives that foster a vibrant interdisciplinary research environment. Rika is also the Network Lead for the Research Culture Enablers Network, which brings together over 230 colleagues from research culture teams to collaborate strategically on shared issues. She also actively promotes research culture opportunities and best practices through the LinkedIn group, Research Culture Knowledge Exchange.





Sotaro Kita is Professor in Department of Psychology, and a former Deputy Pro Vice Chancellor (Research), at the University of Warwick. He led the research culture strategy in the University from 2021-2024. Kita was also the founding Director for the National Centre for Research Culture, which facilitates coordination and collaboration among universities and other stakeholders. Kita founded the Ethnic Minority Researcher Careers Forum and Teaching Race Equality Taskforce, in the Department of Psychology.



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## **Appendix: IRCC '24 Sessions & Speakers**

Moreover, it will be important to continue to look at innovative ways of continuing to pilot new ideas – and how we can achieve this with current risks to availability of funding to support them. Whilst the future still feels uncertain in a lot of respects, we feel privileged to be able to continue to host an event that is supportive, where we can collaborate, and where we can exchange knowledge. We look forward to seeing what IRCC25 has to bring!

### *Opening Welcome*

1. Professor Caroline Meyer - Pro-Vice Chancellor (Research), The University of Warwick
2. Professor Sotaro Kita - Deputy Pro-Vice Chancellor (Research) and Director of the National Centre for Research Culture, The University of Warwick

### *Plenary sessions*

1. 'How do we work at scale in a research culture that's like a bowl of cold spaghetti?'  
Shomari Lewis-Wilson - Senior Manager (Research Culture and Communities), Wellcome Trust
2. 'Research integrity, the heart of research culture'  
Louise Dunlop - UK Committee on Research Integrity and Head of Research Governance and Ethics, Queens University Belfast
3. 'Developing inclusive research cultures for our academics of tomorrow'  
Dr Maisha Islam - Doctoral College Research Lead for Equality, Diversity and Inclusion, University of Southampton



*Parallel Sessions and Workshops*

*Theme 1: Catalysing Research Culture Change at Scale*

*Ben Bleasdale, Karen Stroobants, CultureBase Consulting.* 10 years of defining research culture from the Nuffield Council report to the REF indicators

*Robbie Clark, Gemma Derrick, Lorna Duncan, Pen-Yuan Hsing, Neil Jacobs, Rosalind Strang*

*University of Bristol.* 'A lot of evidence percolates in through people's expertise....': How HEIs use meta-research in decision making for research culture change

*Emma Spary, Samantha Aspinall and Katie Jones, University of Leeds.* The Unnamed Research Culture Event

*Colleen Thomas, Chris Browne, Gillian Boyle, Hugh Campbell, Sonya Deschenes, Hugh Fulham-McQuillan, Maura Hiney, Grace Mulcahy, Ivar McGrath, Adrian Ottewill, University College Dublin and Queen's University Belfast.* The value of an All-Island Research Culture Network.

*Theme 2: Removing barriers to inclusion*

*Prof Etlyn Kenny, Prof Chris Millward, Prof Yemisi Takwoingi, Dr Tish Kriznik, University of Birmingham.* Race-inclusivity in research culture: UoB ASPIRE Project.

*Dr Mark Whelan, Queen Mary University of London.* Research Culture Data - Possibilities and Next Steps.

*Dr Anna L. Seager; Elizabeth Kenny, Swansea University.* Embedding Equity, Diversity and Inclusivity in your Research Delivery and Planning.

*Helena French; Harry Moriarty; Jules Bellingham, University of Nottingham.* Neurodivergent Employment Opportunities (NEO): A Positive Action Approach to Diversifying Research Teams within the Faculty of Science at the University of Nottingham.

*Theme 3: Improving the PGR Experience for All*

*Dr Bing Lu; Dr Rebekah Smith McGloin; Lauren Russell; Dr Bamba Khan; Owen Gower; Julie Sheldon; Scott Foster.* Nottingham Trent University. Developing Inclusive Postgraduate Admissions.

*Cat Jones, Chris Guerin, Azizul Haque, Sarah Emmerson, Louise Rixon, Chinyere Magulike, Rachel Rowntree & Olympia Palikara, University of Warwick.* Supporting part time PGR students through a co-designed residential writing retreat.

*Dr Alice Beck; Dr Vitalie Duporge, The Cabot Institute University of Bristol.* Cultivating Community Among Postgraduate Researchers (PGRs): Leveraging Peer Support Resources for Enhanced Cohort Collaboration.

*Dr Shi Ha; Gabriella Crawford Koltai; Maryam Masood; Asima Iqbal; Ninna Makrinov, University of Warwick.* Enhancing inter-cultural awareness among international postgraduate researchers and their research supervisors at Warwick.

*Theme 4: Promoting Reproducibility and Research Integrity*

*Catherine L. Winchester, CRUK Scotland Institute.* Facilitating the publishing of reproducible and high-quality research.

*Queen Saikia, Dr Jonny Coates, University of Leeds.* Preprints: Bridging the Gap Between 'Positive' and 'Negative' Research Outcomes.

*Dr Karen Desborough, Robert Darby, Prof Candy Rowe, Cardiff University, University of Reading, Newcastle University.* Helping institutions incentivise Open Research through reward and recognition of transparent research practices at the OR4 project.

*Dr Tatiana Chakravorti; Sai Koneru; Dr Sarah Rajtmajer. Pennsylvania State University.* Reproducibility, Replicability, and Transparency in Research: What 452 Professors Think in Universities across the USA and India.

*Theme 5: Changing Research Leadership*

*Laura Hutchinson; Samantha King; Ellen Cole, Northumbria University.* Research Group Leadership: Mobilising research leads for culture change.

*Dr Laura Fenner, University College London.* UCL Women and Large Grant Leadership training programme.

*Sophie Daniels; Johanna Thren, Durham University.* The Use of Shadow Committees to Reimagine Governance for a Flourishing Research Culture.

*Dr Elizabeth Morrow, Prof Meg Jensen, Prof Cilla Harries, Dr Jackie McRae, Kingston University.* Precision Mentorship for Research Leadership: A Pilot Programme in Arts and Humanities at Kingston University.

*Theme 6: How do we Cultivate Thriving Research Communities?*

*Jenny Winsland, University of Oxford.* Research Culture Toolkit: University of Oxford's initiative to map and support local research cultures.

*Hugh Fulham-McQuillan, Gillian Boyle, Hugh Campbell, Maura Hiney, Grace Mulcahy, Ivar McGrath, Adrian Ottewill, Colleen Thomas, Sonya Deschenes, University College Dublin.* Mental Health and Wellbeing in a Research Community: Preliminary Findings on the Role of Research Culture.

*Catherine Davies, Fiona McClement, Marije Davidson, Paul Chadwick, University of Leeds, University College London.* "If you were designing a system to encourage bullying and incivility, it would look like a modern University." Using behavioural science to investigate drivers of unacceptable behaviour in research culture.

*Stuart King, Elizabeth Gadd, Megan English, Loughborough University.* Concordat Consolidation at Loughborough University: Mapping our efforts to improve research and innovation cultures.

*Theme 7: Research Culture beyond UK HEIs*

*Lorelei Silvester, Liverpool Tropical School of Medicine,* Enabling equitable partnerships through support to research management and communication.

*Dr Nicholas Mithen, University of Hull.* Two Research Cultures? Coproduction as insurgence.

*Wanlin Cai; Prof Alis Oancea; Alieen Marshall-Brown, University of Oxford.* The Responsible Knowledge Exchange, Engagement and Impact framework and principles.

*Theme 8: Valuing Diverse Contribution*

*Sarah Wilson; Dr Mel Loveridge; Dr Connie Qian; Dr Giulia Lorenzi; Dr Ali Zaidi, WMG, University of Warwick.* Breaking Bad Barriers to Pursuing Research: A Concordat to Research Equity.

*Dr Charlotte Verney; Helen Curtis, University of Bristol.* Professional services researchers - invisible researchers in the academy?

*Fleur Hughes, University of York.* PRISMs: Agents and Beneficiaries of Positive Research Culture.

*Mariam Yacoub, Mollie Etheridge, Susie Bass, University of Kent, University of Cambridge.* (Re)crafting Research Culture.

*Theme 9: Advancing Open Research Approaches*

*Samantha Broadhead, Henry Gonnet, Leeds Arts University.* Creative dilemmas: Balancing access and integrity.

*Tom Morley, Lancaster University.* Academic Libraries as Trailblazers: Research Culture and Open Access Monographs.

*Emily Wild, Tim Fellows, Jisc.* Sharing research early and openly with Octopus.ac.

*Theme 10: Challenges in Research Career Development*

*Noam Tal-Perry; Lara Abel; Kate Murray; Mollie Etheridge; Becky Ioppolo; Katherine Dawson; Marie Collier; Debbie Birkett; Liz Simmonds; Steven Wooding, University of Cambridge.* What do early career researchers value in their jobs? A mixed methods study to inform discrete choice experiments on academic job preferences.

*Connie Wan; Amanda Chukwudozie, University of Nottingham.* Mid-Career Researcher Development: Navigating the Landscape.

*Catalina Bastidas; Prof Jemina Napier, Heriot-Watt University.* Driving Culture Change: The Power of Narrative CVs.

*Dr Marie Collier, Katherine Dawson, Katie Murray, Justyna Bandola-Gill, University of Cambridge, University of Birmingham.* Building support for reviewing and writing Narrative CVs.

*Posters*

*Joseph Angus Corneli, Neil Jacobs, Oxford Brookes University.* A community of practice for open research trainers.

*Dapo Awobeku, Anthony Muchai Manyara, University of Bristol.* Responding to visa and passport inequities for equitable research partnerships with Global South: A case study of the University of Bristol.

*Vicki Belt, University of Warwick.* Impact through interdisciplinarity at the Enterprise Research Centre.

*Carola Boehm, Josie Beech, Ravinder Kaur, Staffordshire University.* From research to policy to practice: Minimising Exclusionary Structural Barriers for Research Environments

*Kerry Broom, Dimitris Evangelopoulous, Angela Lewis, Ruthie Parsons, Kirsti Hornigold, Anastasia Ioakeimidou, Ami Bhavsar, Matthew D Wright, Liz Ainsbury, Frédéric B. Piel, UK Health Security Agency.* Co-production of a Training Programme to improve research culture and EDI across multiple institutions.

*Craig Carnegie, Helena Verrill, Rebecca Nealon, University of Warwick.* Addressing social mobility issues in STEM: Expanding a departmental approach to work experience through a cross-faculty research culture partnership.

*Catherine Davies, Holly Ingram, University of Leeds.* Sceptics and champions: Participant insights on the use of partial randomisation to allocate research culture funding.

*Lina al Jabbar, Roz Stanton, Chris Howls, Heather Mackenzie, Tracey Newman, Lilian Odaro, Nandini Das, University of Southampton.* The Supervisor and Postgraduate (PGR) Partnership Agreement.

*Banaz Jalil, University College London.* Best Practice in the chemical characterisation of extracts used in pharmacological and toxicological research: 'The ConPhyMP' Guidelines and Open Access Tool.

*Karisha Kimone George, Silvia Mantilla-Wright; Trish Chinzara, University of York.* Outlining the development of an EDI Research Centre at the University of York.

*Sotaro Kita, Marie Sams, Victoria Strudwick, University of Warwick.* The vision for the National Centre for Research Culture at the University of Warwick.

*Sotaro Kita, Vicky Strudwick, University of Warwick.* Warwick PATHWAY Programme: a positive action programme to facilitate Black researchers' career.

*Anna Korzeniowska, University of Surrey.* Reforming research assessment to incentivize Open Research practices - where have we been and where are we going?

*Natasha Kriznik, Dr Ipshita Ghose, Professor Chris Millward, Dr Zania Stamataki and Professor Ed Wilding.* Rethinking research leadership at the University of Birmingham

*Yanyan Li, Xinran Gao, University of Warwick.* Enhancing Public Engagement: Inclusive Communication Strategies for Academic Research

*Anthony Muchai Manyara, University of Bristol.* Toolkit to promote equitable budget allocations for Global South research projects.

*Grace Mulcahy, Gilian Boyle, Adrian Ottewill, University College Dublin.* The Research Integrity/Research Culture Interface - Experience from a large, research-intensive University.

*Clarissa Muller, Giulia Lorenzi, University of Warwick.* Reflections on 'Pathways in Research: Building Resilience and Collaborations': a professional development & community-building event in the Department of Philosophy.

*Alex Payne-Dwyer, Victoria Noble, Amber Yeoman, Ryan Pound, Tim Passchier, Fleur Hughes, James Sherwood, Alex Pike, Andrew Holding, Cobus Smit, Jamieson Howard, Lianne Lansink, Liz Rylott, Vanessa Keller, Michael Plevin, Stephanie Ellis and Ines Hahn, University of York.* Celebrating what we already have: new cross-disciplinary initiatives at York.

*Aneita Pringle, Louise Pacelli, Zoe Kennedy, Robert Patterson, King's College London.* Exploring Culture, Equity, Diversity and Inclusion (CEDI) and career development practices, gaps, and solutions at a London university

*Clementina Ramirez Marengo, Vera Matser, Emma Karoune, Matthew Forshaw, Luis Santos and Ann-Marie Mallon, The Alan Turing Institute.* Bridging the Skills Gap in People in Data.

*Dr Harriet Richmond; Charlotte Marshall, University of Warwick, University of Northampton.* Hidden in Plain Sight: Research Culture and the Researcher Experience

*Ellis Ryan, University of Warwick.* The role of Warwick's Social Mobility Student Research Hub in fostering inclusion in the research space.

*Zaynab Seedat, University of York.* Valuing Voices: A Toolkit for Equitable and Responsible Research.

*Richard Smith, Ayten Alibaba, Joana Almeida, Kieran File, Elyanora Menglieva, Miriam Schwiening, Lila Tennent, Yvette Wang and Emma Williams, University of Warwick.* Countering silos and hierarchies through peer-to-peer research-in-progress conversations.

*Marianne Talbot, University of Leeds.* The collective experience of developing and presenting our paper at the BERA ECR Annual Conference in June 2024: "Navigating Collective Academic Development: A Case Study of the Activity of the Editorial Board of a Community Academic Journal."

*Marianne Talbot, Ruth Winden, University of Leeds.* Becoming a Mature Postgraduate Researcher: Challenges and Rewards.

*Steven Vidovic, University of Southampton.* ORACLE: an early intervention to embed Open Research practice in research projects.

*Xin Xu, Alis Oancea, Jess Pilgrim-Brown, Chang Shen, Farzana Chowdhury, Farzana Begum*

*University of Oxford, University College London, Manchester Metropolitan University.* Diverse contributions to research: Understanding and recognising the allocation of credit in educational research.

*Mariam Yacoub, University of Kent.* To be, or not to be, in the ivory tower: An ethnographic inquiry of being and becoming in higher education in the physical sciences.

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**Endnotes**

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<sup>i</sup> Available at: <https://coara.eu/> and <https://ukrn.github.io/> respectively.

<sup>ii</sup> Available at: <https://hidden-ref.org/>.

<sup>iii</sup> Available at: <https://www.pris-managers.ac.uk/>.

<sup>iv</sup> Available at: <https://research-culture.captivate.fm/>.

<sup>v</sup> Available at: <https://warwick.ac.uk/research/research-culture-at-warwick/best-practice/rcen/>.

<sup>vi</sup> Available at: <https://warwick.ac.uk/research/ncrc/conversations/>.

<sup>vii</sup> Available at: <https://arma.ac.uk/arma-launches-new-special-interest-group-on-research-and-innovation-culture/>.