

Priority 1: Empower collaborative groups that represent each School to enable consultation & improvement of Research Culture practices

- 1.1. Hold quarterly meetings for College Research Culture Collaboration (CRCC) for consultation, communication, discussion of priorities, delivery and evaluation of initiatives and consideration of delivery
- 1.2. CRCC to connect with local research culture groups
- 1.3. Review and initiate actions as appropriate from UoE staff engagement and Research Culture surveys as necessary
- 1.4. Retain & expand College Research Culture Conversations Series
- 1.5. Research Culture Cafes or similar as regular School events

Priority 2: Streamline strategic information and communication on Research Culture to enable research communities to thrive

- 2.1. Review, update and extend the College Research Culture Hub to include bespoke pages for career stages

Priority 3: Organise and share existing and emerging practices that enhance Research Cultures to encourage uptake and organisational learning

- 3.1. Review and further develop the College Research Culture Catalogue
- 3.2. Create compendium of case studies illustrating diversity of successful approaches to Research Culture
- 3.3. Research culture life (bite size voice-memos of good practices)
- 3.4. Provide guidance and templates to encourage take up of handbooks of lab ethos & support that includes values, expectations, and opportunities for lab members
- 3.5. Schools to be encouraged to have induction materials and outward-facing web pages that includes statement on the values and ethos of the school

Priority 4: Monitor uptake and compliance with professional development and training opportunities

- 4.1. Rigorous implementation of concordat for Development of research careers (including 10 days of CPD a year in line with the concordat)
- 4.2. Encourage leadership and training for managers and leaders
- 4.3. Improve P&DR experiences
- 4.4. Promote staff mentoring initiatives

Priority 5: Promote a clear understanding of Institutional and College approach to Research Integrity and Open Research

- 5.1. Increase visibility of Open Research and Research Integrity training
- 5.2. Review and update of the College Open Research webpages, including College's publications on various aspects of Open Research

- 5.3. Further develop and promote bitesize guides on Open Research practices

Priority 6: Develop and promote clear guidelines in matters relating to Research Ethics and Integrity

- 6.1. Promote understanding and application of fair authorship principles
- 6.2. Integrate authorship guidance and relevant resource links into induction materials and lab handbooks
- 6.3. Develop and publish image guidelines
- 6.4. Organise annual seminars on authorship, dedicating half of each session to Q&A
- 6.5. Increase resources on webpages to include common FAQ

Priority 7: Strengthen awareness of Research Integrity and responsibility to observe University commitments

- 7.1. Increase visibility of training and resources (incl. webpages) for understanding and embedding integrity in research
- 7.2. Include Research and Integrity training on PGR review documents
- 7.3. Establish Research Integrity Collective and Misconduct Review Panel
- 7.4. Increase visibility of questionable research practices and research misconduct and mechanisms for reporting via Research Integrity Collective

Priority 8: Enhance awareness and compliance with UoE policies on equitable access and support

- 8.1. Partner with the CMVM Dean of Equity, Inclusion & Community to communicate Edinburgh's values and Dignity and Respect Policy
- 8.2. Ensure diversity of research groups is considered at recruitment
- 8.3. Host interactive webinars and discussions to reinforce these values and policies

Priority 9: Ensure involvement of PGR voice in assessment of Research Culture

- 9.1. Partner with CMVM Dean of Postgraduate Research to ensure delivery of the PGR Research Culture Plan
- 9.2. Respond to and address relevant Research Culture issues identified by Pulse and Postgraduate Researcher Experience Survey (PRES)

Priority 10: Ensure implementation and communication of the revised UoE Academic Promotions Framework

- 10.1. Communicate and support implementation of the new Academic Promotions Framework, highlighting the importance of collegiality and citizenship
- 10.2. Recognise and celebrate examples of collegiality and citizenship
- 10.3. Encourage those who are promoted to be celebrated in School newsletters
- 10.4. Increase awareness and implementation of UoE CoARA Action plan, move to holistic qualitative assessment tools