

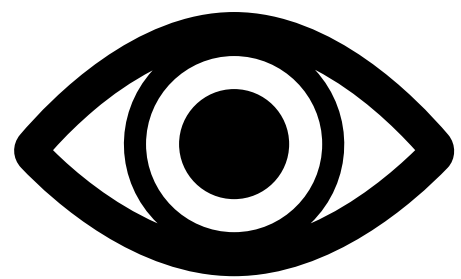


“Research culture encompasses the behaviours, values, expectations, attitudes and norms of our research communities. It influences researchers’ career paths and determines the way that research is conducted and communicated.” The Royal Society



Led by Professor Katherine Linehan  
Pro-Vice-Chancellor for People and Culture

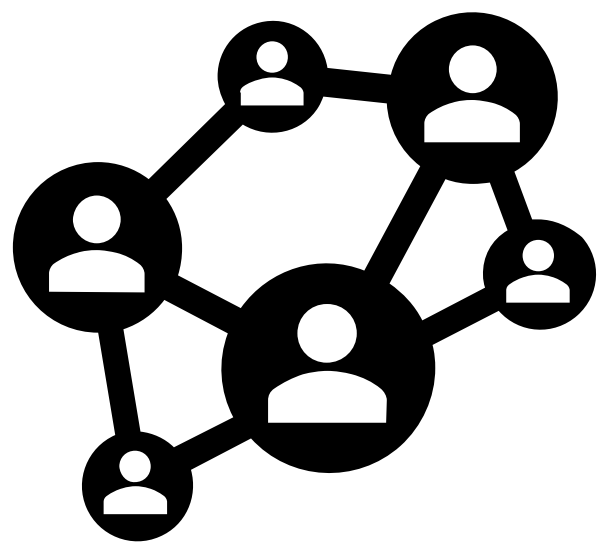
## What is the vision?



By 2034, the University of Nottingham will be a sector-leading environment for those who conduct, contribute to, manage, enable and support our excellence in research and knowledge exchange.

Our people will experience a consistently fair, inclusive and respectful team-based research and knowledge exchange ecosystem, with equality of opportunity and experience for all.

## Who does this positively impact upon?



All of our university community, but you will be particularly positively impacted by this strategy if you are research and teaching staff; a postgraduate researcher; research-focused staff (a research associate, fellow or postdoctoral researcher); a research technical professional; professional services staff, or in any other team that supports and enables research.

The strategy is also relevant to our wider community of local, national and international partners in higher education, business, culture, government and the public sector.

## What are we focussing on?

Our Research and Knowledge Exchange (RKE) Culture strategy is in place until 2034 and will undergo a formal review every three years. Our priorities are aligned with our [core university values](#):



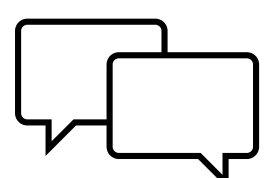
**Inclusivity: We are a community where everyone can contribute and be appreciated for who they are.**

We are focusing on contract precarity and career progression, especially how we support those in underrepresented groups and transitional or mid-career roles. Current activities include the HR 'inclusive by design' project, increasing the visibility and connections between our researcher career development offer and the [REC HURDLEs Wellcome Trust funded project](#), which will review fixed-term research contracts and pilot new employment models to reduce precarity. This work aligns with our existing initiatives, such as the [Athena Swan Gold Action Plan](#), the [Race Equality Charter](#), and the new Disability Equality Action Plan.



**Ambition: We set the highest standards for ourselves and our work and support each other to achieve them.**

We are exploring the rewards, recognition and development we provide to our people. We want to ensure that contributions focussed on leadership, citizenship and knowledge exchange, as well as research excellence, are valued. Activities include the [Improving the Researcher Experience project](#), which aims to make it easier to run a research project from planning to grant closure. Plus, we're reviewing our learning and development opportunities to align with the ambition of becoming a [Learning Organisation](#).



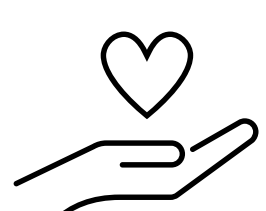
**Openness - We adopt a straightforward and transparent way of communicating with each other and with the world, championing the free and respectful exchange of ideas.**

We are concentrating efforts on openness and transparency around decision making, accountability and credit for work completed. We will responsibly and ethically share our impactful research to change the world. Existing work includes reviewing our internal communications and developing our [Innovation District](#) and the [Zero Carbon Cluster](#). We will be exploring responsible researcher representation and responding to the [Harnessing the Metric Tide report](#).



**Fairness - Our decisions and actions are consistent, impartial and ethical.**

We are focused on championing equal access to support and opportunities, and responsible research and innovation. We are reviewing HR policies, updating academic promotion pathways and the Nottingham Reward Scheme as part of [HR Transformation](#). We will be further championing the [Concordat to Support Research Integrity](#).



**Respect – We have regard for each other’s rights and feelings, and demonstrate this in our behaviour, treating each other with kindness.**

To support healthy and productive teams, we are developing clear ways to ensure dignity at work and to prevent incidents of bullying and harassment. We're exploring organisational approaches such as workload modelling and providing guidance and training on freedom of speech and constructive debate. Our goal is to embed these values into our work and support teams in building trust and psychological safety to [facilitate Open Conversations](#).