

The pressure to improve research culture

Evidence for the
need to change

Researcher Strategy Consultancy
University of Oxford

Client: Research Staff Development Working Group,
University of Oxford

Brief: Academic Leadership in the University of Oxford

December 2019



Staff Experience Survey 2021



External
pressure to
change



Research
Excellence
Framework



Manifesto
for Public
Engagement
signatory

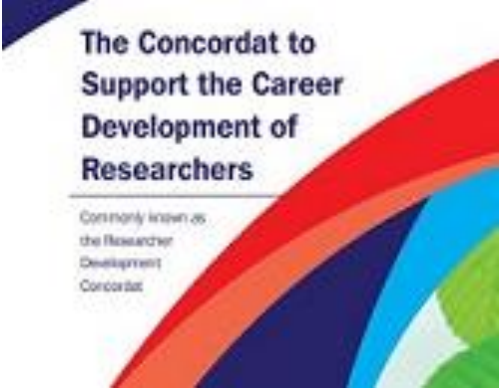


Department for
Business, Energy
& Industrial Strategy

REF2021 Research
Excellence
Framework

ensure leadership and management skills are actively developed and supported in talent programmes and in grant holders' terms.

work with UK funding bodies to recognise the importance of leadership and management skills in the next national research assessment exercise.



The Concordat to Support the Career Development of Researchers

Commonly known as
the Researcher
Development
Concordat

Managers of Researchers must:

- Undertake relevant training and development opportunities so that they can manage researchers effectively and fulfil their duty of care
- Engage in leadership and management training to enhance their personal effectiveness

Institutions must:

- Provide effective line and project management training opportunities for managers of researchers, heads of department and equivalent
- Ensure that excellent people management is embedded in institutional culture



KNOWLEDGE
EXCHANGE
CONCORDAT

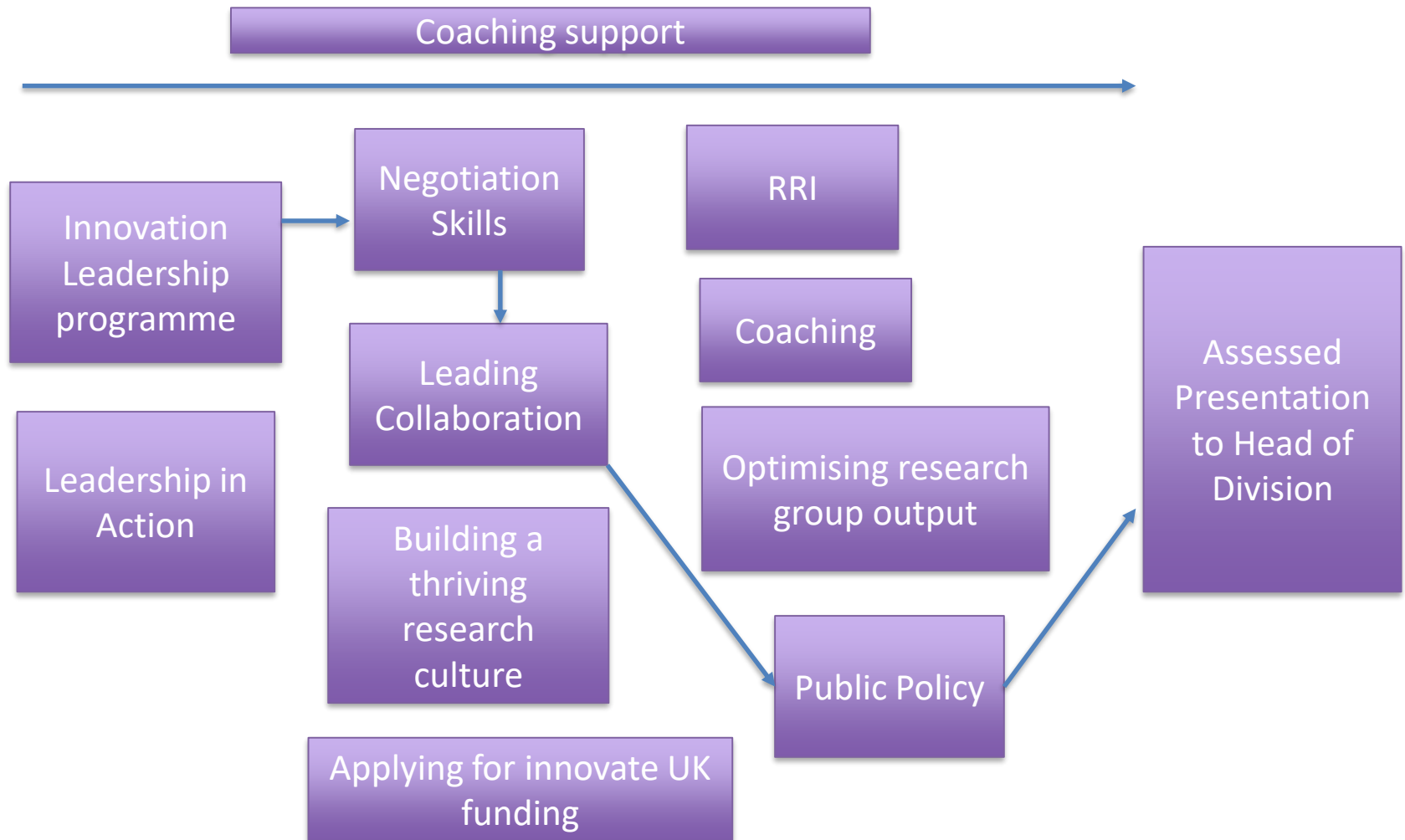
Principle 5:

Capacity building

We ensure that our staff and students are developed and trained appropriately to understand and undertake their roles and responsibilities in the delivery of successful KE

- MPLS Training & Development aim to support research staff, PIs and departments to respond positively to the growing pressure to improve research culture.
- This will assist departments in securing future research funding and enhance the research environment in MPLS.

Key to changing research culture: leadership training for early career academics & APs on probation



The rising tide lifts all boats -

John F Kennedy

