

A workshop to discuss

## The Nuffield Council on Bioethics' report on the culture of research in HEIs

*Tuesday 21 July 2015  
Aston University, Birmingham*

The aim of this workshop is to facilitate a discussion among research leaders and research support staff from UK HEIs about how the suggestions for action made in the Nuffield Council on Bioethics' report on the culture of research are being or should be taken forward by HEIs and the research community as a whole.

Relevant suggestions for action are listed below. The full report can be downloaded at: [www.nuffieldbioethics.org/research-culture](http://www.nuffieldbioethics.org/research-culture)

The Council is delighted to be co-hosting this workshop with Universities UK, the Association of Research Managers and Administrators, and Aston University.



This is the first of two workshops following the report. The second will take place later in the year and will be for a wider set of stakeholders, such as funding bodies, publishers and editors, learned societies and policy makers, as well as research institutions. The outcomes of this first workshop focusing specifically on the views of HEIs will feed into the second workshop.

Twitter: [#sciculture](https://twitter.com/sciculture)

## Programme

<b>10.00</b>	<b>Coffee and registration</b>
<b>Chair of morning session</b> Jamie Arrowsmith, Programme Manager, Universities UK	
<b>10.30</b>	<b>Welcome</b> Gina Rippon Professor of Cognitive Neuroimaging, School of Life and Health Sciences, Aston University
<b>10.35</b>	<b>Overview of the Nuffield Council on Bioethics project on the culture of scientific research</b> Ottoline Leyser Chair of the Steering Group for the Nuffield Council on Bioethics project on <i>The culture of scientific research</i> ; Professor of Plant Development at the University of Cambridge
<b>11.00-12.30</b>	<b>Session 1: Assessment of researchers</b> Panellists <ul style="list-style-type: none"> <li>• Ian Carter, Director of Research and Enterprise, Sussex University</li> <li>• Bob Burgoyne, Professor of Physiology and Acting Executive Pro Vice-Chancellor for Health and Life Sciences, University of Liverpool; member of the Academy of Medical Science's 'Team Science' Working Group</li> <li>• Paul Walton, Professor of Chemistry, University of York; member of the Royal Society of Chemistry's Inclusion and Diversity Committee</li> <li>• Ann Hartley, Associate Director, Human Resources, Aston University</li> </ul> Questions for discussion <ul style="list-style-type: none"> <li>• What can be done to ensure researchers are assessed broadly, without undue reliance on journal impact factors and funding income?</li> <li>• How can appraisal systems become more sensitive to the full range of researchers' professional work?</li> <li>• What research outputs other than publications in peer reviewed journals might research assessment recognise?</li> <li>• How can high quality peer review service be recognised rewarded?</li> </ul>
<b>12.30</b>	<b>Lunch</b>

## Chair of afternoon session

Zoe Stockdale, Deputy Chair, Association of Research Managers and Administrators;  
Graduate Studies Manager, Nuffield Department of Medicine, University of Oxford

**13.30-  
15.00**

### Session 2: Research integrity and ethics

#### Panellists

- James Parry, Chief Executive, UK Research Integrity Office
- Margaret Rees, Chair of the Association for Research Ethics and Secretary of the Committee of Publication Ethics; Reader Emeritus in Reproductive Medicine, University of Oxford
- Elizabeth Adams, Researcher Development Manager, University of Glasgow
- David Hill, Head of Research Governance, Newcastle University

#### Questions for discussion

- What practical steps can universities take to embed research integrity and ethics within the heart of academic research?
- What can universities do to minimise pressures and incentives that may result in researchers compromising on research integrity and ethics?
- What are the responsibilities of universities in addressing cases of research misconduct?
- How universities ensure that ethical review processes are flexible, appropriate and interactive, and that ethics committee members have appropriate guidance, training and knowledge?

**15.00**

### Coffee break

**15.30-  
17.00**

### Session 3: Career development and support

#### Panellists

- Alison Mitchell, Director of Development, Vitae
- Julia Warner, Research and Enterprise Manager, University of East Anglia
- Marina Parry, Postdoctoral Scientist, Cancer Research UK Manchester Institute
- Liz Elvidge, Head of Postdoc Development Centre, Imperial College London

#### Questions for discussion

- What steps could universities take to better support researchers at the early stages of their careers?
- How can universities better promote and support researchers looking to move into alternative careers?
- What are universities doing to adopt employment practices that support diversity and inclusion?
- How are leaders in research being supported?

**17.00-  
17.15**

### Summing up and close

## Background

In 2014, the Nuffield Council on Bioethics carried out a series of engagement activities that explored the culture of scientific research in the UK and its effect on ethical conduct in science and the quality, value and accessibility of research. The project included a survey of almost 1000 people and 15 discussion events at universities around the UK involving around 740 participants. Although the focus of the project was scientific research, the issues raised are likely to be relevant to many other areas of academic research.

The project found that researchers are concerned that aspects of the culture of research in UK HEIs can encourage poor research practices and hinder the production of high quality research. For example, high levels of competition and perceptions about how researchers are assessed for jobs and funding are reportedly contributing to a loss of creativity, less collaboration and poor research practices, such as rushing to finish and publish research or employing less rigorous research methods. The report of the project concludes with suggestions for action for funding bodies, research institutions, publishers and editors, professional bodies and individual researchers. Those for research institutions and researchers are as follows:

### *Suggestions for action for research institutions*

- Ensure that the track record of researchers is assessed broadly, without undue reliance on journal impact factors, in processes for making appointments, conducting staff appraisals and awarding promotions.
- Cultivate an environment in which ethics is seen as a positive and integral part of performing research. Ensure researchers, particularly early career researchers, have a thorough grounding in research ethics and access to information and training throughout their careers. Be open about the consequences of research misconduct.
- Recognise and reward high quality peer review and committee service.
- Provide mentoring and career advice to researchers throughout their careers. Encourage them to plan their future and expand their skills and experience outside of the research environment, and tackle negative attitudes towards those leaving academia.
- Ensure institutional ethical review processes are flexible, appropriate and interactive, and that ethics committee members have appropriate guidance, training and knowledge.
- Support leaders in research by providing appropriate training, resources and recognition for their diverse activities.
- Sign up to the principles of the Athena SWAN Charter and adopt other employment practices that support diversity and inclusion.

### *Suggestions for action for researchers*

- Be familiar with and actively contribute to the adoption of relevant codes of ethical conduct and standards for high quality research, treat colleagues fairly and equally, and try to instill good values in students and staff.
- When assessing the track record of fellow researchers, for example as a grant reviewer or appointments panel member, use a broad range of criteria, without undue reliance on journal impact factors.
- Consider ways of sharing work with others wherever possible, for example, by choosing accessible journals, making published work available in public repositories and sharing datasets.
- Engage with funders, publishers and learned societies to maintain a two-way dialogue and to contribute to policy-making, for example by responding to consultations, attending events or sitting on committees.
- Seek out a mentor and/or be a mentor to someone else.
- Frequently assess your career options and consider opportunities to widen your experience

Download the project report and find out more at: <http://nuffieldbioethics.org/research-culture>

## Speaker biographies

### Elizabeth Adams

Elizabeth Adams is the Researcher Development Manager at the University of Glasgow, where she manages professional and career development opportunities for early-career researchers. Elizabeth is the key point of contact for the University's HR Excellence in Research Award, the CROS and PRES surveys, research integrity training and the Research Staff Representative Forum. She is responsible for externally accredited training programmes for researchers (e.g. the Glasgow Postgraduate Leadership Programme), the 3 Minute Thesis Competition and the annual research staff conference. She clerks the University's Researcher Development Committee, supports researcher-led initiatives and works collaboratively with other institutions and Scottish research pools. Elizabeth is Deputy Convenor of the Universities Scotland Research Training sub-committee and represents the University on several national groups or forums to discuss issues relating to researcher development, enterprise training and research integrity. Elizabeth has a PhD in Chemistry and a CIPD Certificate in Learning and Development. She previously worked in the Education Team at the Royal Society of Chemistry, moving to Glasgow in 2008.

### Jamie Arrowsmith

Jamie Arrowsmith is Programme Manager for Research Policy at Universities UK, where he coordinated the development of the 2012 *Concordat to support research integrity* and currently leads on all aspects of science and research policy. Before joining UUK in 2010, he was Research Associate at the Education and Social Research Institute, Manchester Metropolitan University (MMU) and held an ESRC Research Fellowship at the Community Audit and Evaluation Centre, MMU. Jamie holds a BA in History and MA in Modern European History from the University of Manchester, and an MRes in Education and Society from MMU.

### Bob Burgoyne

I originally trained in Microbiology gaining my PhD in 1977. I came to Liverpool as a Lecturer in 1983 from a Staff Scientist position at the National Institute for Medical Research in London and was subsequently appointed Professor of Physiology in 1990. I was founding Director of the first Wellcome Trust 4-year PhD programme established in Liverpool in 1994. My research interests have been in Neuroscience, most recently studying the cellular basis of neurodegeneration and neuroprotection. I have published more than 350 papers and my research was recognised by election as a Fellow of the Academy of Medical Sciences in 2002. I have acted as Head of the Department of Physiology and was Head of the School of Biomedical Sciences over the period 2004-2009. From 2010 I was a member of the Faculty of Health and Life Sciences Executive team with responsibility for Research and Knowledge Exchange. I joined the Board of the Royal Liverpool and Broadgreen University Hospitals Trust as non-Executive Director on 1st April 2015 and I took up the post of acting Executive Pro-Vice Chancellor for Health and Life Sciences becoming a member of the University Senior Management Team on 1st May 2015. I have been a member of the Academic Careers Committee of the Academy of Medical Sciences since 2014 including working on the "Team Science" policy project.

### Ian Carter

Ian Carter's career has spanned the capital engineering industry, an interdisciplinary research centre, and university administration and management. He is currently the Director of Research and Enterprise at the University of Sussex, where he is responsible for the research and knowledge exchange portfolio, including all aspects of the research lifecycle.

He is a member of the Association of Research Managers and Administrators (UK), of which he was Chair for seven years, and is a leading member of the Brunswick Group. He is a member of the US-based Society of Research Administrators International, and is a Distinguished Faculty of that society. He is a founding member of the International Network of Research Management Societies (INORMS). He has served on a number of national committees, project boards and working groups, including for Research Councils UK, the Scottish and English Funding Councils, Universities UK, JISC, and HESA, on topics such as full economic costing, grant management systems, open access, research careers, research assessment, and research information management. He has also been an innovator in research management systems.

Previously, he worked at the University of Liverpool (2005-2008), the University of Glasgow (1992-2004), the SERC-funded Engineering Design Research Centre (1990-1993), and for NEI Parsons (1983-1990). He has a BSc in Electrical and Electronic Engineering, and a PhD in Engineering Design & Management Systems. He is a Chartered Engineer, and a member of the Institution of Engineering and Technology and of the Chartered Management Institute. He is a Registered Technology Transfer Professional. He is or has been a non-executive director of four companies.

### **Liz Elvidge**

Dr Liz Elvidge is the Head of the Postdoc Development Centre (PDC) at Imperial College London. The PDC supports the College's 2,400 researchers and fellows and provides a suite of development programmes and activities. Originally a Geologist, Liz has worked in Higher Education throughout her career in a variety of roles including postdoc, educational development and staff development. She is committed to the support and development of female researchers, is an Athena SWAN assessor and was the 2015 winner of the Julia Higgins Medal in recognition of her work with female postdocs and early career academics.

### **Ann Hartley**

Ann Hartley is Associate Director Human Resources (Organisational Development) at Aston University. Since 1994 Ann's work has focussed on the training and development of staff within the HE sector. As a former academic, Ann was initially involved in delivery of a PGCert in learning and teaching for academic staff, but in more recent years her work focussed on research staff and then leaders and managers. She led Aston University's submissions for the award of HR Excellence in Research, which last year gained its 4-year re-approval. As HR lead for Organisational Development at Aston, Ann works to ensure that researcher development is mainstreamed into overall strategic plans.

### **David Hill**

David has 20 years of experience working in various roles within higher education management and has been Head of the Research Office at Newcastle University for the past three years. The Research Office at Newcastle consists of around 30 staff in functions including Grants & Contracts, Research Funding Development including EU and International, Policy and Governance, Research Management Systems, Knowledge Transfer Partnerships and oversight of the University's REF submission. David's previous roles at Newcastle include Graduate School Manager and Deputy Director of Faculty Operations. He holds an MBA in Higher Education Management from the Institute of Education, London.

### **Ottoline Leyser**

Ottoline Leyser is Professor of Plant Development and Director of the Sainsbury Laboratory at the University of Cambridge, which aims elucidate the regulatory systems underlying plant growth and development. She received her BA (1986) and PhD (1990) in Genetics at the

University of Cambridge. After a period of post-doctoral research at Indiana University, she returned to the UK and took up a Lectureship at the University of York (1994), where worked until moving to the new Sainsbury Laboratory, University of Cambridge, in 2011.

She is a Fellow of the Royal Society and Chairs its Science Policy Advisory Group. She is Chair of the British Society for Developmental Biology and President of International Plant Molecular Biology. She was until recently the Deputy Chair of the Nuffield Council on Bioethics. She has been elected to the European Molecular Biology Organisation, the Leopoldina, and as a Foreign Associate to the US National Academy of Sciences. She was awarded a CBE in the 2009 New Year Honours list.

### **Alison Mitchell**

Alison Mitchell is Director of Development at Vitae, an international organisation that leads world class researcher development to realise the potential of researchers. Alison leads major Vitae projects including the Vitae Researcher Development Framework, promoting professional development for researchers, including leadership, public engagement, innovation, enterprise and entrepreneurship. An experienced researcher, Alison has held a number of roles in universities. As Head of the Postgraduate Research Office, University of Strathclyde, she was responsible for University- wide researcher development, post graduate collaborative training with industry, scholarships, knowledge transfer and doctoral training, researching into researchers' roles in high technology SMEs. At the University of Glasgow, Alison's role included international postgraduate recruitment and training programmes. She is a member of the Institute of Knowledge Transfer, Chartered Management Institute, a Fellow of the Association of University Administrators and an Associate Fellow of the University of Warwick.

### **James Parry**

James joined UKRIO in 2006 as a Project Officer. He took up his current role in 2008, overseeing the transition of the organisation from a pilot project to a registered charity. He leads the operation of UKRIO's advisory service, responding to queries and concerns about research practice from the research community and the public. He was one of the developers of UKRIO's Procedure for the Investigation of Misconduct in Research (2008) and Code of Practice for Research (2009), both of which are used by many leading research organisations. Following UKRIO's successful move to a new model of funding, he is working with subscribers to provide them with tailored support on research governance and practice. He regularly gives workshops and presentations on research integrity and how to address research misconduct. Prior to joining UKRIO he worked as an archaeologist and a university administrator.

### **Marina Parry**

I studied for an undergraduate degree in Molecular Biology at Sheffield University during which time my interest in cancer research was born. I followed this with a PhD in cancer genetics in Prof Angela Cox's lab, also in Sheffield, where I first asked myself the questions almost all early career researchers struggle with. (Mostly) undeterred by the very tough economic conditions making postdoc positions difficult to obtain, I job hunted for almost ten months (September 2011-June 2012) and definitely questioned my career choice at the time. I then spent two years in Jon Strefford's lab at the University of Southampton, studying the genetics of a rare form of lymphoma. Following that, with publications and more experience, I only spent two weeks not knowing what my future held, and began a three year postdoc in prostate cancer genomics with Richard Marais at the CRUK Manchester Institute in September 2014.

I have always had an interest in the research career path, its rather limited scope and ways it could be improved/diversified. I have been proactive in seeking out any opportunities for

extra training and experience to gain 'soft' skills necessary for careers outside of academia (as a backup) and have employed a career coach to help me, but not everyone can. Every postdoc/PhD student I have met says the same things about the difficulties of building an academic career, the lack of other options, the tyranny of publications, the difficult PIs they encounter but yet they remain; stubborn, passionate, doing the one thing they love above all and I want to be a part of changing the culture so as to ensure that these devoted and intelligent young people can feel valued again.

### **Margaret Rees**

Professor Margaret Rees is a Reader Emeritus in Reproductive Medicine at the University of Oxford. She is also a visiting professor at the University of Glasgow, Karolinska Institute and University of Turku: and an Adjunct Associate Professor at the Robert Wood Johnson Medical School, at Rutgers University.

Her research interests are reproductive and post-reproductive health ranging from basic science to clinical trials. She has over 250 publications including 20 textbooks some of which have been highly commended by the British Medical Association (BMA) and translated into Russian and Chinese. Over the past decade she has branched into research and publication ethics.

Thus currently she is the Executive Director of the European Menopause and Andropause Society (EMAS), Editor in Chief of *Maturitas*, Secretary of the Committee of Publication Ethics, Chair of the Association for Research Ethics (AfRE), Member of the Open University Human Research Ethics Committee and the Elsevier Ethics Committee. She is on the Advisory Board of the UK Research Integrity Office.

### **Zoe Stockdale**

Zoe Stockdale is Deputy Chair of the Association of Research Managers and Administrators, and Graduate Studies Manager at the Nuffield Department of Medicine, University of Oxford.

### **Paul Walton**

Paul Walton obtained his BSc (1987) and PhD (1990) degrees in chemistry at the University of Nottingham. This was followed by two years as a postdoctoral research fellow at the University of California, Berkeley. He joined the department of chemistry at the University of York, UK in 1993 as a lecturer, becoming full professor in 1999. Between 2004 and 2010 he was chair of department. During his time as chair, the department at York gained the first ever Athena SWAN gold award for gender equality. He has also been editor of *Dalton Transactions* (2004-2008), chair of Heads of Chemistry UK (2008-2010) and chair of the Royal Society of Chemistry's Diversity Committee. Paul is a strong advocate of gender equality in science and has lectured both in the UK and across Europe on the subject.

### **Julia Warner**

Julia Warner is a Research & Enterprise Manager at the University of East Anglia ([www.uea.ac.uk](http://www.uea.ac.uk)). She has 15 years of experience in research administration and during that time has worked with academics and funders from many different disciplines and backgrounds. Julia led the administrative support for the University's 2014 REF submission, and is currently developing UEA's specialist support service for research impact. This varied experience and exposure to individuals at all points of research careers – from struggling students to strategy-setting PVCs – has given Julia an insight to the particular challenges of early career researchers and of the institutions they find themselves in.