RESEARCH CULTURE PROGRESS

1 — 2011 — **Institutional HR Excellence Action Plan Published**
- HR Excellence in Research Award
- Launched a Code of Practice for the Management of Research Staff
- Joined the Athena Swan Charter

2012 — **2**
- Established Open Access Service
- Introduced training & web guidance for Research Data

3 — 2013
- Launched Research Data Repository
- First UK Organisation to sign up to ORCID

Published Institutional Research Integrity Action Plan — 2014 — **4**
- Signed the Concordat to Support Research Integrity
- Established the Research Data Management Team

5 — 2015
- PGR Research Integrity training mandatory
- New Research Integrity webpages,
- Network of Integrity Champions & Advisors

New career track establshed — 2016 — **6**
- Introduced Research Scientist Career Track
- CRediT taxonomy embedded in Code of Good Research Practice

7 — 2017
- Institutional Statement on Responsible Research Assessment
- PGR Data Management Training mandatory

Published Institutional Open Research Action Plan — 2018 — **8**
- Signed the Concordat on Open Research Data
- Staff Research Integrity training mandatory

9 — 2019 — **Defined five priorities for Research Culture**
- First Research Culture Survey
- Launch of Technician Commitment
- Academic promotion reformed
- Launched Culture & Careers Group

First values-led Institutional Research Strategy published — **Institutional Research Culture Action Plan Published** — 2020 — **10**
- Signed the Concordat for the Career Development of Researchers
- Launched Lab for Academic Culture
- Joined the UK Reproducibility Network

11 — 2021
- Committed to DORA and Hong Kong Principles for Assessing Researchers
- New Talent Lab (leader development)
- New Supervisor Development Strategy

Investment in an innovative new portfolio for Research Culture — 2022 — **12**
- Launched People Make Research
- New Research Culture Team
- New Research Integrity Team
- New suite of Mentoring programmes

13 — 2023
- New PI Development Strategy
- Launched Pathfinder careers strategy
- Opened the Culture Commons Network
- Research Publications & Copyright policy

New Institutional Research Culture & Researcher Concordat Action Plans — 2024 — **14**
- Relaunched Lab for Academic Culture
- New Research Professional Staff Network
- New Academic Leads for Research Inclusivity and Good Research Practice