

# NUFFIELD DEPARTMENT OF CLINICAL NEUROSCIENCES

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## NDCN Research Culture Working Group Terms of Reference

### Mission

The Research Culture Working Group has a remit to develop, monitor, and implement improvements in departmental research culture. The Working Group will advise the Head of Department (HoD), Strategy Group (SG), and Senior Management Group (SMG) on issues such as collegiality, recognition, career pathways, research integrity, and open research. The Research Culture Working Group forms part of the People & Culture Committee.

### Meetings

The group will meet every two months.

### Terms of Reference

- To develop and maintain a departmental strategy to improve departmental research culture. The group will create drafts of policy/guidance documents for feedback from HoD, SG, SMG and P&C as appropriate, and then approval by HoD/SG. These documents ideally should be made visible to all staff.
- To advise the HoD, SG, and SMG how external research culture recommendations should be applied at a departmental level, including:
  - Wellcome report “What researchers think about the culture they work in”
  - The Concordat to Support the Career Development of Researchers
  - San Francisco Declaration on Research Assessment
  - Russell Group report “Realising our Potential” and accompanying “Research Culture and Environment Toolkit”
  - Incorporating advice from research culture experts in MSD and central Research Services
- To develop guidance for staff at different career stages, including roles and expectations and identifying training needs, as well as workplace conduct, work and wellbeing, good citizenship, career development, open and responsible science and collaboration.
- To facilitate access to appropriate guidance, training, and support for grant writing.
- To provide advice and recommendations on other research culture issues raised by members of NDCN, the HoD, SG, and SMG.