

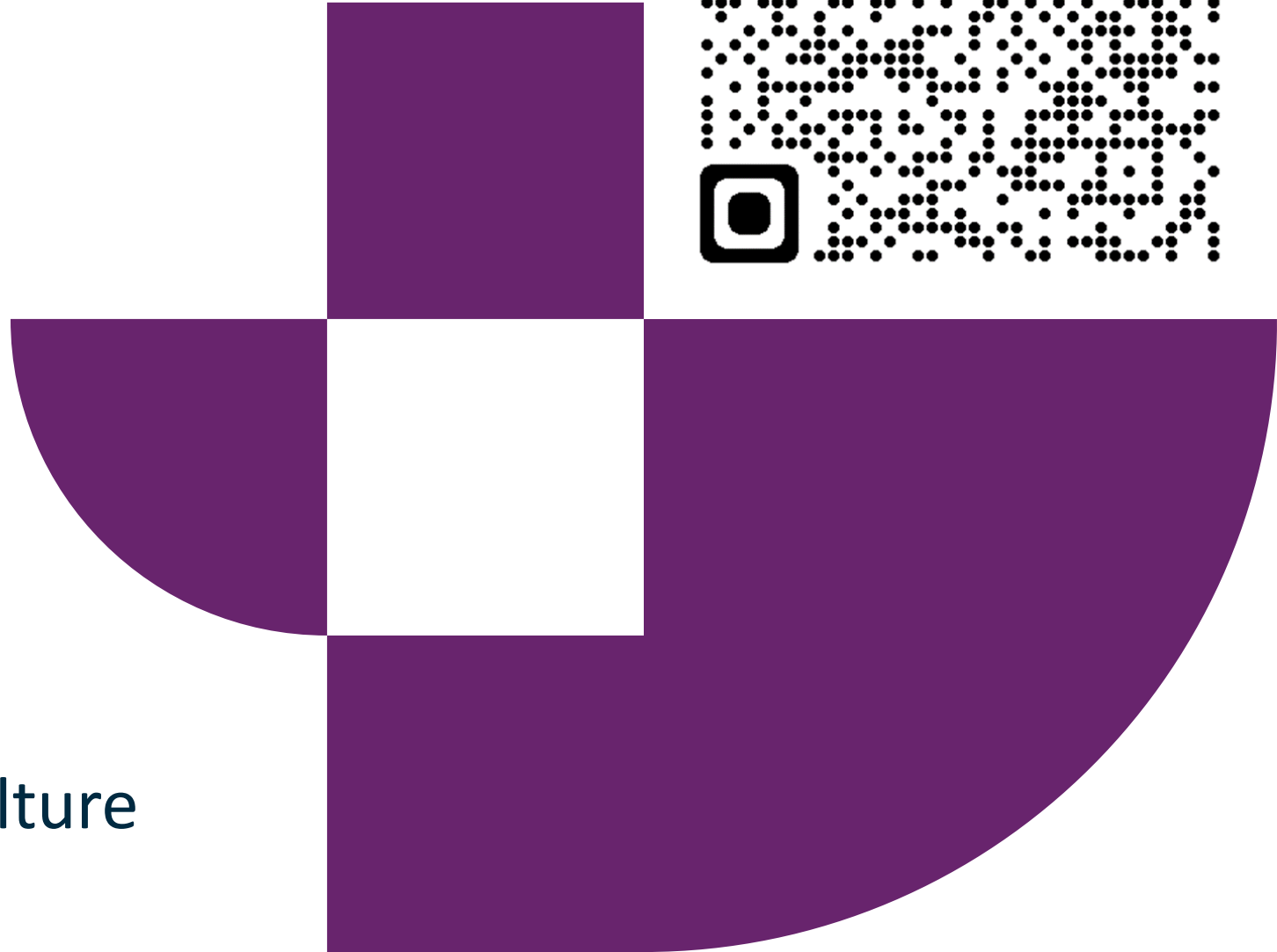
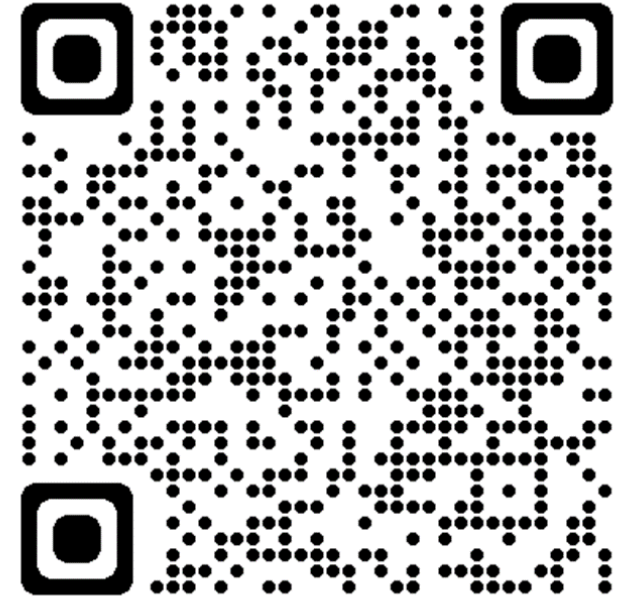
Flourish at Durham

Developing a positive
research culture for
PGRs through
collaborative
development

Andrew Moss

Research Culture Manager

durham.ac.uk/research-culture





“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.”

Why Research Culture matters to us



A healthy research culture will enable a sustainable research ecosystem where people can thrive and undertake their best work



An enabling culture prioritises research systems and processes over outputs as the way we support research shapes the outputs and supports greater success



Attentiveness to research culture aims to create a culture of respect and care among our researcher community, with increased opportunities to develop fruitful careers



It hopes to identify problems and challenges in our research environment and seek to create mechanisms to solve them



It tries to reduce silos across Durham so that training and development is more accessible, and we have a more joined-up approach to researcher support



Recognise the diversity of our community and want to enable structures that seek to build communities so that colleagues can flourish and realise their potential





Flourish@Durham seeks to make research fun, fulfilling and fruitful for our communities



Research Culture Values

Research
Ambition

Collaboration

Good
Relationships

EDI

Having Enough
Time

Enabling Support

Space to make
mistakes and
learn from failure

High quality
spaces and
resources

Avoiding Silos

N8 Research
Culture and
Environment

Research
Culture
Strategy

Technician
Commitment

Reimagining
Research
Governance
Project

Leading
Researchers
Programme

Flourish at Durham Portfolio

Doctoral
School

REF2029
People,
Culture and
Environment

Research
Culture
Committee

Prosper

British
Academy
Early Career
Researcher
Network

Research Culture with Postgraduate Researchers

Consultation with Postgraduate Researchers - 2022

- Challenges around supervision
- Expectations and level of support
- Generic career development training
- Funding for development
- Administration for e.g. Teaching
- PhD Researcher Development not acknowledging lived experience or industry experience
- Career precarity at the end of PhD
- Similar issues to Early Career Researchers (ECRs)



How consultation translates into a joined-up approach

Research Culture Development with PGRs

PGR Agency in Decision Making

“We have a PGR on our committee...”

- Induction
- Who they represent and why
- How decisions are made
- Transparency over how decisions are made
- Proactive voice in agenda items and decisions

Stakeholder Approach to PGR Development

- Map who undertakes PGR development – local and institutional level
- Draw in the key stakeholders – create e.g. Advisory Group
- Consult with PGRs – value of external consultancy
- Don't assume other directorates know what the other offers for PGRs

PGR and Research Culture Strategic Alignment

- Values-drive approach to doctoral provision and training
- Research culture funding to enable PGR development
- Strong focus on culture and community
- Joined-up targeted and timely interventions, support and sharing

Flourish – Postgraduate Development – Funding

- Faculty **Funding** for Research Culture
 - Individual Development Plan Design – Faculty of Arts and Humanities
 - Faculty of Science – PGR Away Day (2024 + 2025)
 - Business School Faculty PhD Workshops
 - PGR Culture and Community Event – Biosciences
 - PGR Conference – Anthropology



Flourish – Postgraduate Development Culture and Community

- PGR-led initiatives
 - International PGR students' experiences of welcome, wellbeing, and intercultural engagement – Education
 - Psychology annual postgraduate conference
 - Research Culture Islands workshop with Music PGRs
 - *Opportunity to do more in this space*



Flourish – Postgraduate Development Culture, Community and Funding

- Engagement in diverse social events and activities
- Networking opportunities
- Support for Career Development
- Practical academic skills
- Clarity of information
- Mental health support
- Address challenges of living off-campus

International PGR Students' Learning/Social Experiences

Faculty of Social Sciences
Funded by “Flourish”

Project lead:
Prue Holmes

Researchers:
Nancy Chen
Frida Jaime-Franco
Mari Maya-Medina
Tong Meng
Qiandong Zhou

(Workshop, School of Education,
3rd July 2025)

Flourish – Postgraduate Strategy Development

- Institutional Initiatives
 - Flourish alignments with development of Doctoral School
 - Funding for PGR interns
 - Creating opportunities for joined-up approaches in the PGR environment e.g. DCAD >< RIS >< Careers
 - Flourish interns working with PGRs
- PGR and student recruitment
 - Working with RENU+ CDT on PGR recruitment



Flourish – Highlight Event

- Your Research Matters – Postgraduate Research Culture and Community Day – 6 March 2025
 - Organised in collaboration with PGRs
 - Showcased University Research Institutes
 - Creative research culture workshops
 - Involvement of key PS departments
 - Poster competition
 - Highlighting the value of undertaking PhD research



Your Research Matters

Postgraduate Research Culture and Community Day



Celebrate the work of our Postgraduate Researchers

Learn more about Durham's research ecosystem and culture

Discuss how your research can shape and advance knowledge and respond to global challenges

Consider the impact of your research beyond the thesis

Look to develop your research in new ways

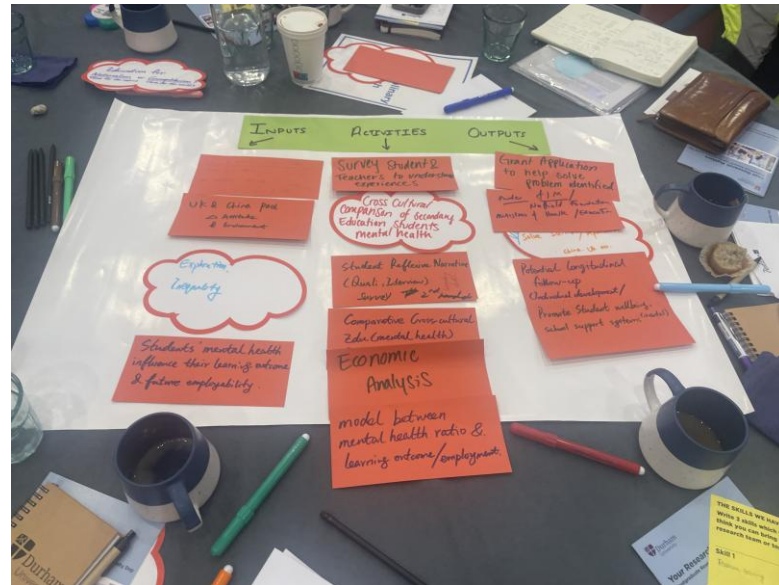
Opportunities to network with fellow Postgraduates and Academics


Research poster presentations

Thursday 6 March 2025

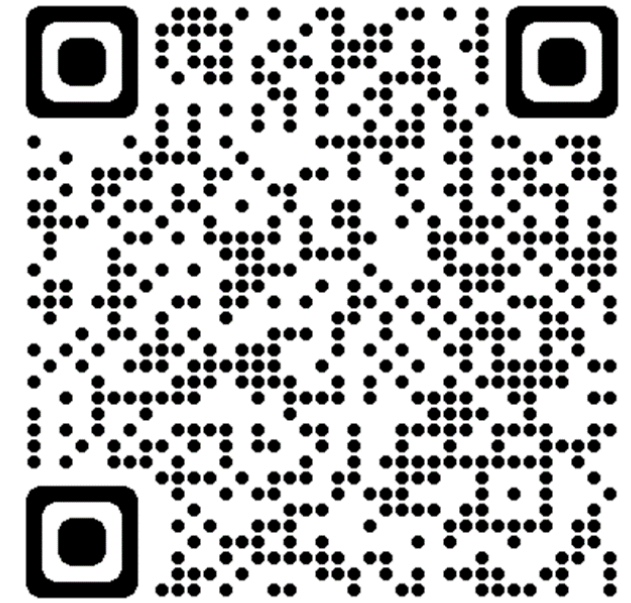

Radisson Blu Hotel, Durham

Open to Durham University PhD Students





Flourish at Durham seeks to make research fun, fulfilling and fruitful for our communities



**Hear more about
Durham's Research Culture**

Professor Jane Macnaughton, Associate Pro-Vice-Chancellor, Research Culture

Andrew Moss, Research Culture Manager

durham.ac.uk/research-culture | research.culture@durham.ac.uk