



## Speaker Bios and Abstracts

<b>Background to UCD’s Research Culture Initiative, Grace Mulcahy, Adrian Ottewill, University College Dublin</b>	
Bio	<p>Grace is Research Integrity Officer at UCD, which she combines with her academic work in the School of Veterinary Medicine, where she is Full Professor of Veterinary Microbiology and Parasitology, working on One Health research projects.</p> <p>Adrian is Deputy Research Integrity Officer at UCD, which he combines with his academic work in the School of Mathematics and Statistics, where he is Full Professor of Mathematical Physics, working on classical and quantum aspects of black holes.</p> <p>Together with their colleagues in the Research Integrity Office, and subsequently a wider group, they initiated the UCD Research Culture Initiative, which the group considered important to advance both research excellence and research integrity.</p>
Abstract	<p>Research Culture encompasses the way in which researchers behave in their interaction with their collaborators, mentees, colleagues, and other stakeholders. There is abundant evidence that the development of a hyper-competitive research environment, without a balancing degree of collegiality, can allow the creeping development of “less than good” research practices.</p> <p>In our own work on research integrity, we have seen how important it is to counter these by positive actions, affirmation, and recognition of a supportive research culture by researchers, research leaders and organisations. We are delighted to have the opportunity of this conference for open discussion, sharing of experiences and consideration of what more we can do to enhance our research culture in Ireland.</p>
<b>Research Culture at Queens, Wendy McLoon, Queen’s University Belfast</b>	
Bio	<p>Dr Wendy McLoone is Deputy Director of Research Services at Queen’s University Belfast with responsibility for the strategic direction and leadership of professional support services to improve the long-term quality of the University’s research and research environment. Prior to this Wendy held the role of Head of Research Development, a cross university role which provided leadership and support for the</p>

	development and growth of the research portfolio. Previously Wendy worked for Science Foundation Ireland, developing and successfully leading innovative strategies for funding discovery and translational research. She lectured in Chemical Engineering at Queen's for eight years and was a process engineer for Eli Lilly S.A.
Abstract	In recent years there has been a focus in UK higher education on enhancing the research culture in universities. Queen's University began developing institutional plans to enhance its research culture in early 2020, and following an extensive period of engagement and consultation published a Research Culture Action Plan in January 2021. The <a href="#">Research Culture Action Plan</a> represents an institutional commitment to continuously improving the environment in which research and innovation activities take place at Queen's. In the first year of implementation we have had a number of achievements including launch of an institutional Postdoctoral Development Centre, a campaign focussed on the role of 'non-academic' staff who enable and support research activity and an institutional Research Culture Seed Fund. As we enter the second year of the Plan we are embarking on a number of exciting projects as there still remains much more to be achieved in our pursuit to change the research culture at Queen's.
<b><i>Perspectives on Research Culture across the European Research Area, James Morris, Science Europe</i></b>	
Bio	<p>James Morris is a Senior Policy Officer at Science Europe, leading work on the topics of Research Culture and Research Assessment. He joined Science Europe in 2019 and has been involved in studies on research assessment practices, the development of positions and recommendations aimed at improving conditions for researchers and the research activity, and most recently as a Drafting Team member of the Agreement on Reforming Research Assessment.</p> <p>James has a background in marine and molecular biology and a strong interest in science communication. He obtained his Ph.D. at the National Oceanography Centre, Southampton (UK). Before joining Science Europe, he was a Marie Skłodowska-Curie Actions post-doctoral fellow at the Royal Belgian Institute of Natural Sciences where he was engaged in knowledge transfer and science-advice activities.</p>
Abstract	<p>Research culture is a broad topic that can encompass the behaviours, values, expectations, attitudes, and norms of research systems (Royal Society, 2018). Recently, Science Europe has committed to opening up the discussion on research culture to contribute to creating the best possible research ecosystem where researchers and ideas can thrive.</p> <p>In the European Research Area (ERA), and globally, there are a diversity of approaches to research culture that influence the way that science is governed, funded, performed, and communicated. Research Culture also impacts upon the career pathways of researchers and research-associated positions. Importantly, the culture that pervades any given research system influences the quality of its outputs and outcomes.</p> <p>In my presentation, I will provide a brief summary of the work that led to the topic of research culture becoming a strategic priority for Science Europe. I will highlight the diverse approaches to research culture within the European Research Area. Finally, I will introduce our recent focus on values as a focal point for enabling positive changes to research culture in Europe and beyond.</p>

**Careers in research: Supporting diverse roles and expertise, Sean Sapcariu, Luxembourg National Research Fund**

Bio	Sean Sapcariu is a Programme Manager at the Luxembourg National Research Fund (FNR), where he coordinates strategic funding programmes as well as research culture initiatives. He was responsible for the development of the narrative CV template used in all FNR programmes, and is active in other national and international activities and working groups in responsible research assessment and research culture. In addition, he has coordinated the creation and implementation of the National Centre of Excellence in Research (NCER) programme in Luxembourg. Before working at the FNR, Sean completed a PhD in biomedicine and worked as a Liaison Officer for the University of Luxembourg Rectorate.
Abstract	Our research ecosystem is built on a foundation of production and competition, where the measures of success in one's career is not the same as what creates successful and impactful research. These career success measures lead to intense competition, which has negative effects on individuals and has created a less than ideal research culture and a narrow focus of incentives and "ideal careers". The question is, how can we shift this culture and support a more diverse range of expertise, achievements, and careers? In this talk, I will highlight some of the current national and international initiatives, focusing on narrative CVs. Data on the creation and evaluation of narrative CVs will be presented, to show the international acceptance of this change as well as how shifting away from a "traditional" CV can lay the foundation for changing research culture.

**Research Culture and Mental Health, Brian Cahill, Leibniz Information Centre for Science and Technology**

Bio	<a href="#">Brian Cahill</a> works at the Leibniz Information Centre for Science and Technology (TIB) as Grant Manager of the COST Action CA19117 on Researcher Mental Health (ReMO). Additionally, Brian is a Member of the Governing Board of <a href="#">EuroScience</a> and was previously Chair of the <a href="#">Marie Curie Alumni Association</a> . He was a Marie Curie fellow with research interests focused on measurement techniques for droplet-based microfluidics. Currently, Brian acts as an evaluator of MSCA Individual Fellowships and other funding calls.
Abstract	This session will present the work of the COST Action CA19117 on Researcher Mental Health to build a broad international network that engages to address wellbeing and mental health within academia, a theme of strategic importance for the European Research Area. Previous research shows that low levels of wellbeing and mental health problems have a negative impact on individual, team and organizational performance, triggering significant costs. In addition, institutional context, organizational structure and culture, as well as managerial practices have significant impact on wellbeing and health of employees. Therefore, general insights on the causes of workplace wellbeing and mental health need to be refined with contextual specifics (i.e. in academia) in order to develop tailored, effective and efficient prevention and action programs. The Researcher Mental Health and Well-being Manifesto calls for all stakeholders in the research ecosystem to engage in developing policies that monitor, improve, and maintain well-being and mental health in the research environment, delineating more encompassing metrics of success and quality, supporting work-life balance, inclusiveness, and family-friendly sustainable research careers.

<b>UCD Research Culture Survey and Focus Group Outcomes: a Plurality of Cultures, Colleen Thomas, University College Dublin</b>	
Bio	<p>Colleen Thomas is the Project Manager for the Research Culture Initiative at University College Dublin. She manages the implementation of the UCD Research Culture Initiative and is responsible for coordinating its programme of activities, events, and communications. Before joining the Research Culture team, Colleen worked on the Proposal Support Team in UCD Research supporting researchers who were making funding applications to national and international funders.</p> <p>Colleen’s background is in art history and the museum sector. Her doctorate (2013) focused on the monumental sculpture of early medieval Ireland and Scotland. Prior to returning to education, Colleen worked in several art museums in the United States specializing in community engagement and collections management.</p>
Abstract	<p>A positive Research Culture is fundamental to research excellence and is a pillar of the UCD Research Strategy 2021-2026. As part of the initiative, a Survey of the whole research community was conducted to gauge the positivity of the research culture. A series of World Café-style discussion forums followed. Results from these two review techniques show an overall collegial environment at UCD while also indicating some areas for improvement. Considering the range of roles and disciplines represented within UCD, it may be more accurate to discuss a plurality of research cultures rather than a single culture. This presentation will share the road travelled so far and highlight some findings particular to graduate research students, professional research support staff, and technical officers.</p>
<b>Research Culture: Funder Perspective and Initiatives, Maura Hiney, Health Research Board</b>	
Bio	<p>Dr Maura Hiney is Head of International Cooperation, Evaluation and Targeted Programmes at the Health Research Board (Ireland). She has been influential in raising awareness of research integrity (RI) issues both in Ireland and internationally. She is currently Treasurer of the World Congress on RI Foundation, Chair of the ALLEA Permanent Working Group on Science and Ethics, with whom she co-wrote the European Code of Conduct for RI and was Vice-Chair of the European Network of RI Offices until 2022. She sits on the Policy Advisory Boards of several EU-funded projects that conduct research on RI and is a partner in the SOPs4RI project developing a suite of good research practice SOPs for funders and institutions. She is also a member of the Science Europe Working Group on Monitoring Cross-border Collaboration, which is part of a suite of SE working groups tackling research climate (assessment, ex-post/ex-ante evaluation, and research integrity.)</p>
Abstract	<p>Understanding of, and ideas about, who carries the responsibility for ensuring and enhancing good research practice has evolved from the individual researcher, through the research performing organisation to the broader research system. There has also been a significant move in the past few years from talking about research integrity (and misconduct) to a deeper understanding of the importance of the context within which research happens, commonly referred to as research culture or environment.</p> <p>Creating a supportive research culture that enables high-quality research is everyone’s responsibility, including research funding agencies. Through their interventions, be they investment or policy-driven, research funders have the power to be agents of change in the research system.</p> <p>This presentation will look at why and how research funders can play their part in changing the prevailing research culture to a more positive one, and provide examples of how research funders are responding to this challenge.</p>

<b>Licensing potential: Early Career Researchers as Agents of Change, David Kent, University of York</b>	
Bio	David earned a BSc in Genetics and English Literature at the University of Western Ontario, Canada and obtained his PhD in Genetics at the University of British Columbia, Canada. His postdoctoral research was at the University of Cambridge where he primarily studied malignant blood stem cell biology and established his research group in 2015. In 2019, the lab relocated to the University of York and the <a href="#">York Biomedical Research Institute</a> where he is now Deputy Head of Department (Research). The lab has taken novel approaches in single cell biology which quantify and track normal blood stem cells in humans (Lee-Six et al., <a href="#">Nature</a> 2018, Machado et al., <a href="#">Nature</a> 2022), link single stem cell function to single cell gene expression (Wilson et al, <a href="#">Cell Stem Cell</a> 2015; Nestorowa et al., <a href="#">Blood</a> 2016; Shepherd et al., <a href="#">Blood</a> 2018; Che et al., <a href="#">EMBO Rep</a> 2022) and determined that the order of mutation acquisition impacts disease evolution and clinical features of blood cancers (Ortmann et al., <a href="#">N Eng. J. Med.</a> 2015). David has a keen interest in improving the way that we communicate science and educate and train scientists, including launching <a href="#">The Black Hole</a> and writing for the <a href="#">Signals blog on regenerative medicine</a> . Find him on <a href="#">Twitter</a> , <a href="#">LinkedIn</a> , or <a href="#">ORCID</a> .
Abstract	<i>The Black Hole</i> , a column with University Affairs magazine in Canada has been engaging with issues affecting early career researchers since 2009. David Kent started and continues to write for this column throughout his PhD, postdoc, early-career and mid-career researcher stages with a particular focus on trying to identify and share solutions that will improve research culture. This talk will focus on the role of people in accelerating these changes in research culture.
<b>The Role of Libraries in Research Culture, Sandra Collins, University College Dublin</b>	
Bio	Sandra Collins is University Librarian at University College Dublin (appointed 2022). Originally a mathematician, she has worked in digital innovation and cultural heritage over 25 years in the public and private sectors. She was previously the Director of the National Library of Ireland, the founding Director of the Digital Repository of Ireland in the Royal Irish Academy, a Scientific Programme Manager in Science Foundation Ireland, a Master Engineer in Ericsson Telecommunications, and a Mathematics lecturer in Dublin City University. Her PhD is in nonlinear fluid dynamics from UCD (1996).
Abstract	This talk will cover some of the key areas where Libraries contribute to enhancing research culture, including open research and open access, research data management and reproducibility, research evaluation and digital literacy. Examples from UCD Library will illustrate various approaches, and future development areas will be identified.
<b>Research Culture and Open Research, Maria Cruz, Dutch Research Council</b>	
Bio	Maria Cruz is a Senior Policy Advisor at NWO, the Dutch Research Council. She is responsible for the NWO Research Data Management Policy and the NWO Open Science Fund – a new funding instrument to stimulate Open Science and to reward and recognise researchers at the forefront of this movement. In March 2022, she was elected Chair of the Science Europe Working Group on Open Science. She holds a PhD in Astrophysics and has 15 years of experience in science policy and in scholarly publishing and communication.
Abstract	Open science opens the processes of scientific knowledge creation and increases scientific collaborations and sharing of information for the benefits of science and society. Open science requires a change in research culture. In particular, it requires a change in the approach of carrying out and evaluating research – a shift from an emphasis on publications of mainly positive results to the sharing of all

	<p>available knowledge, such as research hypotheses, methods and techniques, research data and software at various stages of the research process. In my talk, I will explain how NWO, the Dutch Research Council, stimulates open science and contributes to research culture change through policies and requirements, through investments in infrastructure and support, and through incentives and rewards.</p>
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