



University
of Glasgow

RESEARCH STRATEGY

2020–2025

PROGRESS REPORT, AUGUST 2024

**WORLD
CHANGING
GLASGOW**



Classics research into old coins and artefacts

FOREWORD

The University's Research Strategy 2020-2025, published in October 2020, set out a blueprint for our values-led approach to research. The strategy was formulated in consultation with colleagues from across the University's research community during 2019 and early 2020, in the context of a fast-changing research, development and innovation landscape.

Little did we know at the outset of this process that we would finalise and publish our strategy in the middle of the COVID-19 pandemic – a crisis that strained our communities and permanently changed our working lives in countless ways. It became evident that to achieve our research ambitions, and to respond to local and global challenges, we needed an adaptive environment that empowered our researchers to generate bold new ideas, think ambitiously, work collaboratively, and develop their skills and careers. As I reflect on the early days of the strategy, and work that has come since then, I firmly believe that our chosen priorities – Collaboration, Creativity, and Careers – have been the correct ones.

Although the start of this strategic cycle was marked by significant disruption, the resilience, commitment and ingenuity of our research community have enabled us to make substantial progress. Our success has come in many forms and is the result of exceptional work by colleagues in Colleges, Schools, Centres and Units, supported by dedicated teams in University Services. For example, we have made significant headway in strengthening our training and development offering through diverse programmes that focus on enhancing and

supporting research leadership across all career stages. The reshaping of, and investment in, our Research Services Directorate under five distinct portfolios means we are better equipped to respond to the evolving needs of our researchers, partners and funders. Our physical research environment has been enhanced by the incredible campus developments, not least the opening of the Advanced Research Centre in June 2022. Furthermore, our success in the Research Excellence Framework 2021 exercise has reaffirmed our position as a world-changing university which produces research of global and national importance.

The future will inevitably bring new challenges and opportunities, and it will need all our skills: those of our research staff and students, of our technicians, and of our professional services staff. In order for our research to continue to make a difference to knowledge and to people's lives, we will keep reinforcing our core research principles: that we succeed as a university when individuals succeed in their careers, that how we do our research is as important as what is done, and that we value the quality of what we do over its quantity.

This report offers a snapshot of the initiatives driven by the Research Strategy 2020-2025. It is not meant to be exhaustive – instead, it illustrates the scale and breadth of innovative and impactful activities taking place across the University. I am immensely proud of the progress we have made so far, and I am grateful to our outstanding colleagues who have helped put the strategy into action. With a year remaining in the strategic cycle, our work is not done, but we are on a strong footing to build on our success with confidence and ambition.

Professor Chris Pearce
Vice-Principal (Research and Knowledge Exchange)
August 2024

KEY FACTS AND FIGURES

£197m

average annual
research income
since 2020/21

93.1%

of research deemed
world-leading
or internationally excellent
in REF2021

6th in the
Russell Group

for income per R&T FTE
in 2022/23

An annual average of

44 awards

over £1m –
an average amount of £3.2M

Talent Lab

delivers 11 programmes
focused on developing
leadership in research, with

1,285

colleagues
participating so far

1,475

FTE Research and
Teaching Staff

1,275

FTE Research-Only Staff

12th

in the world
in THE Impact Rankings

£680,654

awarded to
support research
productivity through
the pandemic

A signatory of

7

research-related
Concordats

3,120

PGRs

4th in the

Russell Group for PGRs
per FTE

Over

500

doctoral degrees
awarded each year

118

impact case studies
submitted to REF2021

£3.2m

additional funding
to support our PGR
community since the pandemic

7,229

academic outputs
published in 2023 –
over 60% of publications
had an international
co-author

53

James McCune Smith
Scholars since 2022

14,000

public and school visitors
to the ARC since opening

252

colleagues recognised
for their positive contribution to the
research environment as part of
People Make Research
campaign

5th in the
Russell Group

in field-weighted citation impact

Open access rate over

80%

£1.2m

awarded through
Glasgow Knowledge
Exchange Fund



COLLABORATION

WORKING TOGETHER TO TACKLE BIGGER CHALLENGES



Research is crucial for addressing societal problems and bridging gaps in knowledge, though it can take years to transform outputs into impact. In this strategic cycle, we have facilitated collaboration across disciplines, institutions, industries, sectors, entrepreneurs, and government.

New spaces for research

We have significantly expanded our research infrastructure with the development of new campus buildings on the site of the old Western Infirmary. The magnificent Mazumdar-Shaw Advanced Research Centre (ARC) was the first building to open in June 2022. The ARC – which spans 16,000 square meters over five levels – is designed to promote collaboration, pioneer new ways of working, and act as a catalyst for strengthening relationships between the University and its stakeholders.

Since opening, the ARC has hosted 1,198 research engagement events, with interdisciplinary and collaborative activities being a priority; nearly 70% of the events hosted were developed by multiple University Schools, Colleges, or external partners. The ARC has also welcomed nearly 14,000 public and school visitors through initiatives such as the ARCADIA Launch Festival and Winter Warmer Christmas events, and partnerships with major festivals including Glasgow Science Festival and Explorathon.

The Clarice Pears building opened its doors in 2023 and has since offered a unique space for research and community collaboration. The Byres Hub, which occupies the building's first floor, aims to forge and sustain meaningful engagement with our civic partners and local communities. This ever-growing community includes grassroots voluntary organisations, charities, community interest companies and statutory services – all with an interest in improving health and wellbeing in Glasgow and beyond. The Hub is developing new research questions through lived experience panels, enabling the public to shape and participate in research studies, and supporting research at the proposal stage.

The latest building to open on the Western site is the new Adam Smith Business School. The new building supports the School's analytical, entrepreneurial and sustainable mission in business and policy, with Adam Smith's legacy inspiring colleagues to develop their thinking for businesses, organisations and economies. It also enhances the School's

capacity to develop curiosity-driven and challenge-led research by providing richer interactions and collaborations with stakeholders in business, organisations and policy.

“The College of Science & Engineering’s interdisciplinary research has been transformed by our presence in the Advanced Research Centre, fostering new ideas by co-working alongside colleagues from across all Colleges. We have strong engagement with colleagues in the College of Medical, Veterinary & Life Sciences, building collaborations from our solid base of diverse research in healthcare technologies. All this has been enabled by research support that is working seamlessly across the Colleges.”

Professor Margaret Lucas, Dean of Research, College of Science & Engineering



Rabies vaccinations in Arusha, Tanzania (photo by Professor Katie Hampson)

Glasgow Changing Futures

Glasgow Changing Futures (GCF) is a strategic programme, representing the University's commitment to integrating research, innovation, education, and partnerships to advance interventions to local, national and global societal challenges. Initially, GCF focuses on two priority themes, 'Sustainable Futures' and 'Healthy and Equitable Futures', and aspires to develop impactful solutions to these challenges through equitable partnerships built around collaborative creation and delivery.

A strong leadership team will be taking GCF forward. In 2024, we appointed Professor Jamie Cross as Academic Director for GCF, Professor Jaime Toney as Academic Lead for Sustainable Futures and Professor Petra Meier as Academic Lead for Healthy and Equitable Futures. Dr Maria McPhillips has been appointed as the Challenge Programmes Director. Over the coming months, the GCF team will be undertaking inclusive consultations with colleagues and partners to explore and shape the programme's investments and activities and work towards realising the ambitions of GCF.

COLLABORATION

“In the College of Social Sciences, collaboration is key to addressing local, national, and global issues with exceptional social science. The College has established interdisciplinary research themes to encourage researchers to work across disciplines on pressing problems such as health, climate change, peace, and inequalities. The Centre for Public Policy, established in 2023, aims to bridge the gap between research and policy.”

Professor Melanie Simms, Dean of Research, College of Social Sciences

Scotland Beyond Net Zero

Scotland Beyond Net Zero (SBNZ) is a coalition of climate and sustainability experts committed to achieving beyond net zero. We co-founded SBNZ with the University of Edinburgh in January 2024, and the coalition has since grown to have ten University members.

SBNZ aims to address the major climate challenges facing Scotland. The goal of the coalition is to harness the strength of universities across Scotland to advance innovation, research collaboration, community engagement, and inform policymaking.

Since January, SBNZ has introduced a £130k seed fund offering awards of up to £15k and has begun developing a climate toolkit to help researchers assess the impact of their work on achieving net zero and incorporate broader climate concerns into their research.

Strategic Research Initiatives

Our new Strategic Research Initiatives team, set up in 2022, works in close partnership with academic and research professional staff across the Colleges and University Services to strengthen the provision of dedicated and joined-up research support available to our academics, and enhance the University's collaborative research environment, ambition, and culture.

Through this collaborative approach, the team is nurturing new collaborations across disciplines to achieve a state of readiness for future funding opportunities. By coordinating institutional responses to funding calls, the team ensures the University is well-positioned to respond with coherent and compelling value propositions for major cross-disciplinary bids.

New Academic Leads to improve approaches to good and inclusive research practice

In 2023, the research strategy was discussed with each School and the University Professional Services Group through roadshow events. A recurring topic at these events was our research environment, highlighting the need for good research practice and greater inclusion. This led to the creation of two new part-time Academic Lead posts: Inclusive Research Practice and Good Research Practice.

In her role as the Academic Lead for Inclusive Research Practice, Professor Doris Ruth Eikhof leads a programme of work that translates our commitments to inclusion and diversity into meaningful actions across all areas of research.

Doris sees her role as encouraging open dialogue, building on existing progress and supporting continuous improvement. She is currently supporting the Glasgow Knowledge Exchange Fund and Impact Acceleration Account teams in making our award and delivery of these funds more inclusive. With colleagues from across the University, Doris is working on providing meaningful diversity data for research. This data will enable us to monitor the impact of how we do research on who gets to do research.

In her role as the Academic Lead for Good Research Practice, Professor Lisa DeBruine is focusing on how we can make good research practices possible, normative, and easy through education and infrastructure. This involves working closely with researchers to understand their diverse needs; with professional services colleagues to understand existing resources; and with national colleagues in her role as institutional lead to the UK Reproducibility Network.

Lisa is currently working with Research and Innovation Services to mobilise the integrity advisor network towards a more proactive, positive research practice approach, as well as chairing a working group on responsible use of metrics. She is also passionate about facilitating grassroots networks of researchers to support each other in practices such as computational reproducibility checks. Lisa hopes to use this role to help the University maintain and enhance its reputation for methodologically and ethically rigorous research.

“The University Research Strategy and its three pillars have served as a blueprint for our College strategy which has fully incorporated the values and aims of the University into College research.”

Professor Gerard Graham, Dean of Research,
College of Medical, Veterinary & Life Sciences

Sustainable and equitable research

During the period of pandemic-related travel restrictions, our international research teams developed new ways of working to maintain their collaborative research programmes. While international travel has largely returned to “normal”, the climate crisis means it is important to critically consider our international travel footprint. Drawing on the knowledge of the research community from across the University and beyond, new practical guidance has been developed to support international research teams to reduce their travel footprint while maintaining robust programmes of equitable and world-changing research.

Investing in global challenge research

We have continued to support international development research, focusing on equitable partnerships with two significant funding schemes. Firstly, the GCID Small Grants Fund – which has a strong emphasis on interdisciplinarity, equitable relationships, and support for early career researchers – has supported 35 initiatives since its launch in 2022.

International research teams led by the University are already demonstrating success in converting this support for collaboration into successful external awards. This includes a project that examined the challenges faced by educators in Lebanon and Jordan, and co-created professional development opportunities with teachers in these countries. The project secured follow-on funding from the British Council, and the lessons learned are now informing approaches to support educational resilience in Gaza.

In late 2023, a block award of International Science Partnerships Fund Official Development Assistance funding was allocated to the University. Leveraging the GCID Small Grants established processes, we were able to quickly allocate funding to key strategic research areas. Among the 28 initiatives funded are the Africa-Europe clusters of research excellence; the Serengeti biodiversity programme; and inclusive place-based methodologies for climate change impacts and adaptation in sub-Saharan Africa.

Partnerships in action: from local to international

Collaboration is at the heart of Glasgow’s approach to societal challenges. A great example of an international, equitable collaboration is our research-led Blantyre-Blantyre Partnership with Kamuzu University of Health Sciences in Blantyre, Malawi. Our two institutions found that by collaborating on a new laboratory facility, we could develop research programmes to improve healthcare in both Blantyre, Scotland and Blantyre, Malawi by comparing the causes of poor health and low life expectancy in these areas.

Our researchers work with partners at every level from the local community to the international stage, focusing on both single issues and global concerns. Since 2019, the University has been a member of CIVIS, an alliance of 11 research-intensive universities across Europe working to create an inter-university space for innovative and responsible teaching, research, cultural exchanges and citizen action across Europe and Africa. At Glasgow, CIVIS is a close collaboration between the External Relations Directorate and Research Services, and aligns with the University’s international and civic strategies. In 2023, we built on the CIVIS platform to provide grants to community organisations in Glasgow to support collaborative work with researchers on community sustainability projects.

Networks such as Universitas 21, the Guild of European Research-Intensive Universities, CIVIS, and strategic partnerships with Sydney and Radboud, play a key role in our international collaborations. Furthermore, we have continued our strong commitment to forging partnerships across Europe, and invested significantly in sustaining European collaborations in anticipation of the UK’s association with Horizon Europe, which was eventually realised in January 2024.



A researcher working in the Wolfson Wohl Cancer Research laboratories.

CREATIVITY

REAFFIRMING THE CENTRALITY OF IDEAS



Researchers working on the Museums in the Metaverse project (photo by Martin Shields)

Great research starts with great ideas, but we also know that this takes time and requires the right conditions. We have been supporting creativity by developing opportunities in which new ideas can emerge, and using new forms of engagement to open up different ways of thinking.

Driving and enabling research impact

Since 2022, the University has won an impressive £9.3M Impact Acceleration Account (IAA) funding from the UKRI. Our harmonised approach to IAAs has meant that we are one of only five institutions in the UK to hold IAAs from six research councils. This success in volume and breadth has enabled us to make a step change in our approach to impact, including innovation and commercialisation of research, aligning with the University's Innovation Strategy. Since launch, the IAAs have awarded project funding to over 350 applicants, funded events for ~3,400 people, enabled ~30 patents, facilitated 23 inward or outward secondments, and supported 600 partnerships with non-academic organisations of which 340 new non-academic collaborative partners have engaged with the University.

The University continues to invest in knowledge exchange through the successful Glasgow Knowledge Exchange Fund (GKEF) initiative. Since October 2020, the GKEF has dedicated £1.2M to support 125 projects. Examples of funded projects include expanding a toolkit for working with children in situations of multilinguality, constant mobility, and risk; developing a platform that improves the safety of freelance productions crews in film and TV; disseminating a film about vaccine uptake in African, Black and Caribbean communities in Scotland; and developing an 'everyday diversity' app for use in the UK Screen Industry to encourage more inclusive behaviours.

A recent development in GKEF has been a new fund focused on researchers at an earlier stage of their research independence. GKEF has also revised its review processes to include academics from all career stages and disciplines, improving the transparency and quality of the process.

"In the College of Arts & Humanities, we have valued and supported creativity as an approach to building the research ecology. The College naturally embraces research methodologies in both creative and critical thinking. Our innovative extracurricular course with the College of Medical, Veterinary & Life Sciences has allowed our students from both Colleges to explore the fundamental nature of research, emphasising creativity and the essence of knowledge."

Professor Dauvit Broun, Dean of Research, College of Arts & Humanities

CREATIVITY

Transformative steps toward UN Sustainable Development Goals

Increasingly, we do not only want to be recognised as one of the best universities in the world, but we also want to be the best university *for* the world. We are committed to making an impact by working towards the United Nations Sustainable Development Goals (SDGs).

Our research is widely regarded as innovative and impactful, and we recognise our responsibility to embed the UN SDGs in the work we do. Today, our research contributes to all 17 SDGs, across a vast number of disciplines and through meaningful partnerships. We have led research which contributes to an array of social and economic SDGs, and to environmental SDGs, in areas as varied as health inequalities; cancer; extended reality (XR); food sovereignty; sustainable tourism; learning disabilities; end-of-life studies; decarbonisation and clean energy; flood threat; water security; and climate change adaptation.

The University's contribution to the SDGs is examined through participation in the Times Higher Education Impact Rankings, which measure the contribution of universities around the world through the lens of the SDGs. Since we first participated in 2022, we have improved our performance year-on-year, with the most recent 2024 position being 12th in the world. This ranking is indicative of the strength and depth of our world-changing research, and the work of the whole University community.

“Creativity is fundamental to fostering innovative research ideas that drive positive impacts in our societies and economies. Our new Social Science Hub enhances external access to research and events, and our innovative research support services help our researchers reach wider audiences.”

Professor Melanie Simms, Dean of Research, College of Social Sciences

Our commitment to Concordats

The research-related Concordats we have signed up for provide an impetus to review and improve our research practice and culture. We are signatories of the following Concordats:

- Concordat for Research Integrity
- Concordat on Open Research Data
- Concordat to Support the Career Development of Researchers
- Concordat for the Advancement of Knowledge Exchange in Higher Education
- Concordat on Openness in Animal Research
- Concordat for Engaging the Public with Research
- Concordat for Environmental Sustainability of Research and Innovation Practice

In addition, we are signatories of other initiatives that aim to improve the assessment of research, research development, careers, and equality, diversity & inclusion. These are:

- San Francisco Declaration on Research Assessment (DORA)
- Leiden Manifesto on Research Metrics
- Guidance for Safeguarding in International Development Research
- Technician Commitment
- Athena Swan Charter
- Race Equality Charter

REF2021

Our success in the Research Excellence Framework 2021 (REF2021) exercise highlighted our world-leading research and the positive impact this has on society.

The University has one of the broadest research bases in the UK with a varied range of disciplines reflected in our academic community. We also submitted 118 impact case studies to expert panels, showcasing the University's wide-ranging collaborations with external partners to deliver societal and economic impacts locally, nationally and globally.

93.1% of our research was judged to be world-leading or internationally excellent. In addition, REF2021 placed us...

- 1st in Scotland for outputs and GPA
- 2nd in Scotland for 4* overall
- 12th for 4* overall in Russell Group
- 15th for 4* overall in UK
- 13th in Russell Group for Research Power.

Upholding excellence in research practice

In 2022/23, we reviewed and updated our Code of Good Research Practice, in consultation with a diverse selection of stakeholders. The implementation of the new code was supported by a dynamic programme of online materials and events that ran throughout 2023 and 2024. In addition, we have published detailed guidance on authorship, particularly regarding the use of CRediT. This guidance gives attention to the essential roles that our technicians and other professional services staff play in delivering our world-class research.

The University's support for Trusted Research and Export Controls has been strengthened through the establishment of the Trusted Research Advisory Group and the Research Governance and Integrity Team. In 2023, the team launched training sessions and are now better prepared to monitor and address the increasing inquiries about Trusted Research through the University's helpdesk.

Our Research Misconduct process has been updated to include an appeals mechanism, in line with the UK's Concordat for Research Integrity. A new confidential reporting form is available on the University website, and a dedicated team is available to discuss issues.

Nurturing creativity and collaboration – our new cross-institutional Centres

In this strategic cycle, three new cross-institutional Centres have been established, each designed to nurture creativity and provide the conditions necessary for new ideas to flourish.

The Centre for Sustainable Solutions, launched in April 2020, addresses the climate emergency by enhancing the University community's growing ambition to be part of the solution. The Centre supports interdisciplinary, cross-campus, and cross-sectoral efforts to combat climate change, linking academic expertise with policy, business, and activism.

The Centre for Data Science and AI, launched in September 2023, fosters collaborative, impactful, and ethical research in data science and AI and provides data-driven solutions to today's grand challenges. As a rapidly evolving discipline, AI offers vast opportunities for multidisciplinary research. To maximise these opportunities, the Centre's vision aligns with the AI strategies of the UK and Scottish Government. The Centre collaborates closely with initiatives like Glasgow Changing Futures and Research Computing as a Service (RCaaS), leading to joint events, research proposals, and conferences.

The newest addition is the Centre for Public Policy, which aims to bridge the gap between research and policy by sharing evidence, nurturing skills, fostering innovative thinking, and preparing the next generation of policymakers. The Centre collaborates with academics across the University and builds partnerships with the policy community to promote evidence-based policymaking.

The launch event of the Centre for Data Science and AI



CAREERS

HELPING EACH OTHER TO SUCCEED



A researcher working in the Clarice Pears Building

Glasgow succeeds when its people succeed. We are committed to making the University the best place to pursue a career. To achieve this, we have focused on enhancing our research culture, providing development support through training programmes tailored for all career stages, and increasing the visibility of all staff groups in contributing to our research success.

Enhancing our positive research culture

'Research culture' is the collective result of the way we think, feel and act. It is created by the choices we make and the way we behave towards each other. The University's research culture is strongly driven by the way we define, support, evaluate, and reward success in research, and who we recognise as having contributed to that success. A good culture drives high engagement, trust, productivity, sustainability, wellbeing, and ultimately great research. The University's Research Culture Team is focused on issues that are specific to the way we do research, and the way we support research careers.

Our five research culture priorities are: Collegiality, Research Integrity, Open Research, Research Recognition, and Career Development.

In 2024, we launched the second phase of the Lab for Academic Culture, with an expanded membership, a Co-Director leadership model and a remit to contribute strongly to the sector. The Lab is dedicated to fostering, developing, and enhancing

positive academic cultures where all members of the university community can thrive. It serves as a hub for creativity, collaboration, and experimentation with new ideas and initiatives, and plays a key advisory role in shaping the University's Research Culture Priorities and Action Plan.

Supporting our research community during COVID-19

Everyone in our research community was affected in some way by the COVID-19 pandemic, but some experienced greater disruption than others. This uneven disruption, both during and in the aftermath of COVID-19, risked creating inequalities in the ability of researchers to work productively.

Following analysis by the Lab for Academic Culture, the University launched two initiatives to minimise disruption, funded by the Scottish Funding Council. The first scheme supported the recruitment of teaching posts to free up the time of Research & Teaching colleagues or independent researchers

who had increased post-COVID-19 teaching commitments. The second targeted Research & Teaching, Research-only, and Technical & Specialist roles to pay for various expenses to 'free up time'. Examples of funded interventions included support with additional childcare costs, administrative and archival assistance, and purchase of equipment and materials. A total of £680,654 was awarded to support nearly 300 colleagues, with feedback indicating that research productivity was partially or fully restored.

"The University Research Strategy has been pivotal in improving research culture in the College of Medical, Veterinary & Life Sciences, most notably in the context of support and training for early career academic colleagues. These have been transformational."

Professor Gerard Graham, Dean of Research, College of Medical, Veterinary & Life Sciences

CAREERS

“The University’s Research Strategy has driven multiple initiatives in the College of Science & Engineering and enabled us to introduce new ideas. For example, we made significant investments in fellowships, focusing on talented researchers at a very early career stage and piloting collaborative fellowships.”

Professor Margaret Lucas, Dean of Research, College of Science & Engineering

Improving consistency for our postgraduate research students

Recognising the profound impact of the pandemic on our postgraduate research (PGR) community, since 2020 we have provided additional funding to 593 PGR students, with UKRI offering financial assistance to another 200 individuals. The estimated cost for the university-funded programme is £3.2 million, with some funding still being distributed.

We have significantly improved PGR governance, systems, policies and processes in this strategic cycle. For example, we have launched a new PGR Dates Dashboard in MyCampus, developed and implemented a new online Annual Progress Review (APR) system, and created a comprehensive ‘one-stop shop’ PGR SharePoint space, which is set to launch in October 2024. Our new PGR committee structure has allowed us to move quickly to address any PGR issues, effectively respond to community needs, and collaborate seamlessly across the University.

Talent Lab

Our Talent Lab, which represents a key pillar of the Research Strategy, has grown since 2020 to house an impressive 11 programmes that focus on developing leadership in research, and researchers as leaders. From postgraduates to professors, Talent Lab has programmes for researchers at all career stages, with 1,285 colleagues participating so far.

Talent Lab recognises the power of each of us to influence the research environment and the research culture in which we operate. It takes a cohort model bringing together career-stage peers, offering structured development opportunities to explore research leadership. This allows participants to undertake reflective practice that accelerates career development, and to foster mentoring and networking relationships.

Research Professional Staff Network

The Research Strategy involves not just researchers, but also technicians and professional services staff, recognising the indispensable contributions that these staff groups make to our research. Research Professional Staff Network is a collaborative community of research professional staff in diverse roles across the University. It was launched in 2023 to connect research professionals, offer opportunities to share knowledge and expertise, and provide a collective voice in key consultations.

Since its launch, the network has welcomed 285 members, elected a vibrant executive committee, devised a five-point action plan, and organised a hugely successful and sold-out conference.

“We provide robust career support through various opportunities. Since 2020, we have expanded ArtsLab Labs, increased outputs training, facilitated work-in-progress groups, and introduced new governance structures to enhance access to research roles. Additionally, we have improved access to management and leadership training for professional services staff.”

Professor Dauvit Broun, Dean of Research, College of Arts & Humanities

Investing in emerging talent

The Lord Kelvin Adam Smith (LKAS) Leadership Fellowship provides supplementary funding of up to £100,000 to those applying for eligible externally funded fellowships, or to those who wish to bring their existing, eligible externally-funded fellowship to Glasgow. The fund is primarily aimed at researchers commencing their independent research journey and is open to those who are not yet in a permanent, open-ended contract.

Since October 2020, there have been 387 applications to this scheme, with 49 committed fellowships currently supporting academics holding external fellowships. From January 2022, the LKAS Leadership Fellowship has included continuation options for successful fellowship holders, with the view of retaining talent within the University of Glasgow.

The award-winning James McCune Smith (JMS) Scholarships and Development Programme is a pioneering initiative that provides funding and tailored support for Black UK doctoral researchers. In addition to being life-changing for our Scholars and conferring benefits in terms of networks, placements, mentoring and leadership training, this flagship programme underscores the principles of the Research Strategy and drives new areas of scholarship.

The JMS programme launched in 2021, with the first 17 Scholars commencing in 2022. We received over 700 expressions of interest, demonstrating the demand and need for this type of funded Scholarship. A further 16 Scholars commenced in 2023, and 20 in 2024.

In 2023, we hosted the inaugural JMS annual conference. Building on this success, we are developing the JMS Network – a series of public events that invite accomplished Black scholars, artists, third sector representatives, and industry leaders to the University to share their success stories.

People make research

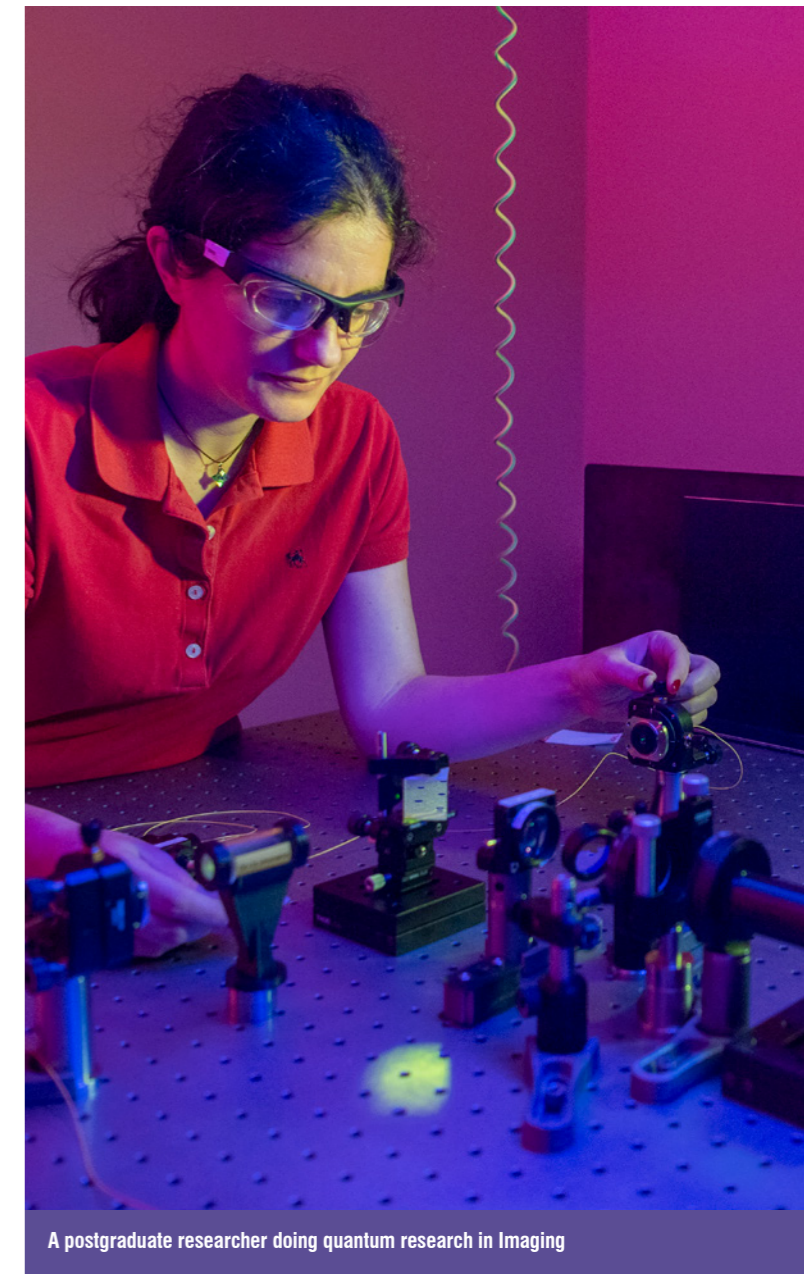
Research thrives when colleagues feel that they are part of a stimulating, fair, and inclusive environment in which people help each other to succeed. Our People Make Research campaign launched for the first time in May 2022 and encouraged our postgraduate researchers and research staff to recognise and thank the people who contribute positively to our thriving research environment.

During our 2022 and 2023 campaigns, we received 252 nominations, highlighting how keen our research community is to recognise the positive contribution colleagues have made to their professional life and the culture of research at Glasgow.

Open research

Information Services has continued to strengthen and support the well-established and successful open research service. In 2023, the University implemented the Research Publications and Copyright Policy, further enhancing open access options that are equitable for all researchers.

As an initial measure to tackle financial barriers to publishing long-form outputs open access, we have invested in the not-for-profit Scottish Universities Press, and members of staff are on the Press’ management and editorial boards. The first book published by the Scottish Universities Press expected to come out in late 2024 and it is by a Glasgow author. Furthermore, the University is an active member of the United Kingdom Reproducibility Network Open Research Programme.



A postgraduate researcher doing quantum research in Imaging

THANK YOU

This work would not have been possible without the support of our staff, students, collaborators and funders. Additionally, it has benefitted from substantial investment from the University.

We would like to extend a special thanks to:

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Lab for Academic Culture
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Office of Vice Principals
People & Organisational Development
Photography Unit
Planning, Insights & Analytics
Research & Innovation Services
Research Planning & Strategy Committee
Research Professional Staff Network
Senior Management Group
Students' Representative Council (SRC)
University and College Union (UCU)



