**MRC CoRE research culture maturity model**

For each expectation indicate the cell representing your self-assessed level of research culture maturity and include a comment to explain your assessment.

Complete a selection of future activities against the future level of maturity you will reach from these actions.

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| --- | --- | --- | --- | --- | --- |
| **Expectations** | **Level 1 – Awareness**The MRC CoRE is beginning to recognise the value of the positive research culture principles. There may be some disparate evidence of it taking place but it is ad-hoc | **Level 2 – Initiated**The MRC CoRE has approved plans to address the positive research culture principles. Evidence shows improved understanding, relevant activities and processes are repeatable  | **Level 3 – Defined**The MRC CoRE has implemented systems, policies, procedures or improved those in place to address the positive research culture principles. Evidence will include training and guidance in place | **Level 4 – Managed**The MRC CoRE has embedded the positive research culture principles into its business processes. Evidence shows widespread understanding or usage  | **Level 5 – Optimised**The MRC CoRE is continuously improving systems and procedures delivering the positive research culture principles. Evidence of a highly skilled workforce and proven track record |
| Building and sustaining positive research culture | Committed leadership |  |  |  |  |  |
| Support for career development paths and leadership training, mentoring, supervision, pastoral care  |  |  |  |  |  |
| Team science | Build and strengthen effective collaboration across multidisciplinary teams, wider stakeholders and public contributors |  |  |  |  |  |
| Establish common understanding and effective communication |  |  |  |  |  |
| Collaborations beyond the MRC CoRE and across sectors |  |  |  |  |  |
| Physical environment and infrastructure | Use the space and support staff to create opportunities for interaction and outreach |  |  |  |  |  |
| Promote the sharing of facilities and specialist equipment |  |  |  |  |  |
| Adopt relevant tools and platforms to facilitate collaboration, including across geographical separate sites |  |  |  |  |  |
| Good practice and open research | Promote and demonstrate best research practice  |  |  |  |  |  |
| Adoption of open research practices as the default way of working  |  |  |  |  |  |
| Alignment with the FAIR (findable, accessible, interoperable, and reusable) data principles |  |  |  |  |  |
| Embedding diversity and inclusion in experimental design, and across all research activities |  |  |  |  |  |
| Public involvement and engagement | Integrating meaningful public involvement and engagement into research strategy and delivery and clarity of purpose in relation to the challenge-led research agenda  |  |  |  |  |  |
| Reward and incentives | Fair and transparent methods to assess performance and support career profession |  |  |  |  |  |
| Standard practices for acknowledgement that recognise and celebrate all contributions within a team science environment |  |  |  |  |  |
| Support for continuous improvement, upskilling of everyone involved to enable a positive research culture |  |  |  |  |  |
| Equality, diversity and inclusion (EDI) | Integration of Equality, Diversity and Inclusion (EDI) considerations into all aspects of the MRC CoRE’s activities. |  |  |  |  |  |
| Host organisation(s)’ policies and practices at the MRC CoRE are in alignment with UKRI and MRC EDI strategy and policies |  |  |  |  |  |