

**MRC Centre of Research Excellence: Research Culture Guidance for reviewers**

	<b>Criteria</b>	<b>Good/excellent</b>	<b>Sufficiently addressed</b>	<b>Not sufficiently addressed</b>
<b>Building and sustaining a positive research culture</b>	Committed leadership	Describes commitment to positive research culture with mention of building/sustaining  Provides details of underpinning values	Describes commitment to positive research culture with mention of building/sustaining	Does not describe commitment to research culture or simply states this with no further details
	Support for career development paths, leadership training, mentoring, supervision and pastoral care	Provides details of the career development paths and training environment with reference to activities, such as leadership training, mentoring, supervision, pastoral care	Describes the approach to be taken to support career development paths and training environment	Does not describe any activities in relation to career development and training
<b>Team science</b>	Build and strengthen effective collaboration across multidisciplinary teams, wider stakeholders and public contributors	Describes how research teams will work together  Provides details on how they will build effective collaboration across teams with emphasis on the whole talent pool – from early to senior career stages	Describes how research teams will work together	Does not describe how research teams will work together

	Establish common understanding and effective communication	A clearly explained approach to interdisciplinarity and multidisciplinary, including how different disciplines will be brought together and a common approach developed	Refers to promoting interdisciplinarity and multidisciplinary but does not explain how they will bring different disciplines together	No reference to or expectation that interdisciplinarity and multidisciplinary will be part of the approach
	Collaborations beyond the MRC CoRE and across sectors	Describes an approach to diverse collaborations beyond the MRC CoRE, extending across different disciplines, organisations or sectors, with clear proposals about how this will influence research, innovation and/or the training environment	Describes an approach to collaborations beyond the MRC CoRE with reference to how this will influence research, innovation and/or the training environment	Does not describe proposals for collaborations outside the MRC CoRE or describes potential collaborations but provides no details of these in relation to research, innovation and/or the training environment
<b>Physical environment and infrastructure</b>	Use of space and support staff to create opportunities for interaction and outreach	States that opportunities for outreach and/or interaction within and beyond the MRC CoRE will be actively sought  Describes the approach that will be taken to developing opportunities for interaction and outreach, including who potential external partners might be where relevant	States that measures will be taken to foster interactions across all members of the CoRE  States that opportunities for outreach and/or interaction beyond the MRC CoRE will be actively sought	No plans to foster interactions across the CoRE are described  No plans for outreach or interactions beyond the MRC CoRE described
	Promote the sharing of facilities and specialist equipment	Outlines commitment to sharing facilities and equipment  Describes how the sharing of facilities and specialist equipment will be promoted within the MRC	Outlines commitment to sharing facilities and equipment, which may include a specific example of potential facilities to be shared	No description of plans to share facilities and specialist equipment

		CoRE, using examples of potential facilities to be shared		
	Adopt relevant tools and platforms to facilitate collaboration, including across geographically separate sites	Provides details of any specific tools that will be used to support collaboration across geographically separate sites  (If sites are not geographically separate, score as sufficiently addressed)	Acknowledges that relevant tools will be required to support collaboration across geographically separate sites  (If sites are not geographically separate, score as sufficiently addressed)	No description of how collaboration across geographically separate sites will be managed  (If sites are not geographically separate, score as sufficiently addressed)
<b>Good practice and open research</b>	Promote and demonstrate best research practice	Provides detail about the approach to be taken to ensuring good research practice, highlighting issues that are relevant to the challenge-led research agenda and describing how these will be managed	Discusses aspects of good research practice that are relevant to the challenge but with limited detail of the approach to these	Does not describe any aspects of good research practice and/or fails to address issues raised by the challenge (e.g., animal research, embryo research, etc)
	Adoption of open research practices as the default way of working	Confirms they will meet MRC data sharing policy and open access requirements  Describes how open research practices will be integrated into the MRC CoRE's ways of working, highlighting those which are most relevant to the specific research challenge	Confirms they will meet MRC data sharing policy and open access requirements  Acknowledges the importance of and/or relevance to open research but does not describe how open research practices will be integrated into the MRC CoRE's ways of working	Does not describe any aspects of open research beyond confirming they will meet MRC data sharing policy and open access requirements

	Alignment with the FAIR (findable, accessible, interoperable, and reusable) data principles	Confirms alignment with the FAIR data principles  Describes the processes to be implemented to ensure FAIR principles are adhered to	Confirms alignment with the FAIR data principles with limited detail on the processes to be implemented to achieve this	Does not confirm alignment with FAIR data principles or does not provide any detail of processes to be implemented
	Embedding diversity and inclusion in experimental design, and across all research activities	Confirms that MRC policy requirements around diversity and inclusion in research design (and sex in experimental design of animal research) will be met where appropriate  Describes the relevance of diversity and inclusion to the research being done and/or the approach to diversity and inclusion that will be taken  NB This criterion does not apply if no research activities involve humans or animals, or their cells, tissues or data	Confirms that MRC policy requirements around diversity and inclusion in research design (and sex in experimental design of animal research) will be met where appropriate  NB This criterion does not apply if no research activities involve humans or animals, or their cells, tissues or data	Diversity and inclusion in experimental design or research activities is not addressed  NB This criterion does not apply if no research activities involve humans or animals, or their cells, tissues or data
<b>Public involvement and engagement</b>	Integrating meaningful public involvement and engagement into research strategy and delivery, and its purpose in relation to the challenge-led research agenda	Detailed description of the approach that has been/will be taken to public involvement and engagement, with a clear purpose in relation to the challenge-led research	Some detail about the approach to public involvement and engagement and its purpose in relation to the challenge-led research	No or limited detail about the approach to public involvement and engagement and/or its purpose in relation to the challenge-led research

<p><b>Reward and incentives</b></p>	<p>Fair and transparent methods to assess performance and support career progression</p>	<p>Confirms a commitment to fair and transparent methods to assess performance and give details of how they will use fair and transparent method to assess performance and support career progression</p> <p>This could include signing up to San Francisco Declaration on Research Assessment (DORA) principles</p>	<p>Confirms a commitment to fair and transparent methods to assess performance and gives at least one example of how they will use fair and transparent method to assess performance and support career progression</p>	<p>Does not confirm a commitment to fair and transparent methods to assess performance and support career progression</p>
	<p>Standard practices for acknowledgement that recognise and celebrate all contributions within a team science environment</p>	<p>Provides plans of how a team science environment will be established and examples of the ways in which contributions will be recognised and celebrated as part of this</p>	<p>Acknowledges the importance of team science and links this to a description of how contributions will be recognised</p>	<p>No description of award or recognition for team (science) contributions.</p>
	<p>Incentives for continuous improvement, and support for upskilling of everyone involved to enable a positive research culture</p>	<p>Confirms that continuous learning and improvement are considered important and will be incentivised</p> <p>Provides examples of how this will be achieved and places an emphasis on shared learning</p>	<p>Confirms that continuous learning and improvement are considered important and will be incentivised</p>	<p>No description of incentives for learning or continuous improvement</p>

<p><b>Equality, diversity and inclusion (EDI)</b></p>	<p>Integration of Equality, Diversity and Inclusion (EDI) considerations into all aspects of the MRC CoRE's activities</p>	<p>Provides detail to indicate that EDI is considered important and will be integrated into the MRC CoRE's activities and governance</p>	<p>States that EDI is considered important and will be integrated into the MRC CoRE's activities and governance, with little or no details</p>	<p>Does not mention the importance of EDI considerations</p>
	<p>Ensure policies and practices of the MRC CoRE and host organisation(s) are aligned with UKRI and MRC EDI strategy and policies</p>	<p>Confirms that the MRC CoRE will develop (or has) an EDI policy and that this is aligned with the UKRI EDI strategy and MRC policies</p> <p>Provides additional examples of implementing the EDI policy into practice</p>	<p>Confirms that the MRC CoRE will develop (or has) an EDI policy and that this is aligned with the UKRI EDI strategy and MRC policies</p>	<p>Does not mention that the MRC CoRE will develop (or has) an EDI policy</p>