



Queen Margaret University
EDINBURGH

Welcome to
**Research and
Knowledge
Exchange @QMU**
2023-24

INDEX

Research Strategy and Culture	5	Concordat for Engaging the Public with Research	25
Strategic Research and KE Centres	6	The Edinburgh Beltane Public Engagement (PE) Network	25
QMU Research and Knowledge Exchange (KE) Strategy 2022-27	7	National Co-coordinating Centre for Public Engagement	25
Committed to supporting our European partners and researchers and the global values that define QMU	7	Equality, Diversity and Inclusion in Researcher Careers	26
Support for External Collaboration	8	Diversity, Inclusion and Wellbeing Calendar	26
Research Excellence Framework (REF) 2028	8	Athena SWAN	26
QMU Annual Researcher Development Programme	8	Aurora	27
QMU Definition of Early Career Researcher (ECR)	9	Entrepreneur in Residence	27
British Academy Early Career Researcher (ECR) Network - Scottish Hub	10	Learning Enhancement and Academic Development Centre (LEAD)	27
Teaching, Research and Academic Mentoring Scheme (TRAMS)	10	Maintaining Contact with Legacy Researchers	28
Collaborative Mentoring with Edinburgh Napier University	10	Research Careers	28
QMU Contract Research Staff (CRS) Support and Engagement	11	Early Career Researchers – Careers Management Skills Course	28
Researcher Development Concordat	11	Tracking the Career Destination of Researchers	28
10 Days' Professional Development Training	12	Enterprise Creation	29
Culture, Employment and Development in Academic Research Survey – (CEDARS)	12	QMU Graduate School	29
Responsible Use of Metrics in Research Assessment	14	Scottish Graduate Schools	29
QMU Working Paper Series	14	Research and Knowledge Exchange Development Unit (RKEDU)	30
Scottish Crucible	14	Research Grants and Contracts Unit (RGCU)	30
EURAXESS – Researchers in Motion	15	Research Professional	30
UK Research and Innovation (UKRI) Early Career Researcher (ECR) Forum	15	Information Services Support for Research	30
Concordat for Open Research	16	Library Services and Research Support Librarian	31
Concordat for Research Integrity	17	Read and Publish deals (Transformative Agreements)	31
Trusted Research and the New Research Collaboration Advice Team (RCAT)	17	QMU Research Repositories	32
Scottish Universities Research Culture Good Practice Exchange (SURGE)	18	Research Support: Managing Your Research Identity	32
SFC Alliances for Research Challenges (ARCs) - Scottish Alliance for Food: Health, equity and sustainability (SCAF)	18	ORCID ID	32
QMU Food and Drink Network	18	Research Technician Team and Laboratory Support	33
Research Integrity Training for QMU Researchers	19	Marketing and Communication Team	33
UK Research Integrity Office (UKRIO)	19	QMU Easy Intellectual Property (IP) Policy	34
Scottish Universities Research Integrity Network (SRIN)	19	QMU Innovation Fellowships	34
QMU Research Ethics	20	On Campus – Business Gateway	34
NHS Research Ethics and Governance	20	The Business Innovation Zone (BIZ)	35
Guidance on Conducting Research involving Deaf Signed Language Users	20	Converge	35
Clinical Trials Registration	21	Membership of the East of Scotland KTP Centre	36
Safeguarding and Research	21	Start for Future (SFF)	36
Whistleblowing Policy	21	QMU Enterprise and Innovation Network	37
Wellcome Trust Clinical Research Facility	22	Scottish University Network for Social Innovation	37
Researcher Wellbeing	22	Commercialisation of Research	37
Vitae	22	SHIFT – Creative Industrie	38
Vitae – Researcher Development Framework Planner (RDF)	23	THRIVE – Food and Drink	38
Scottish Policy and Research Exchange (SPRE)	23	Local Government Ask the Expert Directory	38
UK Parliament Knowledge Exchange (KE) Network	23	Researcher Engagement with Industry	39
Scottish Parliament Academic Network (SPAN)	24	Third Sector Research Forum	39
Knowledge Exchange (KE) Concordat	24	Innovation Vouchers	39
		QMU and the Edinburgh and South East Scotland City Region Deal	40



Research Strategy and Culture

Our vision is to achieve an international research profile that ranks QMU as one of the leading post-92 universities in Scotland. Our Research and Knowledge Exchange (KE) is focused on improving quality of life and building the evidence base for policy and practice through world-leading interdisciplinary, translational research and external collaboration.

We work at the intersection of conventional disciplinary groupings to create innovative approaches to contemporary societal challenges and public discourse, and make a significant contribution to the creation and sharing of knowledge that reaches and influences a broad range of regional and international stakeholders. Our researchers benefit from different perspectives and interdisciplinary expertise that comes from being part of a community of researchers from across the University.

QMU is dedicated to building a supportive, considerate and highly motivated research culture based on diversity, inclusivity and mutual respect across all activities to help us to attract and retain our talented staff and students. Equality of opportunity is essential to achieving research excellence and we believe our diversity of thought and culture is fundamental to our ability to solve complex challenges. We aim to remove barriers, eliminate discrimination and make sure all researchers have the opportunity to reach their full potential.

We offer researcher development training and mentoring; funded initiatives; interdisciplinary events; support for external collaboration; enterprise and innovation services; grant writing support; and career and professional resources to enhance employability, with opportunities to meet others and become part of our vibrant research community.



QMU Research and Knowledge Exchange (KE) Strategy 2022-27

[Our Research and KE Strategy 2022-27](#) is focused on the strategic priorities of People, Culture and Impact and is underpinned by our commitments to the national Concordats for [Researcher Development](#), [KE](#), [Research Integrity](#), [Public Engagement](#) and [Open Research Data](#). These commitments are reflected in our publically facing and externally peer reviewed Concordat Action Plans for the [Concordat for Researcher Development](#) and the [KE Concordat](#). We welcome feedback and input on our work in these areas and have a number of membership vacancies on our Concordat Working Groups – please contact rkedu@qmu.ac.uk if you would like to get involved.

Strategic Research and KE Centres

QMU Research and KE Centres are key to implementing our [Research and KE Strategy 2022-27](#) and act as the strategic drivers for excellence in Research and KE, including REF 2028. They work at the intersection of conventional disciplinary groupings to create innovative approaches to contemporary societal challenges and public discourse and underpin our strategic commitment to an open, positive and healthy research and KE cultures. Following a major strategic review in 2023 we re-launched a new framework for the creation, governance and membership of Centres. All staff are encouraged to join a Research and KE Centre and should approach the relevant Centre Director for more information or contact rkedu@qmu.ac.uk

Research and KE Centres and Institutes

Centre for Applied Social Sciences (CASS)	Professor Olivia Sagan
Centre for Communication, Cultural and Media Studies (CCCMS)	Professor Rebecca Finkel
Centre for Health, Activity and Rehabilitation Research (CHEARR)	Professor Cathy Bulley and Dr Marietta van der Linden
Centre for Person-centred Practice Research (CPcPR)	Dr Erna Haraldsdottir
Clinical Audiology, Speech and Language Research Centre (CASL)	Professor Jim Scobbie
Institute for Global Health and Development (IGHD)	Professor Daniel Reidpath

Committed to supporting our European partners and researchers and the global values that define QMU

In strengthening international research collaboration in response to the UK’s departure from the EU, we remain committed to being an open, inclusive and internationally-focused university. Sustaining the cultural and intellectual links that have been shaped through European integration is key to our strategy post-Brexit. Excellence in our Research and KE has been stimulated by different intellectual contexts arising from long term cross-border collaborations. We continue to support this through our European partnerships, which are focused on social inclusion, person centred practice, culture and business education.

We are working with the sector to continue to support a post-Brexit environment, developing approaches to researcher and doctoral student mobility and recruitment, research partnerships, funding and grants that ensure QMU continues to thrive. We remain committed to supporting our EU partners and researchers and the global values that define QMU.

Support for External Collaboration

QMU works closely with Universities Scotland and has very strong research links and networks with the other Scottish Higher Education Institutions. We are always pleased to support researchers, at all career stages, in developing external collaborative alliances. If you need support with this, please contact: rkedu@qmu.ac.uk

Research Excellence Framework (REF) 2028



In June 2023 the four UK higher education funding bodies published [key decisions](#) on the high-level design of the next research assessment exercise.

REF 2028 will represent a shift towards a broader and more holistic approach to research assessment with increased emphasis on research culture and the support for researchers, while moving away from direct scrutiny of the management of individuals by institutions. This is intended to increase inclusivity of the assessment and provide an environment which is supportive of researchers establishing themselves or moving into academia.

The next REF exercise will be conducted in 2028 with institutions providing their submissions in late 2027 and outcomes announced in December 2028. A newly appointed QMU REF 2028 Strategy Group will commence work in session 2023/24 with REF 2028 being a key driver of our [Research and KE Centre 3 Year Plans](#).

For updates on the development of REF 2028 at QMU, please visit our [REF 2028 intranet site](#) or contact: QMUREF2028@qmu.ac.uk

QMU Annual Researcher Development Training Programme

Each academic year we publish an annual programme of Researcher Development Training supplemented by a range of ad hoc training



events and opportunities. External partnership and collaboration with other Higher Education Institutions is key to delivery. The programme of events is available on [AdCal](#), the institutional Integrated Academic Development Calendar, which provides an overview of development opportunities including free external events. We welcome feedback and suggestions from researchers on researcher development needs. Contact: rkedu@qmu.ac.uk

QMU Definition of Early Career Researcher (ECR)

At QMU an ECR is generally considered as someone in the first four years of their independent research activity.

Independent research activity in the context of the ECR definition is defined as the period after completion of doctoral studies or equivalent professional research experience/standing, first Principal Investigator (PI) or grant holding role. Independent researchers should have a research progression/development plan in place.

This definition encourages our researchers to use a self-defining, albeit evidence based definition of when they commenced their independent research activity, recognising that different routes and varied career paths may lead to an independent research career. These periods exclude any career break, for example: family care, health reasons or increased teaching load.

British Academy Scottish Early Career Researcher (ECR) Network

QMU is pleased to be a collaborator in the [British Academy ECR Network-Scottish Hub](#). All arts, humanities and social sciences researchers who identify as an ECR are eligible to join, regardless of their funding source or background. The Hub aims to establish an inclusive, UK-wide network for ECRs, providing opportunities for skills development and networking across the whole country. Contact: rkedu@qmu.ac.uk

Teaching, Research and Academic Mentoring Scheme (TRAMS)

QMU is a partner in the cross-institutional [Teaching, Research and Academic Mentoring Scheme](#) (TRAMS) led by the University of St Andrews and the University of Dundee and in partnership with Abertay University, Glasgow School of Art, the James Hutton Institute and Trinity College Dublin (School of Medicine). The TRAMS Scheme pairs experienced Teaching and Research Academics (mentors) with colleagues at an earlier career stage (mentees), to provide guidance and structured support, in addition to peer to peer mentoring. The scheme covers all career stages. We actively welcome involvement from mentees and mentors from all staff. In addition to mentoring, the TRAMS scheme offers a range of inter-institutional development and training opportunities. Contact: rkedu@qmu.ac.uk

Collaborative Mentoring with Edinburgh Napier University

Additional opportunities for contract research staff (CRS) mentoring are also available as part of our wider research collaborations with Edinburgh Napier University. Contact: rkedu@qmu.ac.uk

QMU Contract Research Staff (CRS) Support and Engagement

Contract Research Staff (CRS) make a valuable contribution to QMU's research culture and we recognise that they are fundamental to our ability to develop and deliver excellent research. We have an active group of CRS and a dedicated mailing list to ensure that our CRS community is kept up to date with the latest sector and institutional developments as well as opportunities to engage in policy development and participate in decision making processes. Research in universities is often carried out by CRS. Typically, when research is funded by external research funders, CRS are employed to work on a specific research project, on a fixed term, research-oriented contract.

We have opportunities for nominated CRS representatives on all Research and KE related and policy informing committees and working groups. Our institutional CRS Mentor and our Research Strategy Committee CRS representatives are key contacts. Contact: rkedu@qmu.ac.uk

Researcher Development Concordat

QMU is committed to the [Concordat to Support the Career Development of Researchers](#), an agreement between stakeholders to improve employment and support for researchers and researcher careers in higher education in the UK. It sets out three clear principles of: environment and culture; employment; and professional and career development. The principles are underpinned by obligations for the four key stakeholder groups: funders; institutions; and researchers and managers of researchers, to realise the aims of the Concordat.

You can find [QMU's Action Plan](#) for the Concordat to Support the Career Development of Researchers on our website.

Central to this activity is an ethos of co-creation and importantly shared-ownership between the institution and its researcher community. Our Concordat for Researcher Development Working Group leads work in this area and comprises members of our research community including technical staff.

We fully support the principles of the Concordat and will continue to engage with its vision to ensure ongoing enhancement of the professional and career development of our research staff. The University also endorses the [European Charter for Researchers](#) and the [Code of Conduct for the Recruitment of Researchers](#).

10 Days Professional Development Training

This is one of the principles of the Concordat to Support the Career Development of Researchers, which explains that the 10 days professional development pro-rata training is an allowance for researchers to develop their professional competencies and gain experience to support their future career. Examples might include attending a training course or workshop, workplace shadowing, participating in a mentoring scheme (as mentor or mentee), committee membership, participating in policy development, public engagement, or knowledge exchange activities.

Culture, Employment and Development in Academic Research Survey (CEDARS)



QMU participates in CEDARS. This biennial national survey (run in odd-numbered years) is intended to gather anonymous data about working conditions, career aspirations and career development opportunities for research staff and research leaders in Higher Education Institutions. CEDARS is based on a standard question set to allow for UK benchmarking with other institutions and longitudinal comparison. It also provides valuable data for measuring progress in the implementation of QMU's Action Plan for the Concordat to Support the Career Development of Researchers.



Responsible Use of Metrics in Research Assessment



Researchers are often aware that they should avoid the use of dubious metrics or other proxies for research quality. QMU's [Institutional Statement on the Use of Metrics in Research Assessment](#) offers a useful guide to responsible research assessment. It provides a set of principles outlining good practice. It outlines QMU's commitment to:

- Becoming a signatory to the [San Francisco Declaration on Research Assessment \(DORA\)](#) to underpin its commitment to the responsible use of research metrics.
- Adopting the principles of the [Leiden Manifesto](#).
- Implementing the recommendations of the [Forum for Responsible Research Metrics \(FFRRM\)](#) and the principles of the [Metric Tide Report](#).

Contact: rkedu@qmu.ac.uk

QMU Working Paper Series

The [QMU Working Paper Series](#) aims to create a space for innovative thinking on collaborative, interdisciplinary and co-produced research to emerge and take shape. It intends to be a friendly, open space to disseminate, circulate and discuss continuing research. The objective is to support conversation and debate about new work, stimulating a lively exchange of ideas as well as enhancing networking and potential external collaboration among researchers, thinkers, practitioners and users. Contact: rkedu@qmu.ac.uk

Scottish Crucible



QMU actively encourages all early career researchers to consider participation in the [Scottish Crucible](#). The Scottish Crucible is the premier research leadership and development programme for Scotland's research leaders of the future. It has been established as a cooperation between the Scottish Funding Council, Royal Society of Edinburgh and partner Research Institutions. Built on the pillars of collaboration, interdisciplinarity, innovation and leadership, Scottish

Crucible engages with business, industry, media, policy and the public sector. Contact: rkedu@qmu.ac.uk

EURAXESS – Researchers in Motion



[EURAXESS](#) is a joint initiative of the European Commission and 33 European members and associated countries to create a more favourable environment for researchers to move freely in the European Research Area. It provides a range of information and support services to researchers who wish to study or work in Europe or stay connected to it. The EURAXESS network has more than 200 centres across 40 European countries that offer direct help to researchers to move between countries. It also provides links to international, European, national and regional web resources covering:

- Research fellowships and grants.
- Research job vacancies published by universities, industry, research organisations, foundations, etc.
- Administrative and legal issues related to moving from one country to another and up to-date information about cultural and family-related issues (housing, schooling, day-care, language courses, etc).
- Policies relevant to the career development of researchers in Europe.

[EURAXESS UK](#) is led by the British Council and provides up-to-date information and assistance to researchers who wish to work either within the UK or abroad. To promote researcher mobility, QMU is part of a network of Euraxess [local contacts points](#) across universities in the UK to support researchers who are entering or leaving the country. Contact: rkedu@qmu.ac.uk

UK Research and Innovation (UKRI) Early Career Researcher (ECR) Forum

QMU encourages its ECRs to engage with this important UK community of ECRs and innovators from across the research and innovation system. It offers ECRs a voice in UKRI's strategy, policy



development and decision making. The forum will give a say to roles including postdoctoral researchers, research associates and other staff whose primary responsibility is to conduct research, offering a direct route to engage with UKRI. To join the forum you need to complete an application form. You can apply at any time, however, applications are normally reviewed in batches, every three months. Contact: rkedu@qmu.ac.uk

Concordat for Open Research

QMU is committed to opening up research data for scrutiny and reuse, to enable high-quality research, drive innovation and increase public trust in research.

We support the principles in the [Concordat for Open Research Data](#) that recognise that research data should, wherever possible, be made openly available for use by others in a manner consistent with relevant legal, ethical, disciplinary and regulatory frameworks and norms, and with due regard to the cost involved.

Our institutional Research Data Management Group and Policy aims to ensure that our research data management practices meet the highest standards, setting out our expectations so that all stakeholders recognise their responsibilities and obligations and can contribute to data being maintained and preserved as identifiable, discoverable, retrievable, and reusable assets.

We continue to exploit the full potential of the open innovation paradigm by exploring ways to make the outcomes of our Research and KE more accessible to external stakeholders and enhance research infrastructure for impact husbandry and curation. Specifically we

are committed to exploring ways to make our campus more open and increase the flow of people between QMU and government/industry/third sector and vice versa to promote action learning. Contact: rkedu@qmu.ac.uk

Concordat for Research Integrity

QMU is committed to maintaining the highest standards of research integrity and therefore complies with the [Concordat to Support Research Integrity](#). This Concordat seeks to provide a comprehensive national framework for good research conduct and its governance. The Concordat sets out five commitments, laying out expectations upon researchers and the institution. The Concordat also provides assurances to government, the wider public and the international community that research in the UK continues to be underpinned by the highest standards of rigour and integrity. Contact: rkedu@qmu.ac.uk

Trusted Research and the New Research Collaboration Advice Team (RCAT)

Trusted Research aims to protect the integrity of the system of international research collaboration. The Trusted Research campaign aims to raise awareness of the risks associated with research collaborations that involve organisations or research partners with links to nations whose democratic and ethical values are different from our own.

RCAT offers support to QMU researchers on international laws and regulations supporting research. They also support the sharing of best practices, tools and techniques for managing risks within the research community; and where necessary, engaging with specific academic fields to provide tailored advice and guidance on specific threats they may face.

If you have a concern, specific training requirement or require support from the RCAT team, please contact: [contact: rkedu@qmu.ac.uk](mailto:rkedu@qmu.ac.uk)

Scottish Universities Research Culture Good Practice Exchange (SURGE)

SURGE is a new Scottish Funding Council (SFC) and Universities Scotland supported initiative to create a surge of momentum in addressing sector-wide research culture challenges and enhancing practice across Scottish Higher Education Institutions (HEIs). There is a strong desire across institutions to collaborate and not compete on Research Culture. The objective of SURGE is to promote collaboration and sharing of good practice instead of competition, foster responsible research, innovation and leadership, and attract and retain talented researchers in Scotland.

SURGE aims to build a Scotland-wide approach to addressing systemic Research Culture challenges. For more information contact: rkedu@qmu.ac.uk

SFC Alliances for Research Challenges (ARCs) - Scottish Alliance for Food: Health, equity and sustainability (SCAF)

QMU is a partner in the prestigious SFC funded collaboration - Scottish Alliance for Food, Health, Equity and Sustainability (SCAF). SCAF is a collaborative initiative bringing together perspectives from social, natural, and applied sciences, arts and humanities, to address critical emerging research questions related to building a better food future for all. Through research, SCAF aims to stimulate collaborations and innovation, develop competencies, and foster knowledge exchange to support evidence-based solutions that benefit society and the environment.

QMU Food and Drink Network

QMU has a cross-school interdisciplinary network for research and KE staff interested in Food and Drink. This aims to build on some of the fantastic work already taking place across the institution, our links with local SMEs, industry bodies, entrepreneurship and our participation in SCAF. For further information Contact: rkedu@qmu.ac.uk

Research Integrity Training for QMU Researchers

Through collaboration with the University of Dundee, training modules are available to all researchers to support understanding of research integrity and compromised integrity issues and to instil a culture of good practice. Responsible and Ethical Practice in Research is an online video-based training course designed to promote researcher awareness and engagement with research integrity issues.

As advertised via the [Yourdevelopment Training Directory](#), the course covers:

- Plagiarism and recycling of text and research outputs.
- Authorship and collaborative research and data management.
- Peer review and publication ethics and general issues such as research misconduct and questionable research practice.

UK Research Integrity Office (UKRIO)

QMU works closely with the UK Research Integrity Office (UKRIO), who provides independent expert and confidential advice on the conduct of academic, scientific and medical research, from promoting good practice to addressing poor practice and misconduct. This is open to all, including members of the public, research participants, patients, individual researchers, research students and research organisations. UKRIO welcomes [enquiries](#) on general or hypothetical topics, as well as those on specific research projects, issues and cases. Contact: rkedu@qmu.ac.uk

Scottish Universities Research Integrity Network (SRIN)

QMU is a member of the Scottish Universities Research Integrity Network (SRIN) and the Scottish Collaborative Group for Responsible Innovation. These provide excellent resources and networks for good practice. Contact: rkedu@qmu.ac.uk



QMU Research Ethics

QMU has well-established regulations, procedures and guidelines for research ethics. The [Research Ethics Panel](#) is responsible for the scrutiny of internal applications for ethical approval for all research projects. The panel monitors ethical standards in research and advises on the related ethical principles, regulations and procedures. Contact for QMU Ethics: ResearchEthics@qmu.ac.uk

NHS Research Ethics and Governance

We work pro-actively with the East of Scotland NHS Ethics service to support researchers seeking ethical and management approval for NHS research. We have an annual QMU NHS Research Ethics and Governance Training Session to which all research staff are invited to attend. This covers good ethical practice and standards which can be applied to all disciplines. Contact for NHS Ethics: rkedu@qmu.ac.uk

Guidance on Conducting Research involving Deaf Signed Language Users

When undertaking any research with Deaf Signed Language Users it is essential that researchers are sensitive to the cultural differences and lived experiences of the people involved. Researchers are encouraged to refer to QMU expertise and new [institutional guidance](#). It is recommended that you discuss your ideas with an academic with expertise in this field. Colleagues based within the Division of Speech and Hearing Sciences can be contacted to talk through the ethical implications of your potential research. Contact: rkedu@qmu.ac.uk



Clinical Trials Registration

If you need to register clinical trials on the [Clinical Trials.Gov website](#), the QMU co-ordinating contact point is rkedu@qmu.ac.uk.

Safeguarding and Research

Safeguarding is defined as taking all reasonable means to prevent harm from occurring; to protect people, especially vulnerable adults and children, from that harm; and to respond appropriately when harm does occur. The scope of QMU safeguarding activity covers any sexual exploitation, abuse and harassment of research participants, communities and research staff, plus any broader forms of violence, exploitation and abuse relevant to research such as bullying, psychological abuse and/or physical violence.

Safeguarding is a high priority among UK funders and QMU is committed to ensuring that safeguarding implications are properly considered and managed during the lifetime of research projects. QMU has a number of existing policies and procedures to support researchers in the identification and mitigation of safeguarding concerns. These are available on our dedicated [QMU Safeguarding in Research and Innovation Webpage](#). Contact: rkedu@qmu.ac.uk

Whistleblowing Policy

The [QMU Whistleblowing Policy](#) allows researchers to raise concerns or to disclose information which they believe shows wrongdoing by the university or its staff that is of public interest.

Wellcome Trust Clinical Research Facility



Researchers benefit from the extensive training seminars and events hosted by the [Wellcome Trust Clinical Research Facility \(WTCRF\) in Edinburgh](#). The WTCRF provides an extensive multi-professional programme of education in the skills and tools required to carry out clinical research. It delivers over 60 training courses and seminars each year and works to meet the changing needs of clinical researchers locally and across Scotland. QMU utilises videoconferencing and web streaming technologies to support researchers in accessing this facility. Dedicated support is provided to Contract Research Staff (CRS) in accessing WTCRF courses. Contact: rkedu@qmu.ac.uk

Researcher Wellbeing

Our research culture is underpinned by a commitment to the promotion of researcher mental health and wellbeing, through for example, the effective management of workloads and people, and effective policies and practice for tackling discrimination, bullying and harassment. Report and Support provides an accessible way to report issues and ensure those reporting issues get the appropriate support. Researchers can participate in the institutional Staff Wellbeing Working Group, and we run regular workshops on Mental Health First Aid. A number of collaborative researcher wellbeing workshops take place each year including Academic Writing: Reduce Anxiety and Wellbeing in Academic Research. All Scottish Higher Education Institutions are committed to sharing researcher wellbeing resources. A link to these is available on our research intranet page. Contact: rkedu@qmu.ac.uk

Vitae



[Vitae](#) is the main UK body dedicated to realising the potential of researchers through transforming their professional and career development in local and global contexts. QMU is a member of Vitae, allowing all researchers to access a range of networks, resources and expertise for career development. Contact: rkedu@qmu.ac.uk

Vitae – Researcher Development Framework Planner (RDF)



QMU has an institutional subscription to the [Vitae Researcher Development Framework \(RDF\)](#). Researchers can use the RDF Planner for professional development, to identify strengths, action plan, review achievements and create a portfolio of evidence. Through the RDF Planner QMU can direct researchers to suitable courses and development opportunities linked to the RDF. Contact: graduateschool@qmu.ac.uk

Scottish Policy and Research Exchange (SPRE)



The [Scottish Policy and Research Exchange \(SPRE\)](#) is a network of professionals working together to deliver evidence-informed policy in practice. QMU's membership of SPRE helps researchers and policymakers to collaborate more effectively. Activity aims to expand the evidence base and range of expert voices available to the policy community and to help scholars – especially but not exclusively within the social sciences - to maximise the impact of research. Activities fall into three broad categories:

- Training and mentoring opportunities delivered in conjunction with partners.
- Digital platforms providing tools for researchers and policy professionals.
- Bespoke tools addressing particular policy challenges.

We organise regular QMU/SPRE training events and seminars. Contact: rkedu@qmu.ac.uk

UK Parliament Knowledge Exchange (KE) Network

QMU is part of the [UK Parliament Knowledge Exchange \(KE\) Unit](#) network. The network delivers training sessions for researchers, and those working in higher education, on engaging with Parliament

and have an [online hub](#) of resources for researchers and knowledge exchange professionals. They provide information about how research is used in Parliament; how they work to support researcher engagement; and how engaging with UK Parliament can be used to demonstrate impact.

As a member of the network, we receive [opportunities for researchers to engage with Parliament](#) (e.g. calls for evidence from select committees, tailored events and training, academic fellowships) along with a weekly round-up email for researchers and knowledge mobilisers which is used to share opportunities for researchers to engage with UK Parliament. Contact rkedu@qmu.ac.uk

Scottish Parliament Academic Network (SPAN)

QMU is an active member of the Scottish Parliament Academic Network. The network builds on an existing collaboration set up between the Scottish Parliament Information Centre (SPICE), Scotland's Futures Forum, Beltane and the Scottish Universities Insight Unit to encourage collaboration and KE between the Scottish Parliament and the academic community. Contact: rkedu@qmu.ac.uk

Knowledge Exchange (KE) Concordat

QMU was one of the first Scottish universities to sign up to the new national agreement in which UK institutions commit to develop their KE activities. The [KE Concordat](#) seeks to enhance KE within universities through the exchange of good practice and act as a catalyst for collaboration between universities and wider society.

Our approach to KE values the initiation and sharing of mission led/challenge based ideas that are focused on a broader perspective through the provision of a more holistic evidence base and added value for inclusive economic growth. We want to support our researchers and students to challenge conventional wisdom and inform new agendas, injecting knowledge and seeding ideas.

The QMU KE Concordat Working Group leads work in this area and comprises members of our researcher community. Contact: rkedu@qmu.ac.uk

Concordat for Engaging the Public with Research National Co-ordinating Centre for Public Engagement

QMU is committed to being an engaged university. QMU has signed up to the [Concordat for Engaging the Public with Research](#) which was developed by the UK's Research Funding Bodies. The aim of the Concordat is to create a greater focus on and help embed Public Engagement to enable researchers to share insights and maximise impact pathways. Public participation and civic engagement are key to the QMU researcher journey. Institutionally we play an integral role in public discourse and evidence based decision making through imparting knowledge and informed and measured views, and by shaping debates. Contact: rkedu@qmu.ac.uk

The Edinburgh Beltane Public Engagement (PE) Network BELTANE PUBLIC ENGAGEMENT NETWORK

QMU is a member of the [Edinburgh Beltane Public Engagement Network \(Beltane\)](#). This is a longstanding collaborative network for researchers interested in making academic research accessible to a wide variety of audiences with an emphasis on co-production. The Beltane comprises four Edinburgh universities: the University of Edinburgh, Heriot-Watt University, Edinburgh Napier University and QMU. The Beltane supports researchers through formal and informal learning programmes, fellowships, and opportunities to engage. They provide information about the growing field of, and issues around, public engagement through workshops, Twitter, ebulletins, and introductory sessions. Contact: rkedu@qmu.ac.uk

National Co-ordinating Centre for Public Engagement (NCCPE)

QMU was an early signatory to the [NCCPE Manifesto for Public Engagement](#). Becoming a signatory provides an opportunity to elevate our commitment to Public Engagement, exploring how it can be embedded within our research culture, incorporating the perspectives of stakeholders, user communities and members of the public. The

NCCPE's remit is to support and facilitate public engagement work within the higher education sector which makes a vital, strategic and valued contribution to 21st-century society. QMU works closely with the NCCPE to promote sector resources and training opportunities. Contact: rkedu@qmu.ac.uk

Equality, Diversity and Inclusion in Researcher Careers

QMU is committed to equality, diversity and inclusion in researcher careers and is actively involved in a number of sector initiatives to promote and embed good practice in this area including the [Vitae Every Researcher Counts](#) initiative. Our Equality and Diversity Committee sets the strategic framework for equality in service provision and employment across the University.

Diversity, Inclusion and Wellbeing Calendar

As part of QMU's ongoing commitment to social justice - embracing equality, diversity, inclusion, and the respect and support of our community – a new QMU Diversity, Inclusion and Wellbeing (DIW) Calendar was launched in 2022. The calendar was designed to act as the focus of communications, events and initiatives associated with its themes. The calendar was designed specifically with the QMU community in mind and available digitally to all our students and staff. The [Diversity, Inclusion and Wellbeing calendar](#) is available on the QMU website.

Athena SWAN



QMU achieved a Bronze Athena SWAN Institutional Award in April 2013 in light of its commitment to assisting the recruitment and retention of women in science, technology, engineering, maths and medicine (STEMM) employment. Since then, QMU has successfully renewed our Bronze Award in 2017 under the expanded Charter to address gender equality more broadly, not just focusing on barriers affecting women. The University continues through the Athena SWAN framework to identify and create an inclusive working environment for all our staff both Professional Services and Academics. Work is now currently underway

to renew our Institutional departmental Bronze application over the next year in line with Athena Swan's transformed principles. For more information on Athena Swan, please visit the [Athena Swan website](#).

Aurora

QMU has been a member of the Aurora leadership development initiative for women since 2014. The programme is run annually and all staff members inclusive of contract research staff are encouraged to apply through an internal application process. The University currently offers 8 places of which 2 are reserved for Contract Researcher staff members, following a suitable application. QMU also runs an internal Aurora delegates initiative to further support staff members once they completed the programme and to provide mentoring support to others in the University. For more information on Aurora, please visit [Advance HE Aurora website page](#).

Entrepreneur in Residence

We are involved in sector developments and initiatives to host rotating Entrepreneurs in Residence. Contact: rkedu@qmu.ac.uk

Learning Enhancement and Academic Development Centre (LEAD)

The LEAD Centre provides strategic leadership of the enhancement of learning, teaching and assessment across the University.

In alignment with QMU's [Strategic Plan \(2020-2025\)](#), LEAD collaborates with colleagues across Scotland, the rest of the UK and internationally to share and celebrate best practice in learning enhancement, academic development, and leadership of learning and teaching.

LEAD's main areas of focus include:

- Offering academic writing and study skills support to students through our [Effective Learning Service](#)
- Offering continuing professional development (CPD) for staff
- Curating useful resources and a calendar of available external CPD events

- Supporting colleagues to work towards Fellowship of Advance HE
- Developing and supporting a pipeline of QMU Leaders of Learning and Teaching
- Supporting the implementation of the QMU Student Experience Strategy.

Maintaining Contact with Legacy Researchers

QMU is committed to maintaining contact with researchers where the research they were employed to undertake and their contract of employment with the University has come to an end. Such former staff members are referred to as legacy researchers. We place high value on supporting long term collaboration with all of our research community, including activities such as grant support, publication and impact. Contact: HRAdmin@qmu.ac.uk

Research Careers

We support researchers in exploring and preparing for a diversity of careers, for example, through the use of mentors and careers professionals, training, and secondment. We recognise and actively encourage the movement of researchers to and from careers outwith academia, recognising that this is one of the most impactful pathways of KE.

Early Career Researchers (ECRs) – Careers Management Skills Course

We offer an [ECRs Career Management Skills Course](#). Being an ECR can be challenging with multiple future career options. The course supports researchers in career management and reflecting on research career outcomes. All Scottish Higher Education Institutions are committed to sharing researcher career resources. A link to these is available on our research intranet page. Contact: rkedu@qmu.ac.uk

Tracking the Career Destination of Researchers

QMU is working in partnership with other institutions and funders to better understand researcher career destinations. We are developing

a series of case studies to explore and showcase the varied research career pathways. If you would like to be involved please contact rkedu@qmu.ac.uk

Enterprise Creation

Our on-campus [Business Gateway](#) offers support for researchers interested in setting up their own business, including a bespoke “Establishing yourself as Independent Research Consultant” training seminar. Contact: rkedu@qmu.ac.uk

QMU Graduate School

The QMU Graduate School promotes an inclusive and interdisciplinary environment for PhD and Professional Doctorate candidates. We continue to grow our Graduate School to develop the teaching and research nexus through an enhanced doctoral experience. This is supported by the development of curricula underpinned by our critical and applied research and practitioner expertise. As well as the traditional PhD Programme, the Graduate School also offers PhD in Creative Practice, PhD by Publication (Prospective) and a PhD by Publication (Retrospective). graduateschool@qmu.ac.uk

Scottish Graduate Schools



QMU belongs to the [Scottish Graduate School for Arts and Humanities](#) and the [Scottish Graduate School for Social Sciences](#). By combining the expertise of sixteen universities across Scotland, the national Graduate Schools offer comprehensive and world-class research training in a number of discipline-specific and interdisciplinary pathways. The Schools are funded jointly by the Research Councils and the Scottish Funding Council. Contact: graduateschool@qmu.ac.uk

Research and Knowledge Exchange Development Unit (RKEDU)

RKEDU facilitates the development and implementation of the University's Research and Knowledge Exchange (KE) by supporting and advising the Deputy Principal on the leadership, delivery and implementation of the Research and KE Strategy. The Unit supports research policy and strategy; research culture; REF and research assessment/metrics; researcher development and training; UKRI concordats; public and civic engagement; innovation and enterprise; research governance, integrity and NHS ethics; research impact; research investments and statutory returns; and place based research initiatives. Contact: rkedu@qmu.ac.uk

Research Grants and Contracts Unit (RGCU)

RGCU provides support for all aspects of applying for and managing research grants and other externally funded project income including project costing and pricing, funding applications, negotiating funder contracts and collaborative agreements, intellectual property protection, and post-award financial management and reporting. Contact: rgcu@qmu.ac.uk.

Research Professional

All staff have access to [Research Professional](#), a comprehensive database of funding opportunities for research in the UK and internationally. Research Professional also provides the latest funder and policy news. Contact: rgcu@qmu.ac.uk.

Information Services Support for Research

QMU IT provides leading technology solutions to support researchers. This includes various data storage options as well as access to leading statistical and research solutions. IT are the contact point for the Research Data Management Policy. The IT team are always keen to work with researchers to ensure research is as productive as possible. Contact: Helpdesk@qmu.ac.uk

Library Services and Research Support Librarian

In addition to an extensive range of online journals, databases, citation research tools and other dedicated research resources, our [Research Support Librarian](#) and Liaison Librarians can provide the following services:

- Advise researchers on carrying out literature searches.
- Advice and support on open access publishing, including support to make researchers' work open access, advice on finding open access journals to which to submit research, and access to 'transformative' deals that cover article processing charges for publishing gold open access with select publishers.
- Advice on meeting REF and research funders' requirements for open access.
- QMU's institutional repository eResearch, and supporting researchers to make their work publicly available, and offering advice on copyright, Creative Commons Licences and other rights.
- A repository of completed research datasets, eData, and advising on data management. The data that is archived can be made publically accessible, or stored confidentially depending upon its content, and the requirements of the researcher.

Contact: EResearch@qmu.ac.uk

Read and Publish Deals (Transformative Agreements)

QMU authors can publish gold open access in a wide variety of journals by certain publishers at no cost to the author. This is part of the library's subscription to "read and publish" deals between publishers and Jisc and SCURL (Scottish Confederation of University & Research Libraries). For more information, and an up-to-date list of participating publishers, see the [Read and Publish guide](#).

QMU Research Repositories

QMU research repositories contain a growing collection of research publications and outputs by QMU authors. QMU researchers can deposit items themselves by logging in, or have the eResearch team deposit on their behalf by sending details to: EResearch@qmu.ac.uk

eData

eData is a data repository where QMU researchers can store finished project data that, where appropriate, can be accessed and potentially re-used by other researchers.

eResearch

eResearch contains a growing collection of research publications and outputs by QMU authors. Here you can find journal papers, published conference proceedings, book chapters, monographs and other research produced by QMU researchers.

Research Support: Managing Your Research Identity

It is important that researchers manage their identity to ensure that their publications and citations are properly recorded. Unique identifiers can help with this. In addition, many funders require researchers to have a unique ID.

ORCID ID



[ORCID \(Open Researcher and Contributor ID\)](#) provides researchers with a unique persistent digital identifier, allowing disambiguation from other authors with the same or similar names. Individual researchers can register with ORCID for free, complete a profile and list or match their ORCID with their publications via the CrossRef system. It is also possible to link an ORCID identifier with other identifiers, including those generated by SCOPUS, ResearcherID and LinkedIn.

We actively encourage researchers to register and share [ORCID IDs](#).

Research Technician Team and Laboratory Support

The team consists of five experienced technician's with a track record of providing highly specialised support to researchers for a diverse range of research areas. These include Biochemistry, Microbiology, Exercise Physiology, Biomechanics, Speech and Language Science and Food Science.

The team ensures a safe working environment for researchers, providing guidance on using a wide variety of specialised measurement equipment, such as 3D Vicon motion analysis, High Pressure Liquid Chromatography, Ultrasound Electropalatography, VO2 Max Gas analysis, Electromyography, Texturometer, Viscometer and Homogeniser.

The team work in conjunction with researchers to guide them with calibration, operation and data analysis, as well as supporting development of new measurement protocols to address key research questions. Contact: agrainger@qmu.ac.uk

Marketing and Communication Team

The Marketing and Communication Team can help researchers with the following:

- Announcing your new research funding in collaboration with government and funding bodies.
- Publicising your findings in specialist press or mass media (print and broadcast).
- Using print and broadcast media (including comment articles), social media, blogs and videos to raise your profile as an expert.
- Highlighting your research on campus.
- Promoting your research within third-party organisations.
- Helping you put research findings in front of those that can use them in their work, including policy makers and politicians.
- Media and social media training.

Contact: marketing@qmu.ac.uk



QMU Easy Intellectual Property (IP) Policy

The [QMU Policy on IP Ownership](#) is underpinned by the principle of “Easy IP”. This aligns closely with our institutional commitment to impact and translational research and provides an IP exploitation framework to maximise user engagement with our research. Central to this is the QMU objective that researchers should have free, uninhibited access to the IP that have generated during their research except in specific highly commercial circumstances and subject to external funder clauses. In support of this we have a collaboration with the University of St Andrews in the provision of back office technical expertise in IP exploitation. Contact: rgcu@qmu.ac.uk

QMU Innovation Fellowships

QMU funds an [Innovation Fellowship Scheme](#) to support the translation of research into sustainable innovation led economic growth that leads to societal, cultural as well as economic impacts and outcomes. An annual call for applications is normally issued in late Spring each year. Contact: rkedu@qmu.ac.uk

On-campus Business Gateway

Our on-campus [Business Gateway](#) service provides bespoke support for researchers in enterprise creation. The Business Gateway is a Scotland-wide service, provided by a partnership of Scottish Local Authorities, Enterprise Agencies and the Scottish Government, which offers free and impartial advice and support to small business start-ups. QMU is the first Scottish university to host a Business Gateway office. Contact: rkedu@qmu.ac.uk



The Business Innovation Zone (BIZ)

The [QMU Business Innovation Zone \(BIZ\)](#) provides a focus for our enterprise creation activities and is open to all researchers, staff, students and alumni who have an innovative idea for enterprise creation. We provide practical support in terms of incubation space, and nurture ambitions by working with partner organisations who champion enterprise education and provide free one-to-one advice, workshops, events and access to national commercialisation competitions. Open innovation/shared SME space is key to our Estates Strategy. Within the BIZ, QMU also hosts the on-campus East Lothian Business Improvement District (BID). The BID represents 42 SMEs and offers a great network for business engagement for our researchers. Contact: rkedu@qmu.ac.uk

Converge

CONVERGE

Supported by all of the Scottish Higher Education Institutions [Converge](#) is the leading, pan Scotland, company creation programme for researchers, with the aim of creating a new generation of entrepreneurs in Scotland. There are four categories:-

- Converge Challenge – for more established ideas with high commercial potential and scalability
- Kickstart – for early stage innovative ideas
- Create Change – for creative projects with a social purpose or social projects with a creative edge
- Net zero – projects that deliver impact for Scotland's net zero goal.

Converge helps the most innovative and creative researchers to realise their entrepreneurial ambitions. Contact: rkedu@qmu.ac.uk

Membership of the East of Scotland KTP Centre

The Knowledge Transfer Partnership (KTP) scheme helps organisations to innovate and grow. It does this by linking them with a university and a graduate to work on a specific project. Each KTP is a three-way partnership between an organisation, an academic institution and a graduate. The academic institution employs the recently-qualified graduate who works at the organisation. The graduate, known as the ‘associate’, brings new skills and knowledge to the organisation. QMU is a member of the East of Scotland KTP Centre, who help define projects and prepare the funding application, alongside the Universities of Edinburgh, Stirling, St Andrews; Edinburgh Napier and Heriot Watt. Contact: rkedu@qmu.ac.uk



QMU has secured EU funding to create a sustainable alliance of European HEIs, incubators, start-ups, and industry partners with the aim of creating a leading European programme for entrepreneurship. This underpins a major step change in QMU’s innovation culture and capabilities through collaboration with Edinburgh Napier University, East Lothian Council and universities across the EU, aligned closely with opportunities arising from the new QMU Innovation Hub. SFF supports early-stage start-ups and entrepreneurial spirited individuals looking to join a start-up in its early days. It provides members with expert coaching and start-up development. Eventually, you will have the chance to join one of our top European partner incubators. We encourage all researchers interested in Entrepreneurship to set up a profile on the QMU Start for Future Platform, available on our website or by contacting rkedu@qmu.ac.uk

QMU Enterprise and Innovation Network

In QMU’s Student Experience Strategy, “Employability, enterprise and entrepreneurship” is one of the priority areas and one of the actions for this area is to “Support and encourage development of enterprise skills to foster employability and entrepreneurship in graduates”. This also aligns very closely with our Research and Knowledge Exchange Strategy and exciting new opportunities emerging from the new QMU Innovation Hub and SFC’s Entrepreneurial Campus Strategy. Our informal Enterprise and Innovation Network offers opportunities to learn with others about what enterprise is and ways of embedding it in our programmes and research. To join contact rkedu@qmu.ac.uk

Scottish University Network for Social Innovation

[QMU is part of the Social Innovation Network being led by Glasgow Caledonian University and linked to the Social Innovation Connect initiative.](#) The aim is to share and accelerate new ways of working in order to tackle the underlying causes of our shared social challenges, which have become increasingly prevalent in recent years. If you are interested in the network, contact rkedu@qmu.ac.uk

Commercialisation of Research

QMU works closely with Scottish Enterprise High Growth Spin Out Programme who are able to support us in more traditional forms of research commercialization. This includes market readiness assessments and the provision of a range of support mechanisms, advice and guidance. Please contact rkedu@qmu.ac.uk if you have an idea or opportunity that you would like to explore.

SHIFT – Creative Industries

SHIFT is QMU's annual creative industries entrepreneurial skills and training collaboration with the Royal Conservatoire of Scotland and The Glasgow School of Art. Working across a range of disciplines and different backgrounds, participants will learn the collaborative, practical, creative and business skills necessary to “shift” research ideas and opportunities in the Creative Industries. Researchers and students can apply to SHIFT via our [website](#) or contact rkedu@qmu.ac.uk for more information.

THRIVE – Food and Drink

THRIVE is QMU's ambitious annual entrepreneurial initiative to support the next generation of food and drink innovators, delivered in collaboration with Scotland's Rural College (SRUC). It aims to develop new talent to enable sustainable growth in Scotland's food and drink sector and the need for Scotland to create a renewed culture of research led innovation. Through the combined research and industry expertise of the THRIVE partners, the team pushes the boundaries of innovation and supports aspiring entrepreneurs get their ideas off the ground. Researchers and students can apply to THRIVE via our [website](#) or contact rkedu@qmu.ac.uk for more information.

Local Government Ask the Expert Directory

Strong relationships with East Lothian Council and other Local Government partners are an important part of our research and KE culture. All researchers are encouraged to join our Ask the Expert Directory which allows you to set up an expertise profile in the Local Government procurement system. This opens a range of consultancy and tendering opportunities – all great pathways to research impact. For more information contact rkedu@qmu.ac.uk

Researcher Engagement with Industry

QMU is uniquely positioned to help small and medium-sized businesses (SMEs) to innovate and grow, and in turn provide growth and employment in the economy. Increasingly our focus is on demand-driven collaborative activity, addressing the needs of the key industry sectors identified within the Scottish Government's Economic Strategy. There are a range of funding opportunities available to support SMEs to work with researchers. QMU also subscribes to a number of industry body membership groups such as [Scotland Food and Drink](#). We provide a range of matching services to support industry engagement and are able to partner researchers with external companies. Contact: rkedu@qmu.ac.uk

Third Sector Research Forum

QMU is a member of The Third Sector Research Forum - a fantastic resource for all career stage researchers across all disciplines interested in collaborations with third sector partners. It provides support in formulating research to reach a whole host of populations in the voluntary sector or in co-producing research with those populations and interest groups. More information [here](#).

Innovation Vouchers

Through [Interface](#), the Scottish Funding Council offer a number of funding programmes to encourage research and industry engagement to support SME's to develop new products, processes or services or to develop their workforce. Standard Innovation Voucher funding provides grants of up to £5000 to cover the cost of any work undertaken by the University. Projects must be innovative and lead to a new product process or service or an innovative workplace business process that has benefit for both the company, the academic institution and the Scottish economy. Contact: rkedu@qmu.ac.uk

QMU and the Edinburgh and South East Scotland City Region Deal

QMU and East Lothian Council secured £30 million, from the Edinburgh and South East Scotland City Region Deal towards the development of Edinburgh Innovation Park on land next to the University campus. We are using this to elevate our focus on “place-based research” to ensure connectivity and coherence in research and innovation that is strategically integrated into the regional growth agenda. As part of this development, an Innovation Hub will facilitate an expansion of the University’s existing Scottish Centre for Food Development and Innovation and will provide flexible commercial space for small and medium sized businesses. The Innovation Hub is expected to act as a catalyst for the further development of an Innovation Park, based broadly around the theme of food and drink but with opportunities for health and wellbeing, on a 52 acre site close to the University campus. The Edinburgh and South East Scotland City Region Deal also promotes place based cohesion with regional Universities, including with the School of Informatics, University of Edinburgh and Edinburgh Napier University to understand the potential of artificial intelligence and big data. Contact: rkedu@qmu.ac.uk



