

Dear all,

We hope you are all settling well into the new term. For our Lent term Research Culture newsletter, we wanted to share a few highlights from last term, plus one opportunity coming up...

### **CBU research culture training is going wider**

As part of the Improving Scientific Practices in Cognitive Neuroscience module, research culture training is delivered to all graduate students at the CBU. Training based on this course is now being adopted across other University departments, including Public Health and Primary Care, the MRC Epidemiology Unit, and the MRC Biostatistics Unit.



### **CBU Graduate Retreat (30 October)**

The CBU Graduate Retreat brought our MPhil and PhD students together for a full day of talks and discussion. Alongside sessions on what makes a good graduate student and managing mental health, the day included a Research Culture panel with Professor Adrian Liston (Department of Pathology), alongside Nimrod Hertz and Dr Saskia Frisby. One key theme was that a strong research culture is not a “nice extra”, but part of what makes good research possible in the first place, and that it is shaped by the whole lab, not just the PI. We would like to thank our speakers, plus the Grad Reps – Carly Hood, Emily Bagley, Julia Beker, and Gabriel Mackie – for facilitating the session.

### **CBU Postdoc Retreat (1 December)**

The CBU Postdoc Retreat included a dedicated Research Culture session focused on what positive research culture looks like in practice. The session featured a talk by Professor Kourosh Saeb-Parsy (Department of Surgery), who shared his approach to building a culture that supports both good research and good collegiality. This was followed by a widely praised group discussion where postdocs shared challenges, practical tips and tricks, and took a moment to “count their blessings”. We would like to thank Kourosh for his talk and the Postdoc Committee, chaired by Lydia Hickman, for organising the session

### **Congratulations to Charlotte Garcia (EDI Award)**

Our very own Charlotte Garcia was awarded a Clinical School EDI Award for outstanding contributions to EDI in the workplace. Charlotte said: “Having award schemes is important because of what it signals: it signals that this kind of work is important and recognised by the university as such [...] but so often goes unnoticed and under-appreciated. One con is that it doesn’t directly give credit to all the folks who have led and contributed to many EDI and RC initiatives and committees at the CBU, of which there are many!”



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## RCWLTS Communication Survey Results

The results of the RCWLTS Communication survey are now available [here](#). We encourage everyone to have a look – the responses give a useful snapshot of what is working well across the Unit and where clearer communication could make day-to-day work even smoother. We thank Halid Oğuz Serçe for the data visualisations.



## Opportunity: ARRC facilitated team handbook workshop

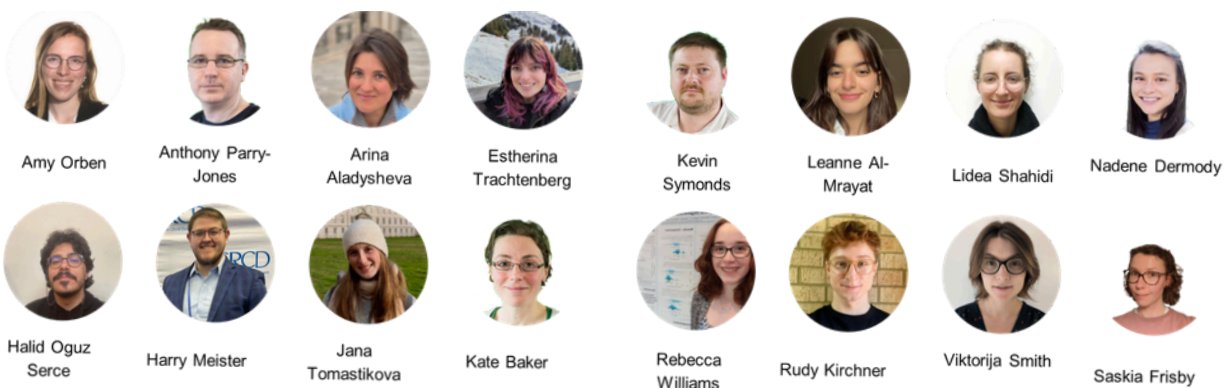
Want to improve relationships in your research group? The University's Action Research on Research Culture ([ARRC](#)) team (Bennett Institute for Public Policy) is offering a workshop to help you and your group write a team handbook tailored to your team's culture, aspirations, and context. Sessions are available in half-day or full-day formats.

## Research Culture WLTS recordings and blogs

We hosted two Research Culture WLTS sessions that brought academics together from across Cambridge to share perspectives on collaboration at different scales and what cross-cultural communication looks like in practice. If you could not attend or would like a refresher, you can watch the recordings and read the blogs on our [webpage](#). There you will find the recording and blog posts for:

- Collaboration across scales (19/11/2025), talks by Prof. Duncan Astle and Julia Baker
- Communication across cultures (21/01/2026), talks by Kasia Lanucha and Professor Caroline Trotter

## Last but not least – meet our amazing research culture working group members:



Once again, congratulations to everyone involved in these wonderful accomplishments, and to everyone who has engaged with the research culture initiatives so far!

Rudy, Leanne, & Estherina, on behalf of the research culture working group

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