

Research Strategy – Department of Psychology

Vision (max 200 words)

Psychology in Durham is nationally and internationally recognised for our research in Behavioural and Cognitive Neuroscience, Developmental Science, and Quantitative Social Psychology. We aim to continue to produce world-leading research and translate this into world-leading impact in an environment that is open and welcoming to all. Our vision is:

“To be an open, diverse and vibrant scholarly community that produces world-leading psychological science and translates this research into world-leading impact in health, wellbeing and sustainability at the individual and societal level.”

Delivery of this vision requires investment in key infrastructure and facilities such as the Neuroimaging Centre, LSSU and specialist psychology labs, alongside recruitment of world-leading scholars and excellent support staff (technicians and PSS) and financial resources to facilitate developing and recording for 7-10 impact case studies, activities that support grant capture, mentoring and training for all staff to enhance quality of research outputs and support EDI initiatives.

Departmental strengths are:

- Reputation: Top 10 of UK Psychology departments in key league tables
- Long history of world-leading expertise in vision science and visual cognition,
- Behavioural Neuroscience of learning and memory
- Internationally recognised leadership in the field of neurodiversity in research and practice
- A recent growth in innovative and applied research in the field of Behavioural Science and Quantitative Social Psychology
- Implementations of EDI values (see Athena Swan Silver Award)

Strategic Research Themes and Priorities

<p>Theme 1: Interdisciplinary imaging for health and behaviour <i>Priority:</i> To develop an internationally recognised neuroimaging centre that provides a world class environment for scholars from across the university to engage in world-leading disciplinary and interdisciplinary research in health & behaviour with industrial, 3rd sector and clinical partners, led by an experienced director with an international reputation for developing and leading major imaging facilities</p>	<p>Theme 2: Behavioural and clinical neuroscience of health and wellbeing <i>Priority:</i> To expand our world class fundamental research on the biological and cognitive mechanisms of learning, memory and perception in animal and human models and translate these insights into new approaches to the treatment of neuropsychological and developmental conditions, leading to significant benefits to physical and mental health & wellbeing.</p>
<p>Theme 3: Diversity in emotional and cognitive development <i>Priority:</i> To advance theory and practice in the field of Developmental Science, with an emphasis on prenatal, infant and child development using a wide range of rigorous and innovative</p>	<p>Theme 4: EDI in research <i>Priority:</i> To embed equality, diversity and inclusion in our day-to-day research and scholarly practice, with a particular focus on generating internationally recognised research and impact, and the ambition to achieve Athena Swan Gold Award.</p>

<p>methodological approaches. The Centre for Neurodiversity & Development is a catalyst for the translation of high-quality research evidence into practice, taking multi-disciplinary perspectives to conduct research that can improve the mental health & wellbeing and lives of neurodivergent young people and their families, and contribute to supporting a diverse and inclusive society.</p>	
<p>Theme 5: Application of quantitative social psychology to policy and behaviour change Priority: To develop an Interdisciplinary Behavioural Science Research Centre that leverages industrial partnerships and links with other stakeholders via the Executive Masters in Behavioural Science to develop world-class impact case studies that translate our understanding of human behaviour into impactful research that speaks to the human factor in sustainability and health.</p>	<p>Theme 6: Translation & impact in health and sustainability Priority: To develop a wide portfolio of research that delivers world-leading impact in health, wellbeing and sustainability at the individual and societal level, and will enable us to deliver significant improvement in the number and quality of Impact Case Studies available for submission to the next REF.</p>

Aims and Indicators of Success

Aims	Strategy into action: critical initiatives	Success indicator
<p>1: Investment in major interdisciplinary laboratory facilities, including:</p> <ol style="list-style-type: none"> 1. New modular MRI facility situated at Science Site 2. LSSU <p>and appointment of world-leading researcher with experience leading an MRI facility to facilitate interdisciplinary neuroimaging research with institutes, industry and the public sector (Themes 1 & 2)</p>	<p>Integrate MRI plans with Faculty research strategy</p> <p>Development of Business Case for modular MRI scanner</p> <p>Development of business case for Strategic Research Fund, and other opportunities for co-funding (e.g., MRC medium range equipment)</p> <p>Development of business case for Strategic Research Fund, and other opportunities (e.g., ARC)</p>	<p>Short term indicator Completion of LSSU redevelopment by end AY 2022/2023</p> <p>Medium term indicators: Acquisition of scanner and installation on Science Site and appointment of Director of Imaging</p> <p>Long-term indicators: Increase international reputation through increase in 4* research outputs</p> <p>Increased number of citations</p> <p>Increased and diversified grant income (see also point 5)</p> <p>Increased applications from PGR/PGT student</p>
<p>2: Generate 7 -10 impact case studies for next REF cycle (Themes 2, 3, 5 and 6)</p>	<p>Appointment of Relationship Manager / Impact Officer to manage research and impact relationships with stakeholders to help build and maintain relationships with people and institutions outside the</p>	<p>Short term indicators: Confirmed expression of interest from different external stakeholders.</p> <p>Long-term indicators:</p>

	<p>university: for (1) impact, (2) participant recruitment, and (3) commercial relationships (e.g., commercial users to provide some of the revenue supporting the MRI centre). See also support for large scale data collection</p>	<p>Increased number of 4* ICS and related increase in ranking at next REF</p> <p>Increased income from external stakeholders and industry.</p>
	<p>Acquire new resources for impact development</p> <ul style="list-style-type: none"> • HoD to discuss extra dedicated impact resources with Science Faculty • DoR, DoI and SRA to discuss options for more efficient use of SRA time to support impact project 	<p>Short / Medium term indicators: Increased number of colleagues involved in impact activities by 2024/2025</p> <p>Increased number of potential ICS by 2024/2025</p> <p>Long term indicators: Increased number and quality of potential ICS to select from at next REF</p>
	<p>Communicate expertise and best practice to all academics through workshops and other activities organised by DoI</p>	<p>Short term indicators: DoI to ensure all colleagues to have the opportunity to attend an impact Workshop by end of AY 2023/2024</p> <p>Long term indicators: Increased quality of potential ICS to select from at next REF</p>
	<p>To credit workload related to impact work</p>	<p>To revise and implement WL related activities in the departmental WLM model</p>
	<p>Recognising impact activities in DPPC</p>	<p>Increased number and quality of potential ICS to select from at next REF</p>
	<p>Restructure Research Committee funding policies to better support impact activities</p>	<p>Increased number and quality of potential ICS to select from at next REF</p>
	<p>Establish bank of 4* ICS from Psychology and related disciplines akin to the resources available for grant application</p>	<p>Increased number and quality of potential ICS to select from at next REF</p>
	<p>Continued support for development, engagement and leadership of Psychology facing University Research Centres (e.g. Centre for Neurodiversity, CVVC, DCI, new Centre for Behavioural Science Research, IAS, BEER, LAMP, DCERC, WRIHW)</p> <p>Engagement with Centres will also drive outputs, grant capture, and external reputation for excellence. Key actions will be</p> <ul style="list-style-type: none"> • submit a Centre bid for the Centre for Behavioural Science 	<p>Medium-term Indicators Establish for Centre for Behavioural Science Research</p> <p>Long term indicators: Improved grant capture, Improved stakeholder engagement and number of 4* ICS for next REF Improved international reputation in league tables (QS/THE) Established ESRC Centre for Neurodiversity by 2027</p>

	<ul style="list-style-type: none"> submit ESRC Centre Grant for Centre for Neurodiversity 	
	<p>Develop systems to support large-scale data collection from diverse communities outwith the UG population, such as:</p> <ol style="list-style-type: none"> Children & infants Local communities Low SES groups Marginal groups NHs patients <p>Key actions will be:</p> <ul style="list-style-type: none"> Appointment of Relationship Manager / Impact Officer to manage research DoR, DoI and SRA to agree plans for more efficient use of SRA time to support impact projects More engagement of UG and PGT voluntary RAs in impact activities Leverage PSS support already in place for Executive Masters to identify stakeholders, partners and sources of income Support for outreach/engagement activities 	<p>Short term indicators: Increase the number of PGT students acting as Voluntary RA's by 50%</p> <p>Long term indicators: Increased number of 4* outputs</p> <p>Increased number and quality of potential ICS to select from at next REF</p> <p>Increased citations</p>
	<p>Expanding consultancy through establishing a Behavioural Science Clinic</p>	<p>Enhanced stakeholder engagement leading to improved quality ICS</p>
<p>3: To embed equality, diversity and inclusion in our day-to-day research and scholarly practice, with a particular focus on generating internationally recognised research and impact, and the ambition to achieve Athena Swan Gold Award (Theme 4)</p>	<p>Regular departmental research and open science events (e.g., research seminars, RIOT club)</p> <p>Implementation of a mentoring system, with a special focus on early career researchers</p> <p>Allocating one day per week for research and/or professional development to teaching-only staff</p> <p>Including contract research and teaching-only staff in the full range of departmental initiatives.</p> <p>Internal symposia on EDI and embedding into research and decolonisation drawing on internal expertise</p>	<p>Short term indicators: Gain the 3rd Athena Swan Silver Award</p> <p>All colleagues to have the opportunity to attend internal EDI symposia by end 2023/2024 AY</p> <p>All colleagues to have the opportunity to take part in mentoring by end 2022/2023 AY</p> <p>Long term indicator: Achieve Athena Swan Gold</p>

	To implement the Action Plan of the recent Athena Swan Silver submission	
4: Increasing and diversify grant income with a goal of sustaining income of £2M a year by 2025. (Themes 1-3)	Implement Psychology-specific training for research grant applications DoR to ensure colleagues to have opportunity to attend training by end 2023/2024 AY Database available to colleagues by start 2023/2024 AY All eligible staff to have taken at least 1 term of Research Leave by end of 2024/2025	<p>Short term indicators: Increase number of large (100k+) grants submitted per FTE</p> <p>Long term indicators: Increased number of grant applications to average of 1 per year per FTE by 2025 Increased number of grant awards Sustained income of £2m pa by 2025 Bring proportion of funds won/ funds applied for more in line with Faculty of Science average Increased number of 4* outputs eligible for next REF Increased citations</p>
	Create local database of grant applications to facilitate easier access to previous successful / unsuccessful applications	
	Create more opportunities for grant writing via research leave, resources for writing retreats and dedicated research time	
	Increased allocation of resources for internal peer review to afford more opportunities for early peer review and development of grants	
	Emphasise quality over quantity in annual progress reviews and probation meetings	
	Expanding consultancy through establishing a Behavioural Science Clinic	
5: Raise International profile (All Themes)	Develop MRI centre and Centre for Behavioural Science (see Aims 1 and 2)	Increased global reputation and standing in league tables (e.g. THE/QS) Enhanced research environment
	Attract leading scholar & major conferences to Durham University by hosting national society meetings, workshops and major international conferences. <ul style="list-style-type: none"> • Some aspects of national conference organisation can be supported by SRA (with discussion with Dept Manager and DoR) • Major conference organisation is very time consuming and may be a 	Increased numbers of conferences organised at DU by Dept of Psychology, with at least one major conference by 2025/26 Increased global reputation and standing in league tables (e.g. THE/QS)

<p>good target activity for Research Leave.</p> <p>Encourage colleagues to include funds for workshops/meetings in grant applications</p>	
<p>Continue to support attendance at conferences to present research and encourage colleagues to make use of external sources of travel money so that academic staff have the opportunity present their research at one or more national or international conferences or meetings per year.</p>	<p>Increased global reputation and standing in league tables (e.g. THE/QS)</p> <p>Increased number of citations</p>