eurodoc

The European Council of Doctoral Candidates and Junior Researchers

Contributions of early career researchers to reforming research assessment via OPUS, SECURE and CoARA

Sebastian Dahle
President of Eurodoc

Agenda

1. Introduction
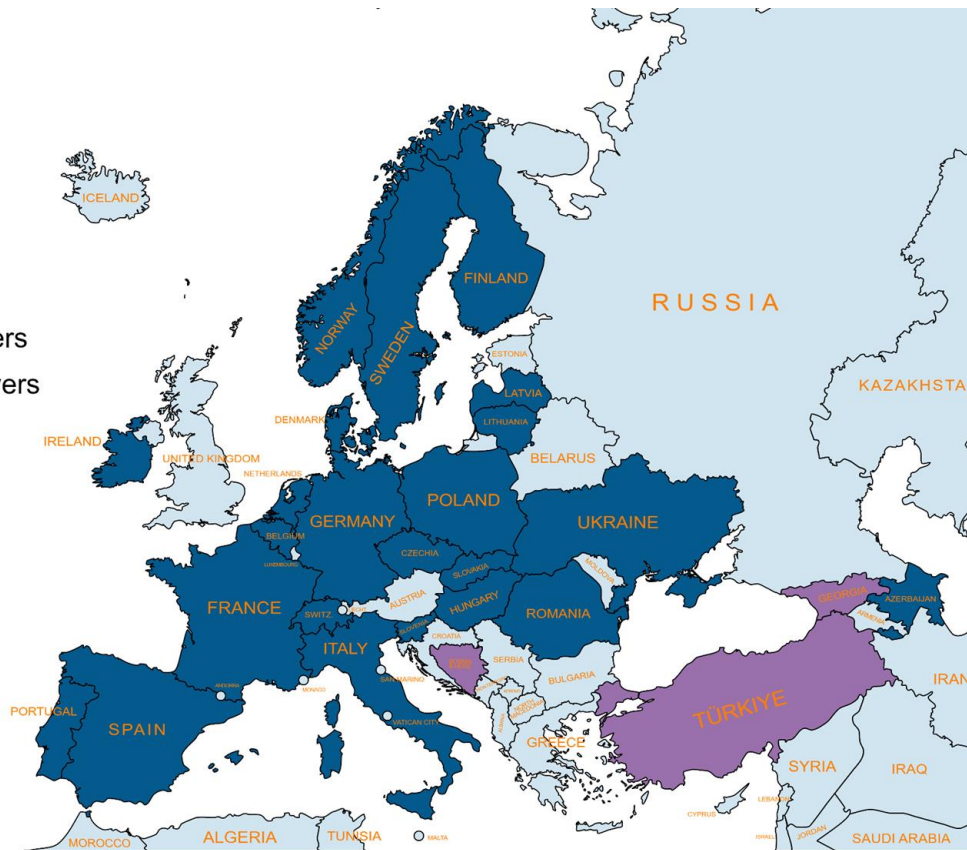2. OPUS project
3. SECURE project
4. CoARA WG

Introduction

Eurodoc

- Members
- Observers

- The European Council of Doctoral Candidates and Junior Researchers (**Eurodoc**)

- grassroots federation of **24 national associations** of early career researchers (ECRs) from **22 countries across Europe**

- **established in 2002** and based in Brussels

- representative of **doctoral candidates** and **junior researchers** at the European level

- engages with all **major stakeholders** in **research**, **higher education**, and **innovation** in Europe

Research Assessment as Pivot point

Personal example:

❖ Renew researcher or pedagogical title at least every 5 years

❖ Multitude of different metrics, but predominantly based just in JIF

Tremendous impact on
➔ Daily activities
➔ Choices of prioritisation
➔ Publications only to maximize points (?!)

Open Universal Science (OPUS)
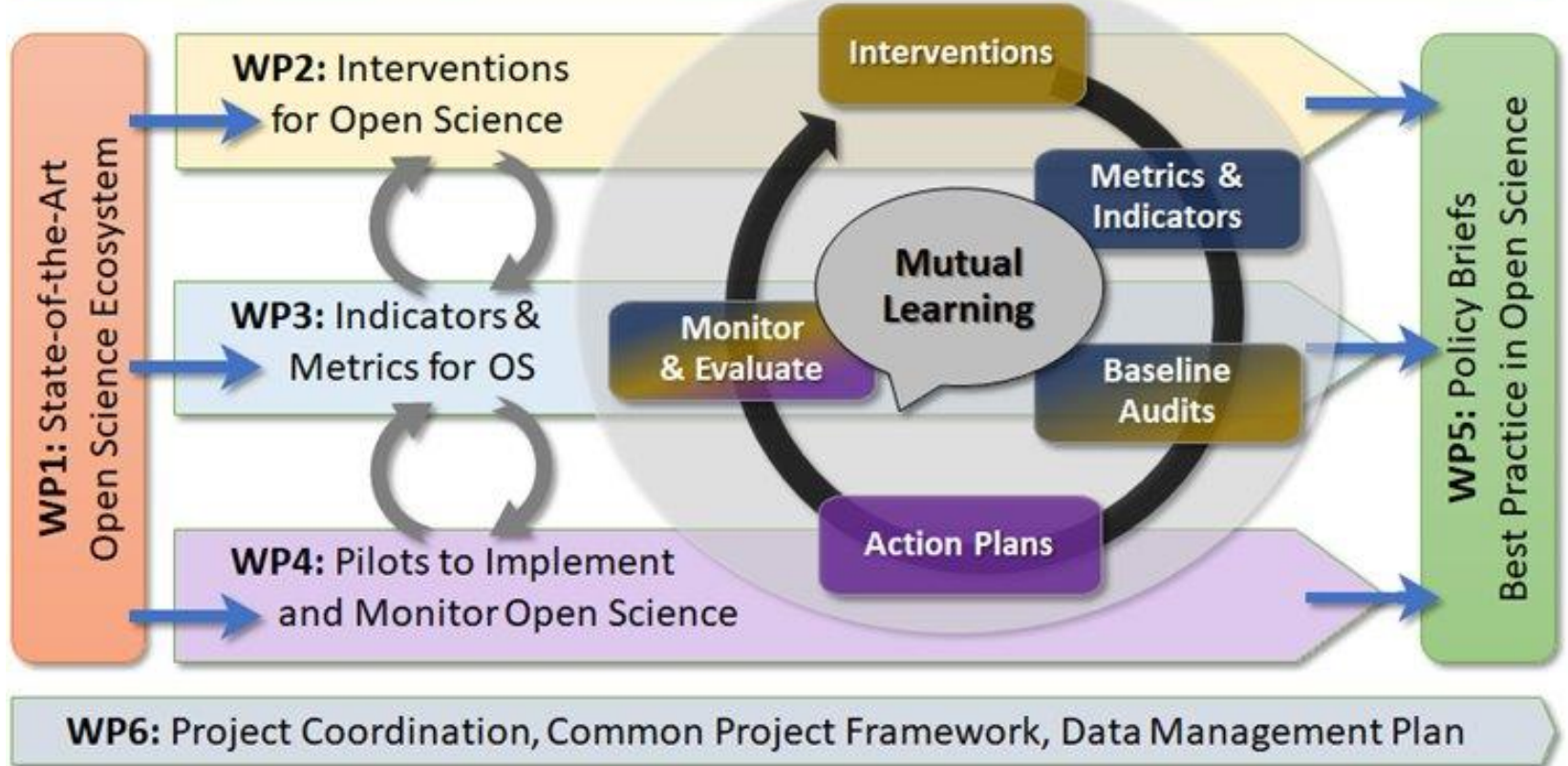
OS-CAM - Open Science Career Assessment Matrix

Open up your science!
Eurodoc Conference 2020

OPEN SCIENCE CAREER ASSESSMENT MATRIX (OS-CAM)

- Research output
    - Research activity
    - Publications
    - Datasets
    - Open source
    - Funding

- Research Process
    - Stakeholder engagement/citizen science
    - Collaboration & interdisciplinarity
    - Research integrity
    - Risk management

- Service & Leadership
    - Leadership
    - Academic standing
    - Peer review
    - Networking

- Research Impact
    - Communication & dissemination
    - IP (patents, licenses)
    - Societal impact
    - Knowledge exchange

- Teaching and supervision
    - Teaching
    - Mentoring
    - Supervision

- Professional Experience
    - Continuing professional development
    - Project management
    - Personal qualities

vitae
realising the potential of researchers

OPUS Researcher Assessment Framework (RAF)

The RAF builds on **key policy developments in research assessment and Open Science** as identified in deliverable D1.2 of OPUS on State-of-the-Art on an Open Science Ecosystem [3]:

- San Francisco Declaration on Research Assessment (DORA) [4]
- Leiden Manifesto for Research Metrics [5]
- Hong Kong Principles [6]
- Recommendations by the Open Science Policy Platform (OSSP) [7] [8]
- Recommendations on Science and Scientific Researchers [9] and Open Science [10]
- Agreement on Reforming Research Assessment [11]
- Research Evaluation in a Context of Open Science and Gender Equality [12]
- Conclusions on Research Assessment and Implementation of Open Science [13]
- European Framework for Research Careers including European Charter for Researchers [14]

The RAF also builds on **key frameworks in research assessment and Open Science** with a focus on developing new indicators/metrics and supporting Open Science as identified in D1.2:

- Researcher Development Framework (RDF) [15]
- Evaluation of Research Careers Fully Acknowledging Open Science Practices [16]
- Next-generation Metrics [17]
- Recommendations of the OSPP on Next-Generation Metrics [18]
- Mutual Learning Exercise on Open Science on Altmetrics and Rewards [19]
- Open Science Monitor [20]
- Indicator Frameworks for Fostering Open Knowledge Practices in Science and Scholarship [21]
- A Pathway towards Multidimensional Academic Careers [22]

O'Neill, G. (2024). OPUS Deliverable 3.1: Indicators and Metrics to Test in the Pilots. Zenodo.
https://doi.org/10.5281/zenodo.10670779

Guiding Principles behind the Framework

1. Provide a comprehensive framework of indicators/metrics for RPOs and RFOs
2. Provide a framework which applies across countries, disciplines, and organisations
3. Provide a framework which combines both qualitative and quantitative assessment
4. Focus on the assessment of individual researchers and not teams, groups, or units
5. Cover the full spectrum of activities by researchers and not just research activities
6. Offer a generic framework which allows open and non-open activities by researchers
7. Offer a specific framework which focuses on Open Science activities by researchers
8. Distinguish process, output, and outcome indicators to capture the lifecycle of activities
9. Formulate indicators/metrics at a high level of description for broad application
10. Leave selection, refinement, and prioritisation of indicators/metrics to RPOs and RFOs

OPUS RAF Taxonomy

Figure 1: Categories, Subcategories, and Indicator Groups of Researcher Assessment Framework
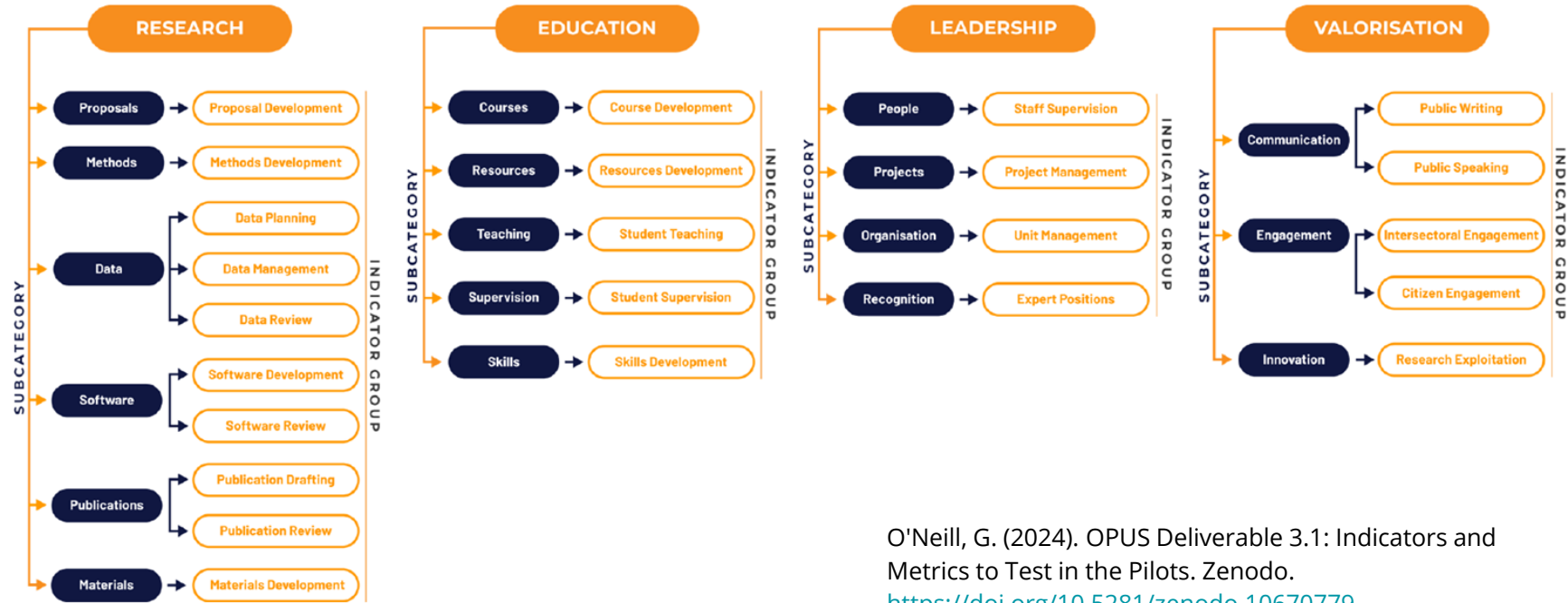
O'Neill, G. (2024). OPUS Deliverable 3.1: Indicators and Metrics to Test in the Pilots. Zenodo. https://doi.org/10.5281/zenodo.10670779

Indicator typology

generic ← OPEN →

Process → Output → Outcome (cycle)
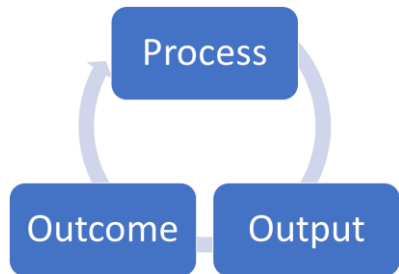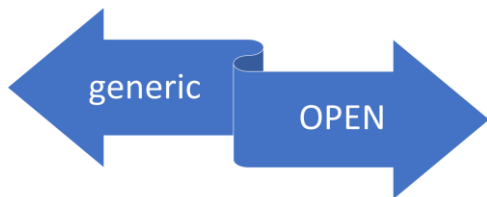
Indicator Group	Indicator Type	Indicator
Data Planning	Process	(FAIR) Data Management Plans Being Developed
	Output	(FAIR) Data Management Plans Finalised
	Outcome	(FAIR) Data Management Plans Implemented
Data Management	Process	(FAIR) Data Sets Being Developed
	Output	(FAIR) Data Sets Finalised
		(FAIR) Data Sets Archived
	Outcome	(FAIR) Data Sets Accessed
		(FAIR) Data Sets Cited
Data Review	Process	(FAIR) Data Set Peer Reviews Being Drafted
	Output	(FAIR) Data Set Peer Reviews Submitted
	Outcome	(FAIR) Data Set Peer Reviews Accepted

Assessment like a bouquet

Diverse colors, shapes and sizes

Different selections for different opportunities

The OPUS RAF is a tool for the strategic management:
Like a flower store for the florist.

Sustainable Careers for Researcher Empowerment (SECURE)

The Sustainable Careers for Researcher Empowerment (SECURE)

Project will develop coordination and support measures to create, trial, implement, and mainstream a common Research Career Framework that offers a suite of options to support organisations in the recruitment, employment, training, development, progression, and mobility of researchers with the aim of improving research careers and reducing career precarity.

Researcher Career Framework

Council of the
European Union

Brussels, 13 December 2023
(OR. en)

15135/1/23
REV 1

Interinstitutional File:
2023/0285 (NLE)

RECH 489
EDUC 418
COMPET 1082
IND 590
MI 944
EMPL 526

LEGISLATIVE ACTS AND OTHER INSTRUMENTS

Subject:	COUNCIL RECOMMENDATION on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe

Researcher Career Framework

1. Definition of Researchers in the European Research Area and of the Research Professions

2. Recognition of the Research Professions and Interoperability and Comparability of Research Careers

3. Recruitment and Working Conditions

4. Researchers Skilled for Intersectoral and Interdisciplinary Careers and for Entrepreneurship and Innovation
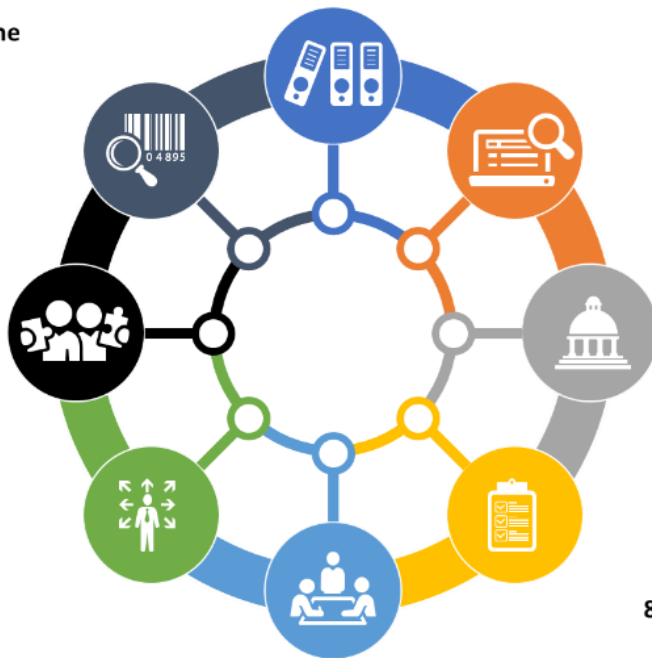
5. Career Development and Progression

6. Balanced Circulation of Talents and Making the Union an Attractive Destination

7. Support Actions for Research Careers

8. Monitoring of Research Careers

+Charter   +Code   +ResearchComp

Tenure Track-Like Models: Guiding principles

1. Stability
2. Transparency
3. Competitive and inclusive recruitment
4. Fair pay and benefits
5. Recognition through career pathways
6. Professional development
7. Inclusive and healthy working environments
8. Supportive management
9. Responsible evaluation

Tenure Track-Like Models: Case studies mapped to principles

Principle	University of Antwerp	University of Rijeka	University of Helsinki	Goethe University	University of Maastricht	University of Nova	University of Edinburgh
1 Security	■	■		■		■	■
2 Transparency		■		■	■		
3 Competitive and Inclusive Recruitment							■
4 Fair pay and benefits	■		■			■	
5 Recognition through career pathways							
6 Professional Development					■		■
7 Inclusive and healthy working environments							
8 Supportive management					■		
9 Responsible evaluations	■	■	■	■		■	

Coalition for Advancing Research Assessment
Working group for
Early-and-mid-Career Researchers (EMCRs) – Assessment and Research Culture
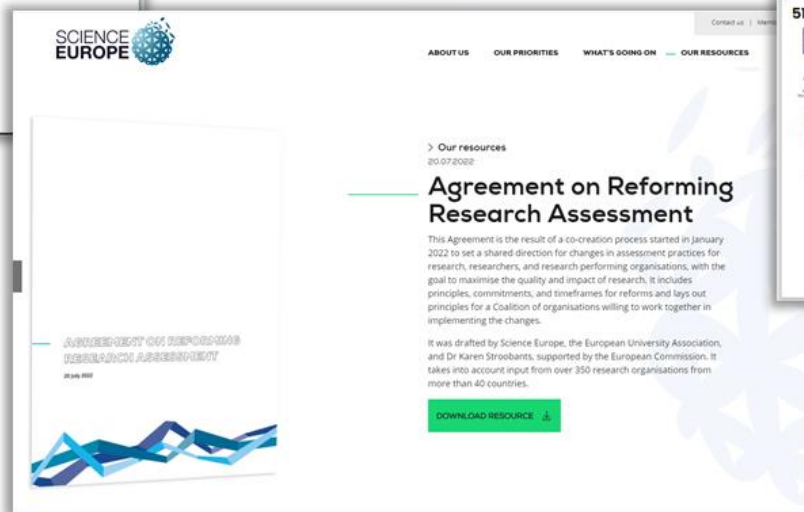
The Agreement

Principles

Commitments with purpose and scope:
1-4   Core commitments
5-10 Supporting commitments

Coalition

Timeframe

The Commitments

1. Recognise the diversity of contributions to, and careers in, r the needs and nature of the research

Purpose: This commitment will broaden recognition of the di and careers in research, considering the specific nature of re research endeavours.

Scope: Changes in assessment practices should enable rec of:

- valuable contributions that researchers make to science society, including diverse outputs beyond journal public language in which they are communicated;

- practices that contribute to robustness, openness, transp inclusiveness of research and the research process inclu and collaboration;

- activities including teaching, leadership, supervision, trai

It is also important that assessment facilitates the recognitic roles and careers in research, including: data steward, softw scientist roles, technical roles, public outreach, science diplo science communicator roles to name a few. It is recognised

Coalition for Advancing Research Assessment

Currently:

more than 600 signees

16 National Chapters

13 Working Groups

OVERVIEW OF THE FIRST WAVE WORKING GROUPS

Towards Open Infrastructures for Responsible Research Assessment

Multilingualism and language biases in research assessment

Experiments in Assessment – Idea generation, co-creation, and piloting

Reforming Academic Career Assessment

Responsible metrics and indicators

Improving practices in the assessment of research proposals

Towards Transformations: Transdisciplinarity, Applied/Practice-Based Research, and Impacts

Early-and-mid-Career Researchers (EMCRs) – Assessment and Research Culture

Supporting the alignment of research assessment systems with CoARA in biomedical disciplines through administrative reforms and governance

CoARA

Recognizing and Rewarding Peer Review

CoARA Working Group: Early-and-mid-Career Researchers (EMCRs) – Assessment and Research Culture

Item no	Title	2023 Dec PM1	2024 Jan PM2	Feb PM3	Mar PM4	Apr PM5	May PM6	Jun PM7	Jul PM8	Aug PM9	Sep PM10	Oct PM11	Nov PM12	Dec PM13	2025 Jan PM14	Feb PM15	Mar PM16	Apr PM17	May PM18	Jun PM19	Jul PM20	Aug PM21	Sep PM22	Oct PM23	Nov PM24
WP1	Landscaping																								
A1.1	Assessment practices for PhD candidates																								
A1.2	Assessment practices for Postdoctoral researchers																								
A1.3	Support measures																								
WP2	Monitoring																								
A2.1	PhD survey																								
A2.2	Postdoc survey																								
WP3	Training & Consulting ECMRs																								
A3.1	Training activities																								
A3.2	Consulting ECMRs																								
WP4	Assessor training																								
WP5	Positive Culture																								
WP6	Toolkit																								
A6.1	Monitoring templates																								
A6.2	Training recommendations																								
A6.3	Assessor training OER materials																								
A6.4	Culture recommendations																								
A6.5	ECMR assessment guidelines																								
D1	Report on status quo for assessment of ECRs with attached Repertory of impact stories.						X																		
D2	Report on monitoring pilots on assessment tailored for ECRs																					X			
D3	Report on pilots for support measures (training and consultation interventions)																					X			
D4	Report on best practices for Positive Culture change.																					X			
D5	Toolkit as Open (Educational) Resource of templates, recommendations and guidelines.																								X

Thank you for your attention!

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