


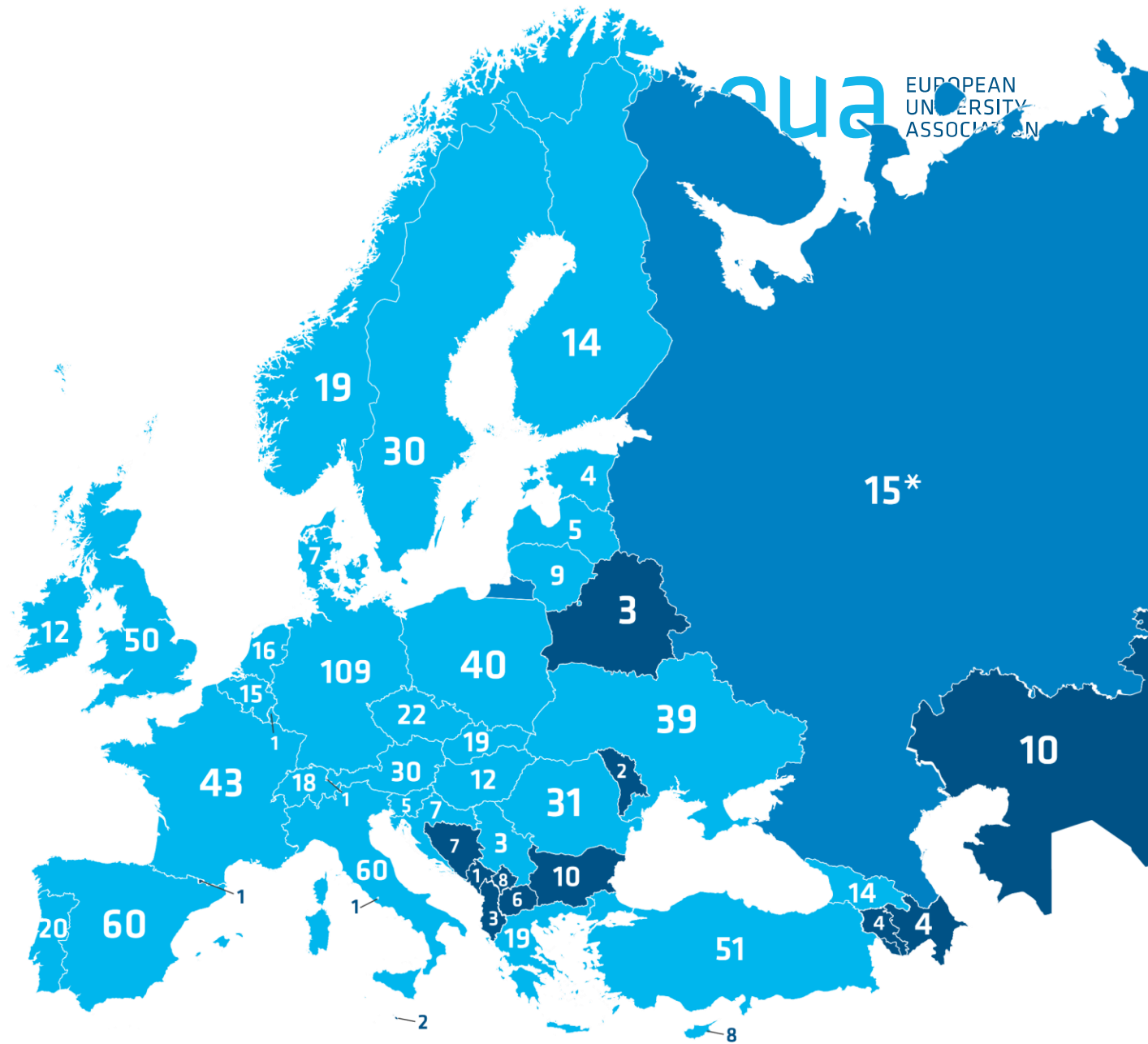
Research and Academic Career Assessment: the role of universities

Vinciane Gaillard
Deputy Director Research & Innovation

11th UNICA Scholarly Communication Seminar
23 April 2024

EUA has 866 members based in 51 countries (as of 1 April 2023)

-  Countries with EUA collective members
-  Countries with no EUA collective members



* Following a statement by the Russian Union of Rectors (RUR) supporting the invasion of Ukraine, EUA suspended Russian member universities 2 whose leaders signed the statement.

INTERNATIONAL CONTEXT



Reformscape The Declaration Project TARA DORA Reports News and Resources

24,822 individuals and organizations in 167 countries have signed DORA to date.

LEIDEN MANIFESTO FOR RESEARCH METRICS

Home Video version Translations Blog

10 principles to guide research evaluation with 25 translations, a video and a blog

PLOS BIOLOGY

OPEN ACCESS

ESSAY

The Hong Kong Principles for assessing researchers: Fostering research integrity

David Moher, Lex Bouter, Sabine Kleinert, Paul Glasziou, Mai Har Sham, Virginia Barbour, Anne-Marie Coriat, Nicole Foeger, Ulrich Dirnagl

Published: July 16, 2020 • <https://doi.org/10.1371/journal.pbio.3000737>

Article	Authors	Metrics	Comments	Media Coverage
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Abstract

Introduction
Principles

Abstract

For knowledge to benefit research and society, it must be trustworthy. Trustworthy research is robust, rigorous, and transparent at all stages of design, execution, and reporting. Assessment

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Research Policy

Volume 46, Issue 4, May 2017, Pages 868-879



Work organization and mental health problems in PhD students

Katia Levecque^{a, b}, Frederik Anseel^{a, b, c}, Alain De Beuckelaer^{d, e, a}, Johan Van der Heyden^{f, g}, Lydia Gisle^f

RESEARCH ARTICLE

Perceived publication pressure in Amsterdam: Survey of all disciplinary fields and academic ranks

Tamarinde L. Haven^{1*}, Lex M. Bouter^{1,2}, Yvo M. Smulders³, Joeri K. Tjeldink^{1,4}

1 Department of Philosophy, Vrije Universiteit, Amsterdam, North Holland, The Netherlands, **2** Department of Epidemiology and Biostatistics, Amsterdam UMC, location VUmc, Amsterdam, North Holland, The Netherlands, **3** Department of Internal Medicine, Amsterdam UMC, location VUmc, Amsterdam, North Holland, The Netherlands, **4** Department of Medical Humanities, Amsterdam UMC, location VUmc, Amsterdam, North Holland, The Netherlands

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Abstract

Publications determine to a large extent the possibility to stay in academia (“publish or perish”). While some pressure to publish may incentivise high quality research, too much publication pressure is likely to have detrimental effects on both the scientific enterprise and on individual researchers. Our research question was: What is the level of perceived publica-



OPEN ACCESS

Citation: Haven TL, Bouter LM, Smulders YM

EUA R&I Agenda 2027

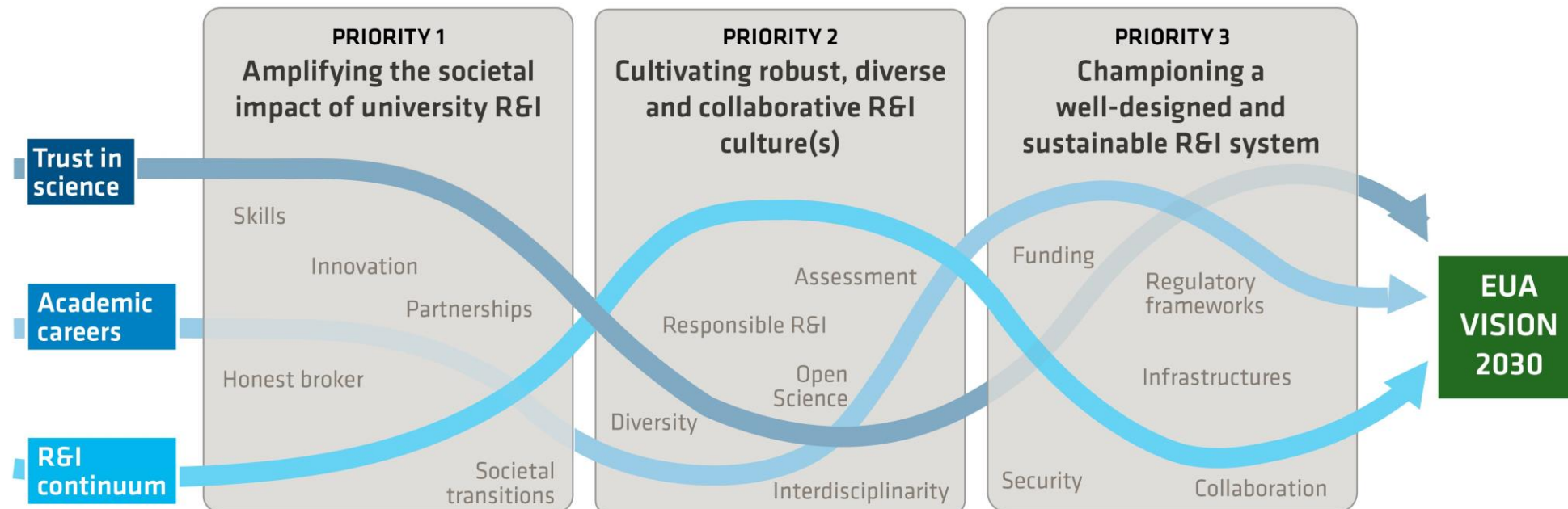
Seizing the moment, driving
the change

Priorities and building blocks

[Link to the EUA R&I Agenda](#)

EUA R&I Agenda 2027

Seizing the moment, driving the change



Reforming academic careers is a **strategic priority** for EUA

Importance of core academic **values** (e.g. research integrity, cooperation, openness, knowledge sharing)


Current research culture does not recognise the diversity and richness of research practices and contributions

Need to develop research assessment approaches that **focus on the broad range of scholarly outputs** and outcomes, including research quality potential, future impact and Open Science contributions



[EUA Open Science Agenda](#)

Priority area #3 – Institutional approaches to research assessment

-  A responsible, transparent, and sustainable research assessment system
-  Open Science as an integral part of research assessment practices
-  Assessment approaches balancing qualitative and quantitative metrics



Tools to Advance Research Assessment (TARA) is a project to facilitate the development of new policies and practices for academic career assessment.

Reformscape

An online open dataset that shows criteria and standards academic institutions use for hiring, review, promotion, and tenure around the world.

Reformscape.org

Toolkit

A toolkit of resources is informed by the academic community to support academic institutions working to improve policy and practice.

[Building Blocks for Impact](#)

[Debiasing Committee Composition and Deliberative Processes](#)

Survey

A survey of U.S. academic institutions to gain a broad understanding of institutional attitudes and approaches to research assessment reform.

[Practicing responsible research assessment: Qualitative study of faculty hiring, promotion, and tenure assessments in the United States](#)

CASE STUDY REPORT

Reimagining Academic Career Assessment: Stories of innovation and change

Bregt Saenen (EUA), Anna Hatch (DORA), Stephen Curry (DORA), Vanessa Proudman (SPARC Europe) and Ashley Lakoduk (DORA)

January 2021

[Link Report](#)

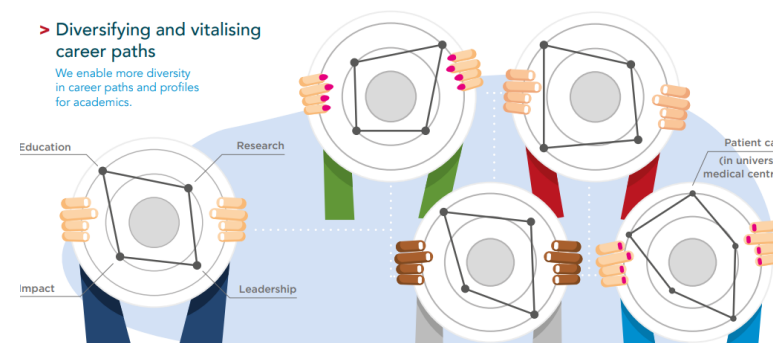
[Link Repository](#)

Room for everyone's talent

towards a new balance in the recognition and rewards of academics

> Diversifying and vitalising career paths

We enable more diversity in career paths and profiles for academics.



NOR-CAM - A toolbox for recognition and rewards in academic careers

U:R Universities Norway



Go for open
accurate,
transparent, and
responsible
practices

1



Focus on raising
awareness,
community
engagement, and
building capacity

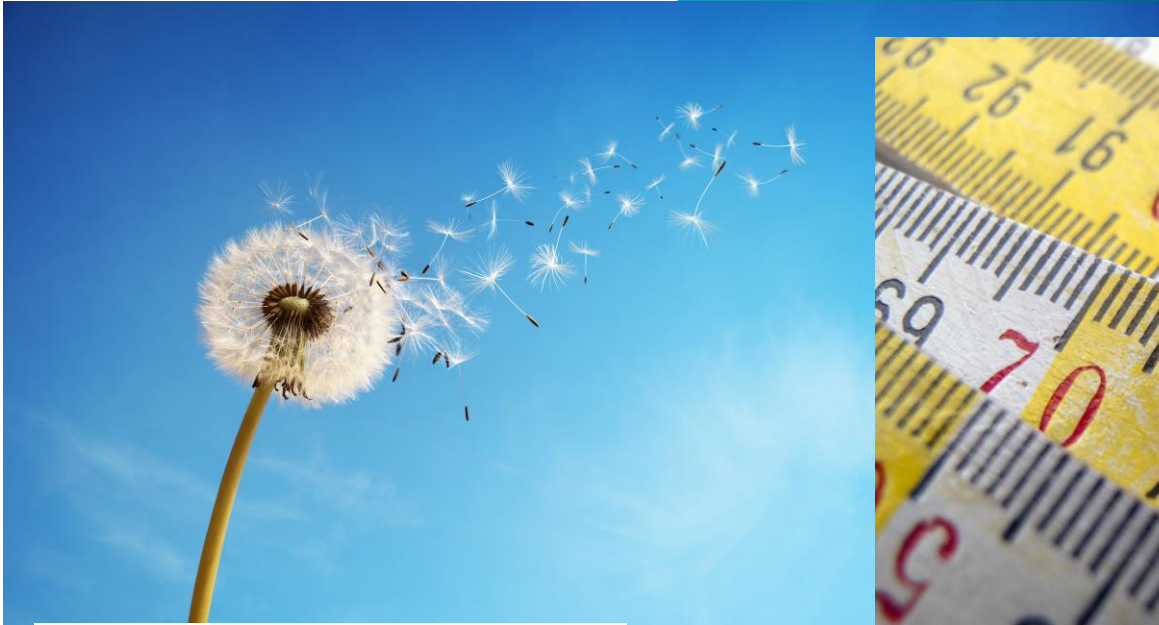
2



Aim for
institutional
initiatives backed
by a concerted
approach

3



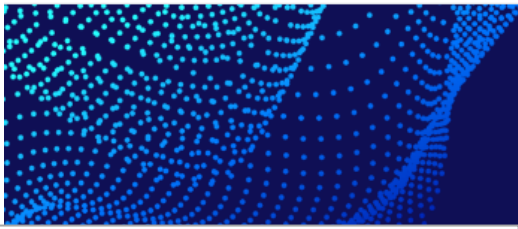


I MADE MY DATA
FAIR AND ALL I
GOT WAS THIS
MUG



Creation of a stakeholder-owned coalition

- Goal: to facilitate and accelerate reforms to research assessment
 - A coalition of funders, research performing organisations (including universities) and their associations, national/regional assessment authorities and agencies, as well as learned societies, all willing to take the lead in reforming the current research assessment system
 - Agreement on **principles** and **actions** between funders and performers;
 - Building on DORA and other declarations;
 - **Committing signatories to act** according to a roadmap for delivery;
 - **Joint ownership** of the initiative by the participating organisations;
 - **Role of the Commission:** facilitate the establishment of a coalition



— AGREEMENT ON REFORMING
RESEARCH ASSESSMENT

20 July 2022



Coalition for Advancing Research Assessment

Our vision is that the assessment of research, researchers and research organisations recognises the diverse outputs, practices and activities that maximise the quality and impact of research. This requires basing assessment primarily on qualitative judgement, for which peer review is central, supported by responsible use of quantitative indicators.

www.coara.eu

Working Group on Reforming Academic Career Assessment

- The **academic community** should **drive reforms** in evaluating the quality and impact of academic activities and careers.
- **ACA systems** should adequately **reflect** the different **tasks, functions and roles** academics fulfil over the course of their career.
- Aim is to **broaden the reflection** on research assessment to ACA, supporting models that take into account the full range of work conducted by academics in research, teaching and learning, innovation, management/leadership and service to society.

MEMBERS OF THE WORKING GROUP

University associations/networks

- Alliance of Rhine–Main Universities
- Berlin University Alliance
- Association of Swedish Higher Education Institutions (SUHF)
- Conference of Rectors of Academic Schools in Poland (CRASP)
- Crue Spanish Universities
- EUA–CDE
- EUA
- France Universités
- Hungarian Rectors' Conference
- Lithuanian Universities Rectors' Conference
- Romanian Council of Rectors
- Swissuniversities
- Universities Norway
- Universities of the Netherlands
- Flemish Interuniversities Council (VLIR)
- Young European Research Universities Network (YERUN)

Co-chairs:
Pastora Martínez Samper (EUA)
Moniek Tromp (YAE)

**37 members
(21 countries +
Europe,
Global)**

Learned societies and associations of researchers

- All European Academies (ALLEA)
- Eurodoc
- Global Young Academy
- Federation of Finnish Learned Societies
- Young Academy of Europe

National authorities

- Italian National Agency for the evaluation of universities and research institutes (ANVUR)

Individual universities

- Masaryk University (CZ)
- Nicolaus Copernicus University (PL)
- NOVA University Lisbon (PT)
- South East Technological University (IE)
- Ss. Cyril and Methodius University in Skopje (MK)
- Technische Universität Braunschweig (DE)
- Université Clermont Auvergne (FR)
- University Medical Center Groningen (NL)
- University of Graz (AT)
- University of Rijeka (HR)
- University of Strathclyde (UK)
- University of Padua (IT)

Research centres

- EU-LIFE

Other org. involved in RA

- CRAC–Vitae
- UKRN

GENERAL OBJECTIVES

- Defining the **principles of reforming ACA**, from the perspectives of institutions and academic staff being assessed.
 - Identification of the requirements, potential benefits and challenges
 - The lessons learned from institutions that have initiated reforms will be considered.
- Developing an **adaptable toolbox for ACA**, considering all university missions and the broad scope of activities, skills and competences of academic staff at different stages of their career.
 - The toolbox will be flexible, sustainable and cater for different institutional profiles and national contexts. It will also provide room for a diversity of career focuses and trajectories.

PHASE 1 – MAPPING EXISTING INITIATIVES

- Development of a **targeted mapping** of initiatives at **institutional and national levels**, considering their outcomes, benefits and challenges, and identifying **elements** that can be **used** in **different contexts and upscaled** to the supra-national level.
- **Main lessons learned:** synthesis of commonalities, including a reflection on the change management process, successes, challenges and potential upscaling elements of existing initiatives.

Outputs of Phase 1: Online repository of institutional and national level initiatives; collection of main lessons learned. Both will be made public and opened for further input.

PHASE 2 – ADAPTABLE TOOLBOX FOR ACA

- Development of the **toolbox**, in several iterations
- **Feasibility studies** will be conducted and implementation scenarios for the toolbox will be developed

Outputs of phase 2: toolbox on ACA, including enabling conditions and application context, as well as implementation guidelines.

CURRENT ACTIVITIES – SURVEY

Examples of topics covered

- Strengths of current academic career assessment system in the organisation
- Challenges of current academic career assessment system in the organisation
- Motivations for the organisation to engage in the reform process
- Drivers of the reform process
- Role of academic staff in the reform process
- Role of organisational leadership in the reform process
- Importance of different academic activities in academic career assessment in the organization
- Internal communication on the reform process

NEXT STEPS

- Outcomes of survey and case studies will be discussed in subsequent [workshops](#) (incl. academics, organisations, national perspectives).
- **Task 2 – Lessons learned**
 - Identification of elements that can be used in different contexts and upscaled to the supra-national level.
 - Spring/summer 2024

CoARA

Links:

[CoARA website](https://coara.eu)
<https://coara.eu>

[The governance documents](#)

[The Agreement full text](#)

[Sign the Agreement](#)

[CoARA News](#)

[FAQ](#)



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Research Assessment**

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Thank you for your attention

