

UKRIO webinar: Recognising and rewarding responsible research practice

Broadening definitions of success in academia –
why it matters and how to contribute

@KarenStroobants

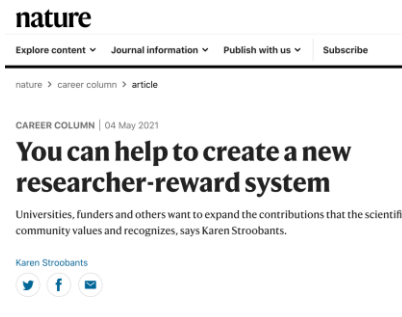


Reward and recognition in the context of research culture

What is research culture and why does it need improving?

Improving the reward system

What needs changing?



Contributions of different players in the research ecosystem

What can individual researchers do?

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What is research culture?



'Research culture encompasses the behaviours, values, expectations, attitudes and norms of our research communities. It influences researchers' career paths and determines the way that research is conducted and communicated.'

How research is done



Research culture: let's reimagine how we work together

We want to help build a better research culture – one that is creative, inclusive and honest. Current practices prioritise outputs at almost any cost. This is damaging people's wellbeing and undermining the quality of research. We can all help to reimagine how research is conducted.

Why do we want to improve research culture?

To counter negative consequences of poor research culture [e.g., over-reliance on metrics; compromises on rigour and integrity; undervaluing of negative results and of replication studies; lack of transparency around hiring and promotions; barriers to diversity and inclusion] and **improve research quality**

To counter negative impacts on researchers of poor research culture [e.g., unhealthy competition; bullying and harassment; poor management practice; stress and anxiety; mental health issues; impact on personal relationships; isolation and loneliness] and **improve research environments**

Narrow definitions of success a core cause of poor research culture

THE
ROYAL
SOCIETY



‘Highly competitive environment combined with the very narrow definitions of success’



‘The relentless drive for research excellence has created a culture in modern science that cares exclusively about what is achieved and not about how it is achieved.’

*- Jeremy Farrar,
Director, Wellcome*

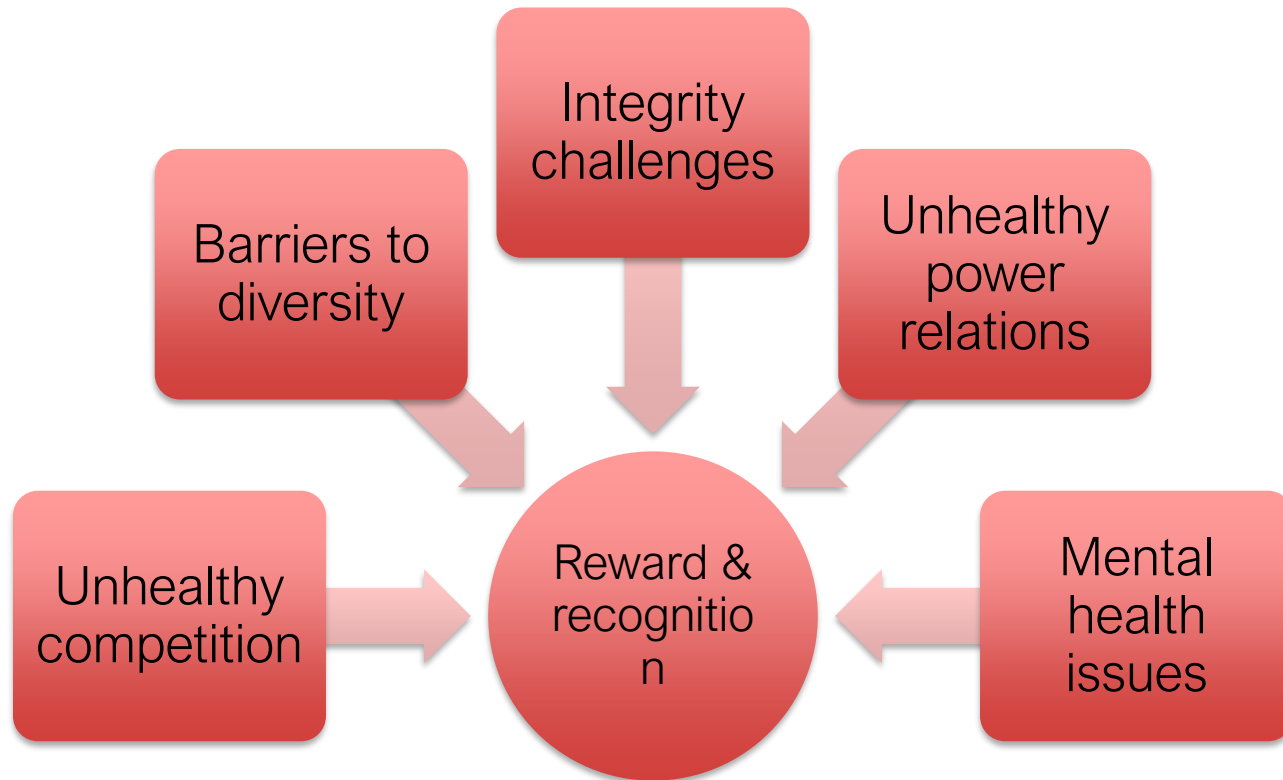
Context

Improve

Contribute

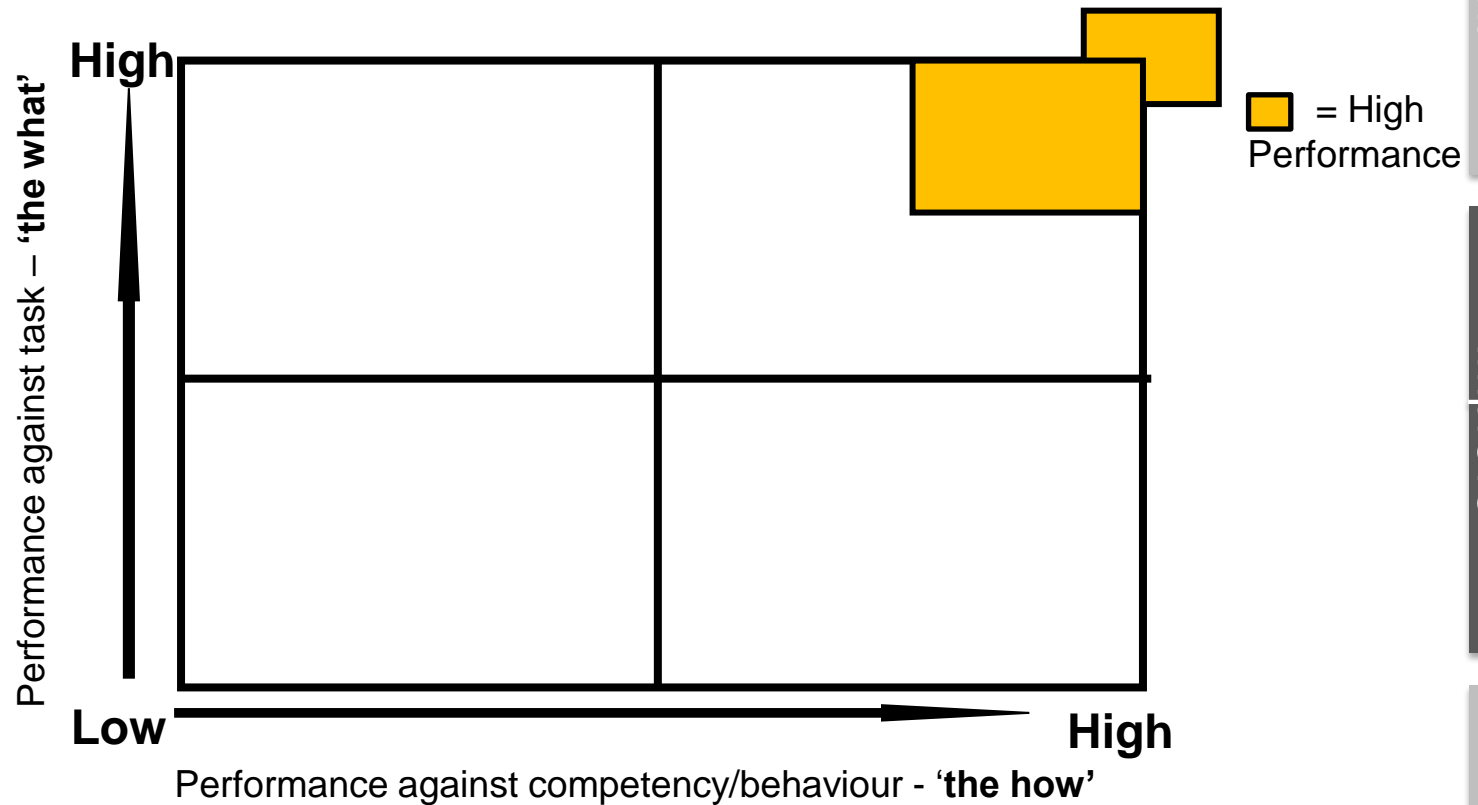
Addressing persistent issues holistically and at the core

THE CULTURE OF RESEARCH

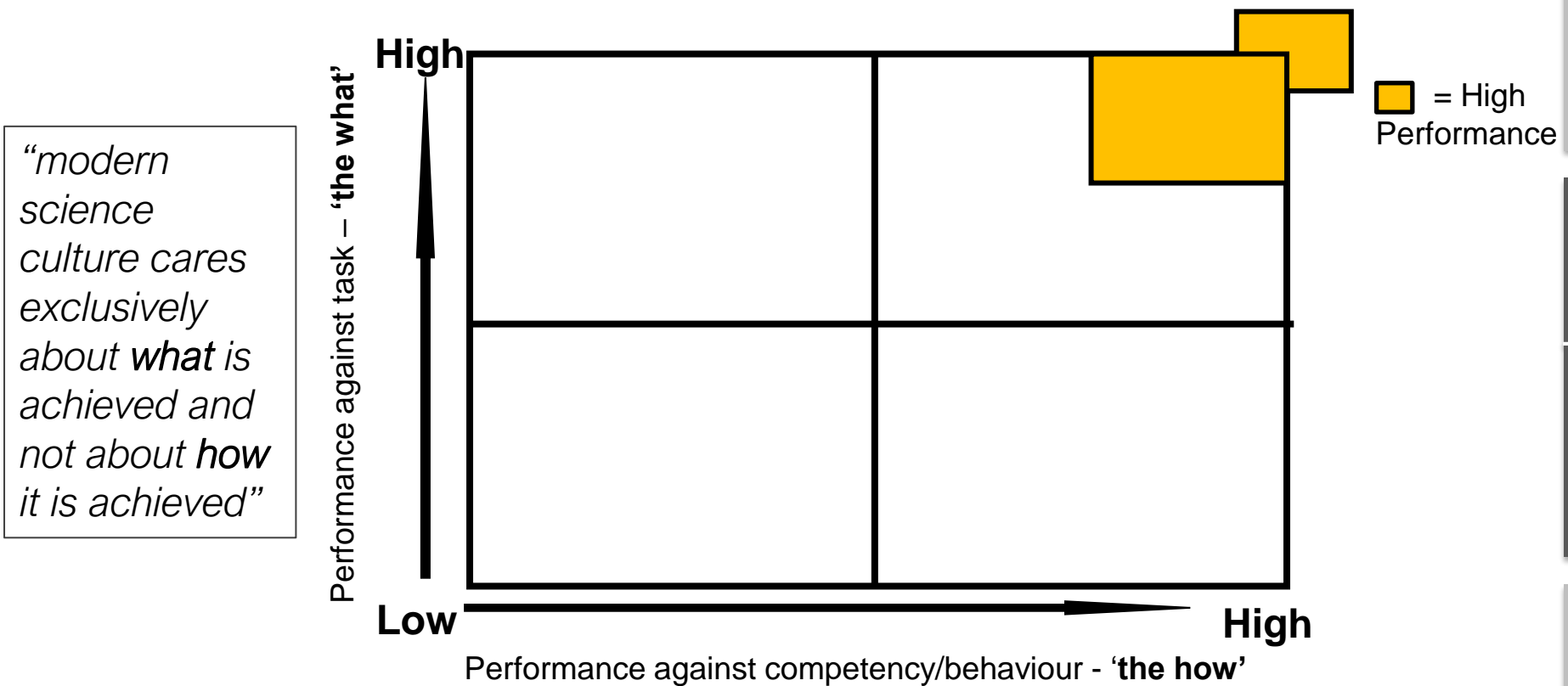


Broadening narrow definitions of success has emerged as a central lever in creating more inclusive and more responsible research environments, and improving research culture

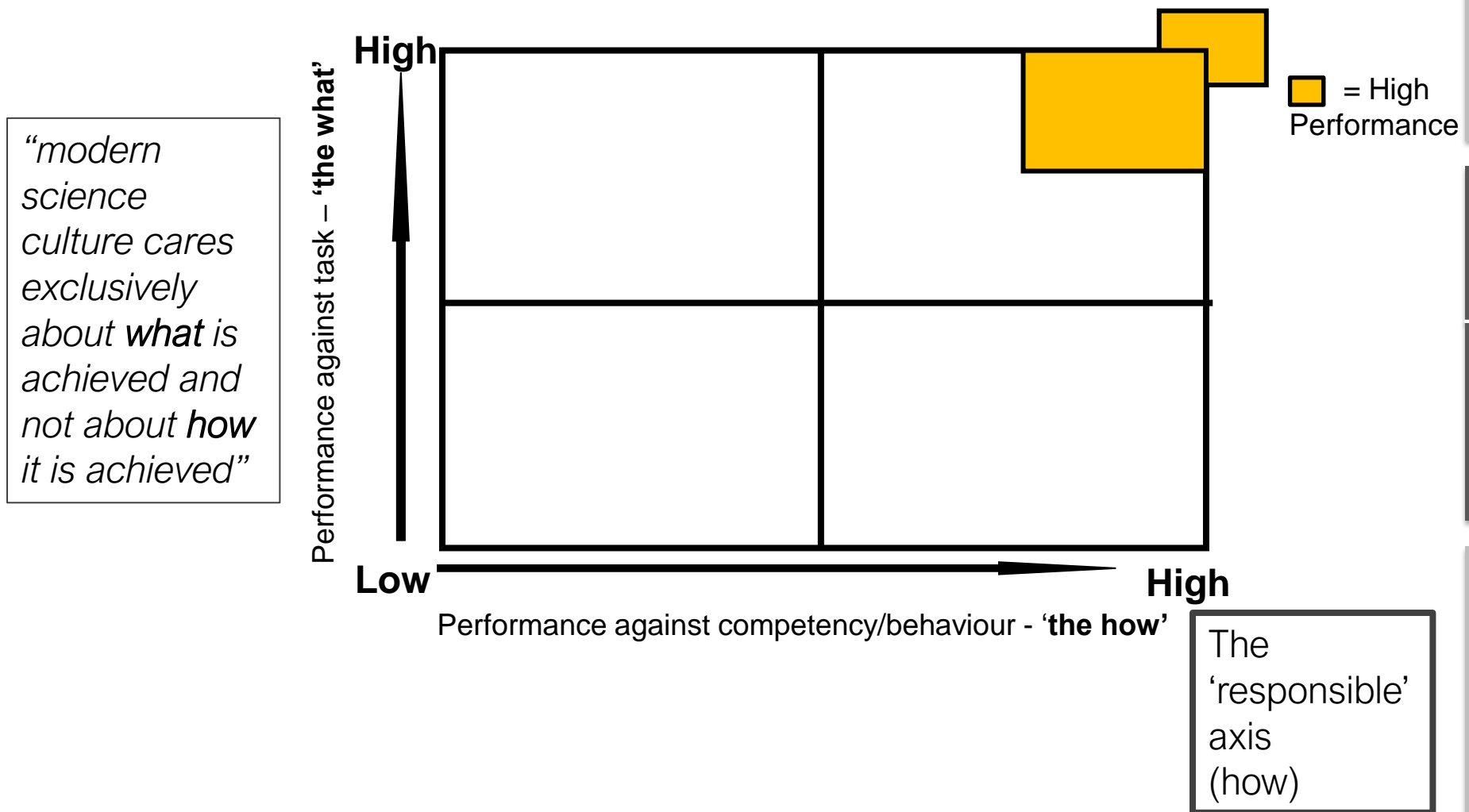
Broadening definitions of success?



Broadening definitions of success?



Broadening definitions of success?



Making space for contributions on the 'responsible axis'

THE ROYAL SOCIETY

Home Fellows Events Grants, Schemes & Awards Topics & policy Journals Collections

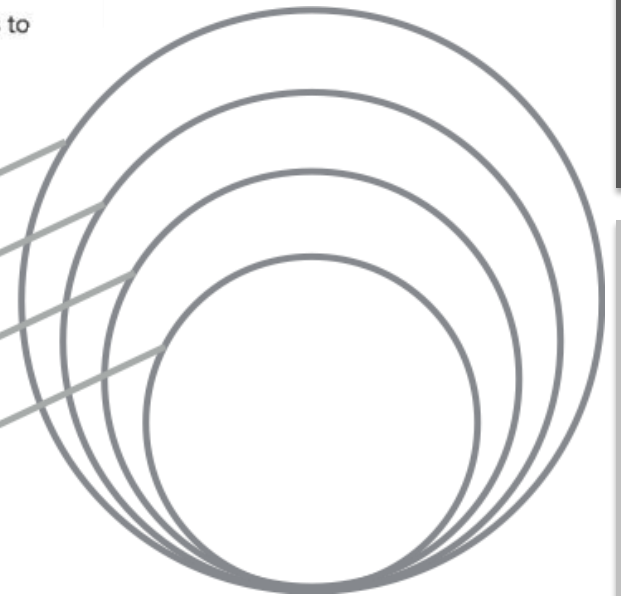
Résumé for Researchers

Opening up conversations about researcher evaluation

Résumé for Researchers has been created to support the evaluation of individuals' varied contributions to research. Find out more about the background to the tool [in our blog](#).

Sustained excellence in research requires a range of contributions

contribution to society
contribution to research community
contribution to development of colleagues
contribution to the generation of knowledge



Contributions from funders



SNSF @snsf_ch · 2 mrt.

The @snsf_ch is testing a new, standardised CV format. It includes the academic age, the Relative Citation Ratio, narratives and full @ORCID_Org integration: scicv.ch.

@DORAssessment @cwtsleiden @RoRIInstitute



Welcome to SciCV - Swiss National Science Foun...

The Swiss National Science Foundation is testing a new CV format for researchers applying for project...

scicv.ch



TRANSPARENCY

Assessment processes must be clear and transparent at all stages



EVALUATING ROBUSTNESS

Assessment processes should be monitored and evaluated, and best practices shared



BIAS, DISCRIMINATION & UNFAIR TREATMENT

Research organisations should publicly show how they address bias, discrimination and unfair treatment



COST, EFFICIENCY & APPLICANTS' EFFORT

Assessment processes should be streamlined and standardised to improve efficiency for all involved



BROADENING THE POOL OF REVIEWERS

Research organisations should consider broader selection criteria for reviewers and suitably recognise their work



QUALITATIVE ASSESSMENTS

Assessment processes should enable evaluations to focus on content and consider a wide range of research outputs and activities



NOVEL APPROACHES

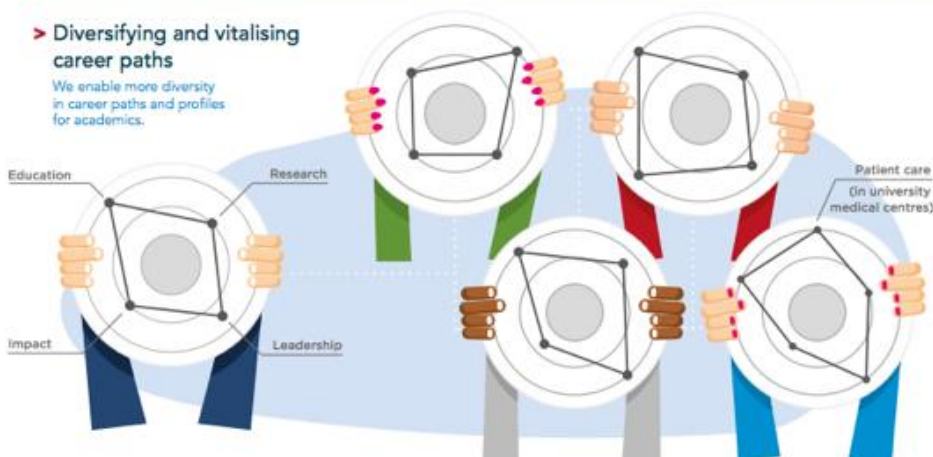
Research organisations should consider novel approaches to assessments in an evidence-based manner and share their experiences

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.



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Reimagining academic assessment: stories of innovation and change

Case studies of universities and national consortia highlight key elements of institutional change to improve academic career assessment.

Produced in collaboration with:

eua EUROPEAN
UNIVERSITY
ASSOCIATION

SPARC✳
Europe

Context

Improve

Contribute



Credit: DORA

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RETHINKING RESEARCH ASSESSMENT

S.P.A.C.E. TO EVOLVE ACADEMIC ASSESSMENT

A RUBRIC FOR ANALYZING INSTITUTIONAL PROGRESS INDICATORS AND CONDITIONS FOR SUCCESS

Research and researcher assessment is a systems challenge, suggesting that institutions that prioritize developing infrastructures to support their efforts may be better positioned to achieve their goals than those focused only on individual solutions.

FROM FOUNDATION...

Core definitions and shared clarity of purpose

STANDARDS FOR SCHOLARSHIP

How are new definitions of "quality scholarship" formulated and applied?

ALIGNMENT ON VALUES AND GOALS

THIS MIGHT LOOK LIKE...

Standards are explicitly designed and articulated to align with institutional mission and values, such as increasing equity and support for traditionally underrepresented, minoritized groups

New standards for scholarship consider the balance across research, teaching, and service contributions including training, mentoring and good citizenship

Specific definitions and standards of "quality" with regard to scholarship are articulated and shared across disciplines and review/promotion committees

TO EXPANSION...

Increased traction and capability development

DIVERSIFICATION OF STANDARDS

THIS MIGHT LOOK LIKE...

Scholarship is assessed using diverse indicators (e.g. societal impact), units of assessment (e.g. full body of work v. individual articles), and forms of output (e.g. non-journal contributions)

Indicators of quality recognize non-individualized activities and accomplishments like team science

New definitions of "scholarship" are deployed across the full range of institutional disciplines

TO SCALING

Accelerated uptake and continuous improvement

ADOPTION OF NEW PRACTICES

THIS MIGHT LOOK LIKE...

Faculty have the ability to customize success measures to reflect their research interests and goals

New standards, definitions, and criteria for evaluating the quality and impact of scholarship are integrated into the language and processes of new assessment practices

PROCESS MECHANICS AND POLICIES

How are new practices incorporated into review structures, processes, and institutional policies?

DEBIASING DELIBERATIVE JUDGMENTS

THIS MIGHT LOOK LIKE...

Meaningful and appropriately rigorous qualitative structures for academic assessment, such as narrative CVs, are given due weight

Structures and processes are applied consistently across assessment activities, taking into consideration alternate paths and starting points

Use of new assessment mechanics extend beyond traditional evaluative contexts into ensuring equitable opportunities, mentoring, and retention to increase research and researcher diversity

CAPACITY TO SUPPORT NEW ACTIVITIES

THIS MIGHT LOOK LIKE...

Training on the goals and procedures of assessment processes and practices are accessible and continually maintained

Institutions design processes take into account the resource capacity of committee members to effectively adopt new assessment practices, such as additional burdens on time

Institutions have designated senior functions or offices to ensure faculty capacity for new assessment practices and principles

INTEGRATION INTO EXISTING SYSTEMS

THIS MIGHT LOOK LIKE...

Assessment mechanics can be flexibly applied and adapted to accommodate diverse disciplines

Mechanisms to support practices are codified and written into institutional policies

New processes and practices are seamlessly integrated and widely adopted

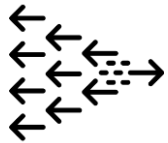
How can individual researchers contribute?



Join the conversation



Share your insights and opinions



Change expectations



Become an ambassador for change



Consider broad criteria in research(er) assessment

Thank you

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