Find out about COARA – the Coalition for Advancing Research Assessment – and it's relevance to you

Wednesday 22 March 14.00 to 15.15 UK time

COARA, the context, opportunities, progress and what it might mean for countries/institutions
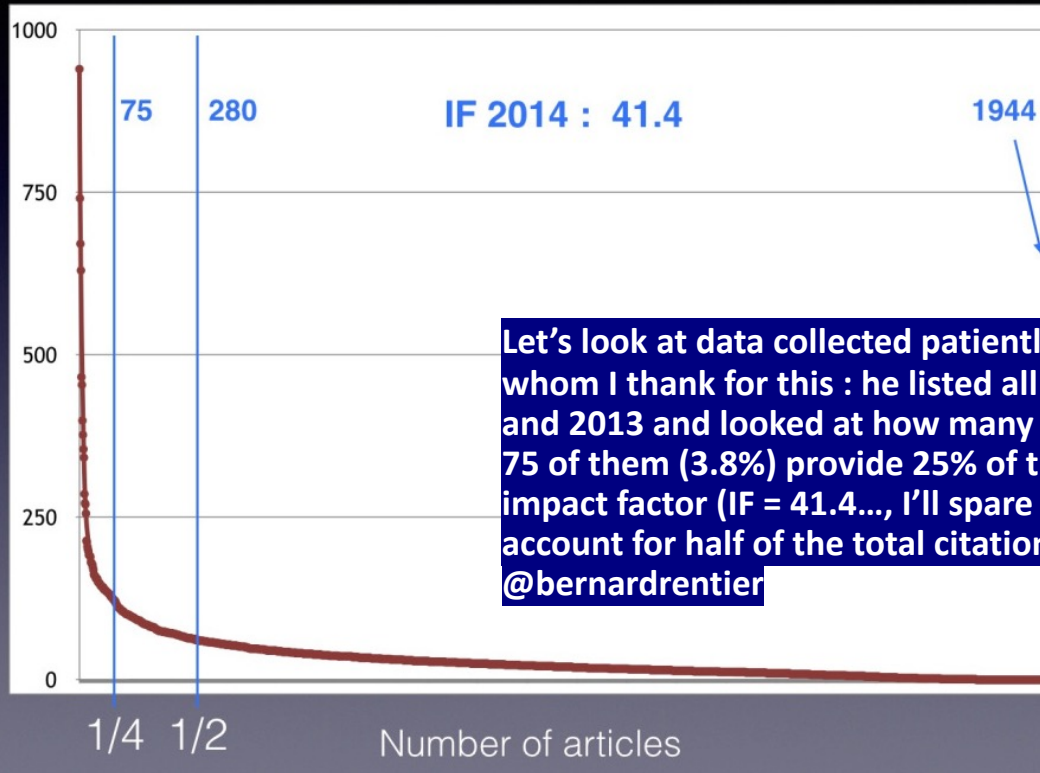
Dr Conor O'Carroll

SciPol Services Ltd.

22nd March 2023

Agenda

- The context of COARA

- Current situation

- Implementation

- Impact on researchers, institutions and countries

The Impact Factor Deception
Articles in *Nature*, 2012 & 2013

IF 2014 : 41.4

Let's look at data collected patiently by my collaborator Paul Thirion (ULg) whom I thank for this : he listed all 1,944 articles published in Nature in 2012 and 2013 and looked at how many times each one has been cited in 2014. Only 75 of them (3.8%) provide 25% of the journal's citations, hence of the journal's impact factor (IF = 41.4…, I'll spare you the other digits !) and 280 (14,4%) do account for half of the total citations & IF… While 214 (11%) get 0 or 1 citation. @bernardrentier

EU Open Science Agenda 8 key issues

- **Reward and incentive systems**
- **Measuring quality and impact: altmetrics**
- **Future of scholarly publishing**
- **FAIR open data**
- **Open Science Cloud**
- **Research integrity**
- **Citizen Science**
- **Open education and skills**

In order to increase the practice of Open Science, it is critical that researchers, who are the key agents of change towards Open Science activity need to be encouraged and incentiv

For Open Science to become a reality researcher need appropriate discipline-dependent skills training and professional development at all stages of their research careers.

European Commission

Evaluation of Research Careers fully acknowledging Open Science practices

Rewards, incentives and/or recognition for researchers practicing Open Science

Conor O'CARROLL - Chair
Research Policy & Funding Consultant at SciPol and chair of the Steering Group on Human Resources and Mobility (SGHRM)
Bernard RENTIER – Vice-Chair
Recteur honoraire de l'Université de Liège - EUA Expert on Open Science

Cecilia CABELLO VALDES
FECYT – Spanish Foundation for Science and Technology
Fulvio ESPOSITO
University of Camerino
Eeva KAUNISMAA
Ministry of Education and Culture
Katrien MAAS
League of Research Universities - LERU
Janet METCALFE
CRAC – Head of Vitae
David McALLISTER
Head of Skills & Careers at BBSRC/RCUK
Karen VANDEVELDE
University of Ghent

Research and Innovation

European Commission

Providing researchers with the skills and competencies they need to practise Open Science

Report of the Working Group on Education and Skills under Open Science

edited by

Conor O'Carroll - Chair - Research Policy & Funding Consultant at SciPol and chair of the Steering Group on Human Resources and Mobility (SGHRM)
Caroline Lynn Kamerlin - Vice-Chair - Professor of Structural Biology, Uppsala University, Fellow and Former Chair of the Young Academy of Europe
Niamh Brennan – Trinity College Dublin
Berit Hyllseth - Research Council of Norway, SGHRM Member
Ulrike Kohl - Talent Attraction & Capacity Building, Luxembourg National Research Fund
Gareth O'Neill - Leiden University, President of EURODOC
Rinske Van Den Berg - Directorate-General for Research & Innovation, European Commission

Contributions:
Lidia Borrell-Damian - Research Director, European Universities Association
David Nicholas - Director, CIBER Research Ltd.
Chiara Riondino - Policy Officer, DG EMPL, European Commission
Johan Rooryck - Professor of French Linguistics, Leiden University
Julie Sainz - Policy Officer, DG EAC, European Commission
Milena Slacheva - Policy Analyst, JRC, DG RTD, European Commission
Nils Woerner - German Rectors Conference (HRK)
Lukas Zendulka - Ministry of Education, Slovakia and SGHRM Member

Written by The Working Group on Education and Skills under Open Science
July – 2017

Research and Innovation

OS-CAM, a Career Assessment Matrix

	R1	R2	R3	R4
Research output	+	++	+++	++++
Research Process	+	+++	++++	++++
Service & Leadership		+	+++	++++
Research Impact	+	++	+++	++++
Teaching and supervision		+	++	++++
Professional Experience		+	+++	++++

OS-CAM, a Career Assessment Matrix

- **Research output**
  - Research activity
  - Publications
  - Datasets
  - Open source
  - Funding
- **Research Process**
  - Stakeholder engagement/citizen science
  - Collaboration & interdisciplinarité
  - 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

3 ADVANCE TOWARDS THE REFORM THE ASSESSMENT SYSTEM FOR RESEARCH, RESEARCHERS AND INSTITUTIONS TO IMPROVE THEIR QUALITY, PERFORMANCE AND IMPACT

European Research Area Policy Agenda

Overview of actions for the period 2022-2024

OUTCOMES

- Analysis of legal and administrative barriers at national and trans-national level for a modern research assessment system

- Create a coalition of European research funders and research performers who agree on a new approach for research assessment, following wide and inclusive consultations at European and international level

- Implementation plan of the coalition to roll-out the new approach, including pilots in different domains

4 PROMOTE ATTRACTIVE AND SUSTAINABLE RESEARCH CAREERS, BALANCED TALENT CIRCULATION AND INTERNATIONAL, TRANSDISCIPLINARY AND INTER-SECTORAL MOBILITY ACROSS THE ERA

OUTCOMES

- Development of a European Framework for research careers and toolbox of support measures to improve attractiveness of research careers in academia and beyond

- Launch an observatory on research careers

- Revise Charter and Code for researchers

- Set up the ERA Talent Platform as the one-stop-shop online gateway to EURAXESS services, network and portals including HRS4R, and RESAVER

- Launch the ERA4You initiative to promote talent circulation between sectors and across the EU

- Exchange of good practices with regard to R&I systems to support balanced brain circulation

- Pilot with European Universities alliances the European Framework for Research Careers

ERA Talent Platform

EURAXESS services, network and portals will be broadened into an ERA Talent Platform, an online one-stop-shop, with improved structure and governance, exploiting links to Europass, the EU platform for people to manage their learning and careers and the EURES network of European public employment services.

European Research Area Policy Agenda

Overview of actions for the period 2022-2024

EUROPEAN CHARTER FOR RESEARCHERS
Draft 23rd January 2023
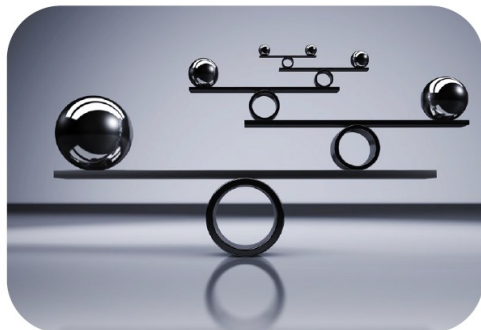
ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE
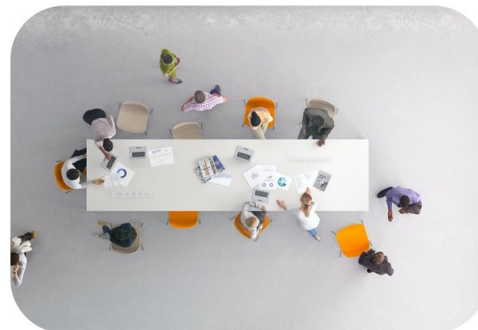
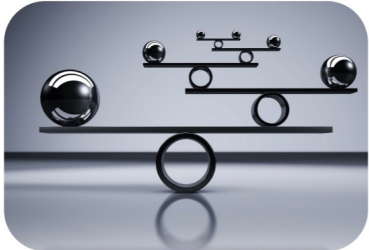**RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION**

WORKING CONDITIONS AND PRACTICES

RESEARCH CAREERS AND TALENT DEVELOPMENT

Rights and Responsibilities (Researchers, Employers and Funders

ETHICS AND INTEGRITY OF RESEARCH AND INNOVATION

RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

WORKING CONDITIONS AND OPEN SCIENCE
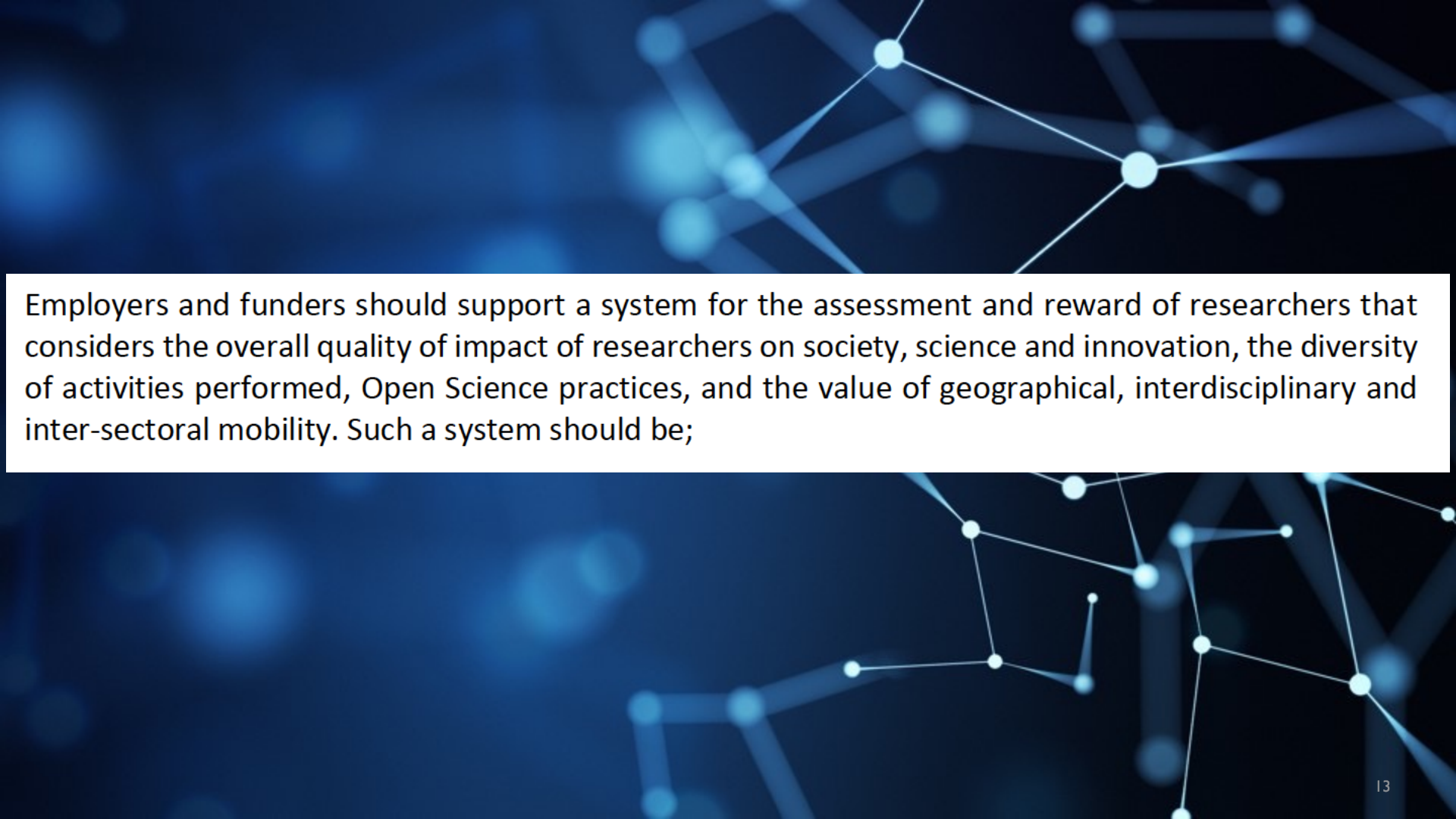
RESEARCH CAREERS AND TALENT DEVELOPMENT

Researchers Charter

Researchers Assessment[9]

Research assessment should enable evaluating the performance of researchers and research to achieve the highest quality and impact. This requires recognition of increasingly diverse research activities and outputs, and rewarding collaboration, open sharing of outputs, and research integrity. Consequently, the importance of bibliometric indicators should be properly balanced within a wider range of evaluation criteria, such as teaching, peer review, management and leadership, supervision, mentoring, knowledge valorisation, entrepreneurship and collaboration with industry, teamwork, services to society, science communication and interaction with society, and methodological rigour and Open Science practices. For candidates from an industrial background, particular attention should be paid to any contributions to innovation through patents, development or inventions.

[9] Agreement on Reforming Research Assessment (2022)
https://coara.eu/app/uploads/2022/09/2022_07_19_rra_agreement_final.pdf

Employers and funders should support a system for the assessment and reward of researchers that considers the overall quality of impact of researchers on society, science and innovation, the diversity of activities performed, Open Science practices, and the value of geographical, interdisciplinary and inter-sectoral mobility. Such a system should be;

- be based on qualitative judgement provided by peers, supported by responsible use of quantitative indicators
- reward quality and the various potential impacts of research on society, science and innovation;
- value a diversity of outputs (*inter alia* publications, datasets, software, methodologies, protocols, patents), activities (*inter alia* mentoring, leadership roles, entrepreneurship, data management, peer review, teaching, knowledge valorisation, industry-academia cooperation, support for evidence-informed policy-making, interaction with society) and practices (*inter alia* early knowledge and data sharing, open collaboration), as well as all mobility experiences;
- ensure that the researcher's professional activity meets high standards of ethics and integrity, rewards appropriate conduct of research, and values good practices, in particular open practices for sharing research results and methodologies, whenever possible;
- use assessment criteria and processes that respect the variety of research disciplines and national contexts;
- support a diversity of researcher profiles and career paths, and value individual contributions, but also the role of teams, collaborative work, and cross-disciplinarity;
- ensure gender equality, equal opportunities and inclusiveness.

Horizon Europe – Open Science methodologies included under criterion for Excellence

Deutsche Forschung Gemeinschaft (DFG) – narrative CV

CNRS – integration of reformed research assessment to recruitment and career progression procedures

Health Research Board (HRB) Ireland - use of bibliometrics by reviewers forbidden, applicants present their 5 most significant research outputs

NOR-CAM - A toolbox for recognition and rewards in academic careers (Universities Norway)
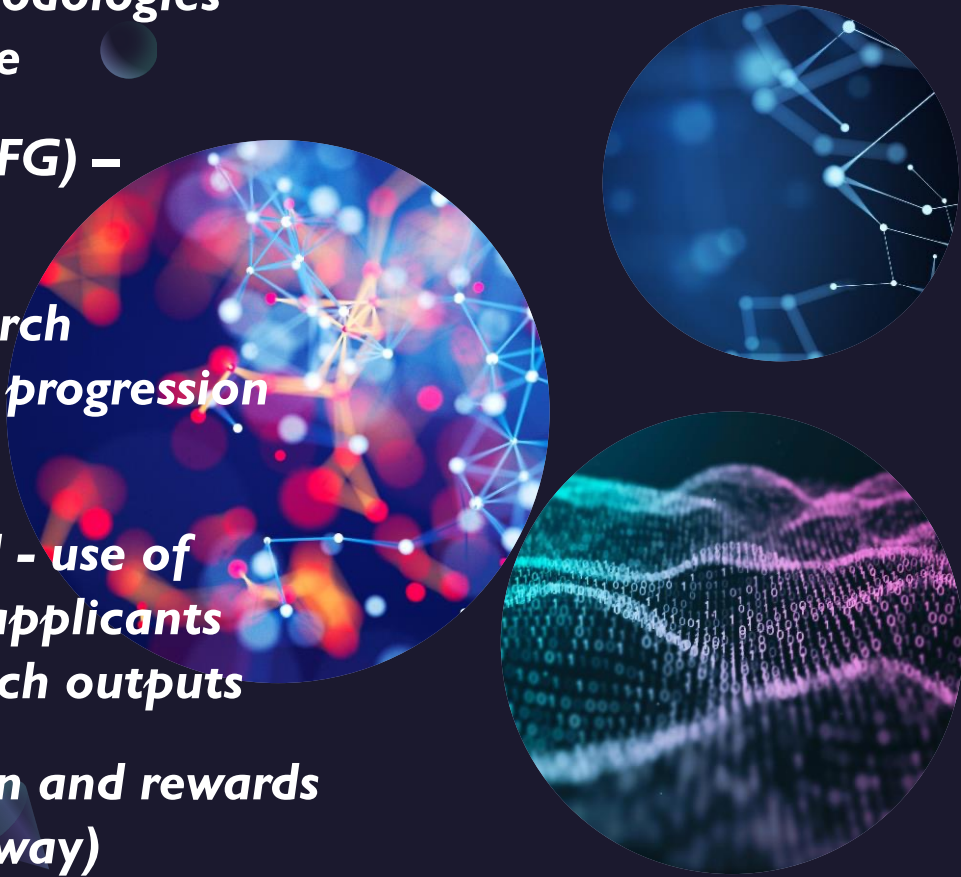
Recognition and reward of a comprehensive range of research activities

Challenge for early career researchers

Need to change national methods for assessment of institutions

Potential negative impact on European university rankings - unless the ranking mechanisms change

Pushback from publishers

Impact on Researchers, Institutions and countries

Thank You

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