



Ideas for the evaluation of academic careers

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sfdora.org

 [@DORAssessment](https://twitter.com/DORAssessment)

– Outline –

1. Conceptual clarity
2. Assessment criteria
3. Evaluation
4. Building trust in the system

Common theme: communication and transparency



Conceptual clarity

What is an impact? Outcome? Output?

Outcomes and Impacts of Development Interventions: Toward Conceptual Clarity

Brian Belcher, Markus Palenberg

First Published May 6, 2018 | Research Article | 

<https://doi.org/10.1177/1098214018765698>

[Article information](#) ▼



General idea: Know before you start



Assessment criteria: what to measure?



Research Assessment: Reducing bias in the evaluation of researchers

A workshop run by DORA identified a number of ways to reduce bias in hiring and funding decisions.



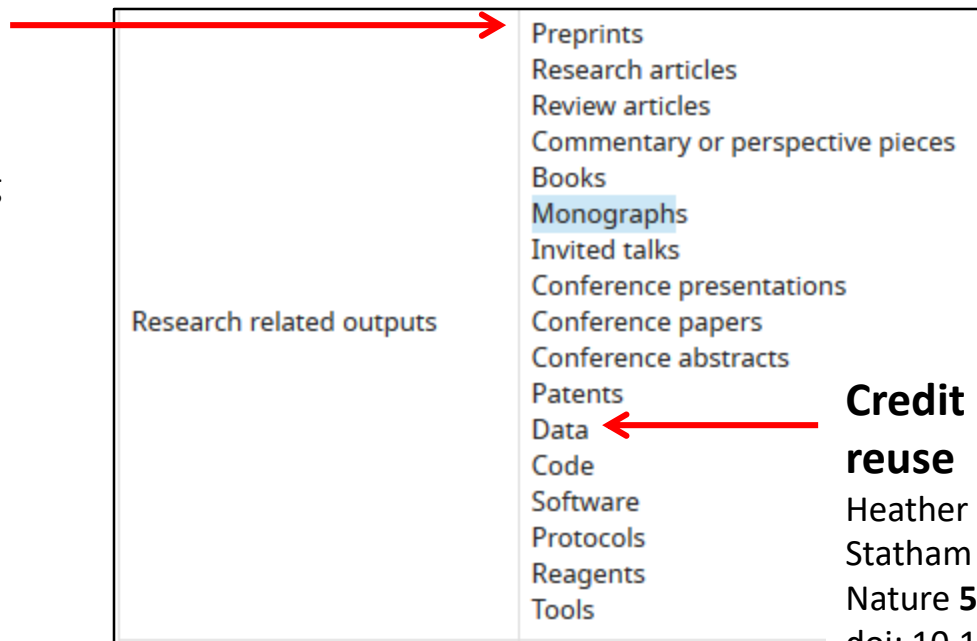
INSIDE ELIFE Apr 17, 2019



reviewcommons.org

Transparent
Review in
Preprints (TRiP)

Cold Spring Harbor
Laboratory (CSHL)



Credit data generators for data reuse

Heather H. Pierce, Anurupa Dev, Emily Statham & Barbara E. Bierer
Nature **570**, 30-32 (2019)
doi: 10.1038/d41586-019-01715-4

Assessment criteria: structured narratives

Charité University Hospital



Ulrich Dirnagl
@dirnagl

If you are applying for a professorship at the Charite you now need to tell us about your contributions to your scientific field, open science, team science, interactions with stakeholders. Past and future plans. As a structured narrative.

TOOLS	
Main Focus: Science *	
(e.g. Apodictose)	<input type="text"/>
Main Focus: Clinic	
(e.g. Clinical Psychotherapy)	<input type="text"/>
Please describe in short what you believe is your scientific contribution in your scientific field: [scientific contribution]	
<div>Remaining characters: 3000</div>	
What do you consider to be the 5 most important papers you have published? Please briefly justify this selection and mention your respective contributions. How were the work accepted in the scientific field, what impact did they have on the advancement of knowledge or the clinical practice (translation, guidelines)? *	
Published-Of: OR (202)	
[Description of first publication]	[Own share of the first publication]
<div>Remaining characters: 3000</div>	
The Charter attaches great importance to transparent, replicable research and supports the objectives of Open Science (Open access, Open Data). What are the registration of studies in pre-clinical trials, PRIS etc., the management of studies, and the publication of negative and zero results. How have you been pursuing these goals so far and what are your plans for the future?	
<div>Remaining characters: 3000</div>	
Charter is interested in team science and collaborations. Please describe in short most important collaboration projects within recent five years. *	
(e.g. Neurobiological test)	
[Description]	<input type="text"/>
<div>Remaining characters: 3000</div>	
Please describe in short your interactions with relevant actors in biomedicine, e.g. industry, patient care, policy panel, etc.	
<div>Remaining characters: 3000</div>	
relevant patients	
Patient numbers	
[Description]	<input type="text"/>

♡ 78 5:21 AM - Mar 4, 2018

49 people are talking about this

Dutch Research Council (NWO)



Jeroen Sondervan @jeroenson · Oct 7

A sample version of the Veni CV that @NWO Nieuws is piloting, is now available online: nwo.nl/binaries/content/assets/nwo-nieuws/2020/04/20200420-veni-cv-voorbeeld-20200420.pdf
#recognitionandrewarding

↕ 7

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Royal Society

Resume4Researchers enables academics to describe outputs and achievements in the broader context of their ideas and engagements



More info on DORA blog: sfdora.org/blog

Evaluation: Rubrics

Research Quality Plus (RQ+): A Holistic Approach to Evaluating Research

BOX 3 Examples of the quality dimension and subdimension rubrics

Dimension 1.0: Research Integrity

UNACCEPTABLE		LESS THAN ACCEPTABLE		ACCEPTABLE TO GOOD		VERY GOOD	
1	2	3	4	5	6	7	8
The research has little to no scientific merit. The defensibility of the approach is questionable. There are severe lapses in methodological rigor of literature review, data collection and data analysis.		There is evidence of efforts to meet methodological standards but the efforts do not fully succeed. There are major shortcomings in the justification for the choice of research design and methods.		Accepted methodological standards in the design and execution of the research are met.		The scientific merit is without question. There is evidence of exceptional thoroughness in the research design and all phases of research execution. The project could serve as an exemplar of what it means to achieve this criterion.	

Dimension 2: Research Legitimacy; Subdimension 2.4: Engagement with Local Knowledge

NOT APPLICABLE	UNACCEPTABLE		LESS THAN ACCEPTABLE		ACCEPTABLE TO GOOD		VERY GOOD	
	1	2	3	4	5	6	7	8
The nature of the research is such that local knowledge and engagement do not need to be taken into account.	Engagement with local contexts has been neglected during the research process. Several major weaknesses can be found, related to how research needs and questions were identified, local communities or populations engaged, local contexts and knowledge systems considered, and local benefits from the research process assured.		Local contexts and engagement have been considered during the research process, but some weaknesses remain related to how research needs and questions were identified, local communities or populations engaged, local contexts and knowledge systems considered, and/or local benefits from the research process assured.		Local context and engagement have been a focus in the research process. Few, if any, minor weaknesses remain related to how research needs and questions were identified, local communities or populations engaged, local contexts and knowledge systems considered, or local benefits from the research process assured.		Local context and engagement have been a clear and systematic focus in the research process. Research needs and questions were appropriately identified, local communities or populations engaged, local contexts and knowledge systems considered and respected, and local benefits from the research process assured.	

Dimension 3: Research Importance; Subdimension 3.2: Relevance

UNACCEPTABLE		LESS THAN ACCEPTABLE		ACCEPTABLE TO GOOD		VERY GOOD	
1	2	3	4	5	6	7	8
There is little or no evidence that the research might contribute to a local priority, a key development policy or strategy, or an emerging area that might demand solutions in the foreseeable future. Needs assessments and justification for the work are absent or unconvincing.		There is some evidence that the research might contribute to a local priority, a key development policy or an emerging area that might demand solutions in the foreseeable future. A focus on this area of work at this time appears sufficiently justified.		There is good evidence that the research might contribute to an important local priority, a key development policy or strategy, or an emerging area of some significance that might demand solutions in the near future. A focus on this area of work at this time has been well justified.		There is good evidence that the research is already recognized as having the potential to address a critical local priority, a key development policy or strategy, or an important emerging area that is highly likely to demand solutions in the near future. A focus on this area of work at this time puts the researchers at the cutting edge of an active and/or important field of work.	

IDRC, 2016.

Rubric to Assess Candidate Contributions to Diversity, Equity, and Inclusion

Plans for Advancing Diversity, Equity, and Inclusion

1 - 2

- Vague or no statements about what they would do at Berkeley if hired. May even feel doing so would be the responsibility of someone else.
- Describes only activities that are already the expectation of Berkeley faculty (mentoring, treating all students the same regardless of background, etc).
- States that would be happy to "help out" but seems to expect the University or department to invite or assign them to activities.

3

- Mentions plans or ideas but more is expected for their career stage. Plans or ideas lacking in detail or clear purpose (for example, if "outreach" is proposed, who is the specific target, what is the type of engagement, and what are the expected outcomes? What are the specific roles and responsibilities of the faculty member?)

4 - 5

- Clear and detailed ideas for what existing programs they would get involved with and what new ideas they have for advancing equity and inclusion at Berkeley and within their field, through their research, teaching, and/or service. Level of proposed involvement commensurate with career level (for example, a new assistant professor may plan to undertake one major activity within the department over the first couple of years, conduct outreach to hire a diverse group of students to work in their lab, seek to mentor several underrepresented students, and co-chair a subcommittee or lead a workshop for a national conference. A new tenured faculty member would be expected to have more department, campus-wide, and national impact, including leadership).
- Intends to be a strong advocate for diversity, equity and inclusion within the department/school/college and also their field.
- References activities already taking place at Berkeley and in the field, and how additional or new activities would advance equity and inclusion.
- Addresses multiple areas of need (for example, classroom climate, the laboratory, conferences)

Berkeley
UNIVERSITY OF CALIFORNIA

Office for Faculty Equity & Welfare - August 2018

UC Berkeley, Office for Faculty Equity & Welfare, 2018.



Building trust in the system

- **Neutral party** to promote balanced discussions
- **Share information** about integrity of process
- **Engage researchers** at all levels in discussions about assessment



Thank you!

More information: sfdora.org