

**FNR** 28.04.2022

*Responsible Research Assessment:  
Implementation and reflection*



Why responsible Research Funding?

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 evaluated, conducted, and communicated.

Based on: <https://royalsociety.org/topics-policy/projects/research-culture/>



<https://royalsociety.org/science-events-and-lectures/2016/09/early-career-researcher-conference/>



Ottoline Leyser  
UKRI CEO

“If you ask your nephew what they want to do when they grow up, they say they want to experiment, explore, and discover, not that they want an H-index of 60.”



Marc Schiltz  
FNR Secretary  
General

“When we talk to researchers and ask about their recent achievements: it shouldn’t be that they published two articles in Nature, but rather the nice science they have done and their contributions to the community and broader public.”



**Résumé for Research and Innovation (R4RI), a Narrative CV Approach: The what, why and how organisations can engage with it.**

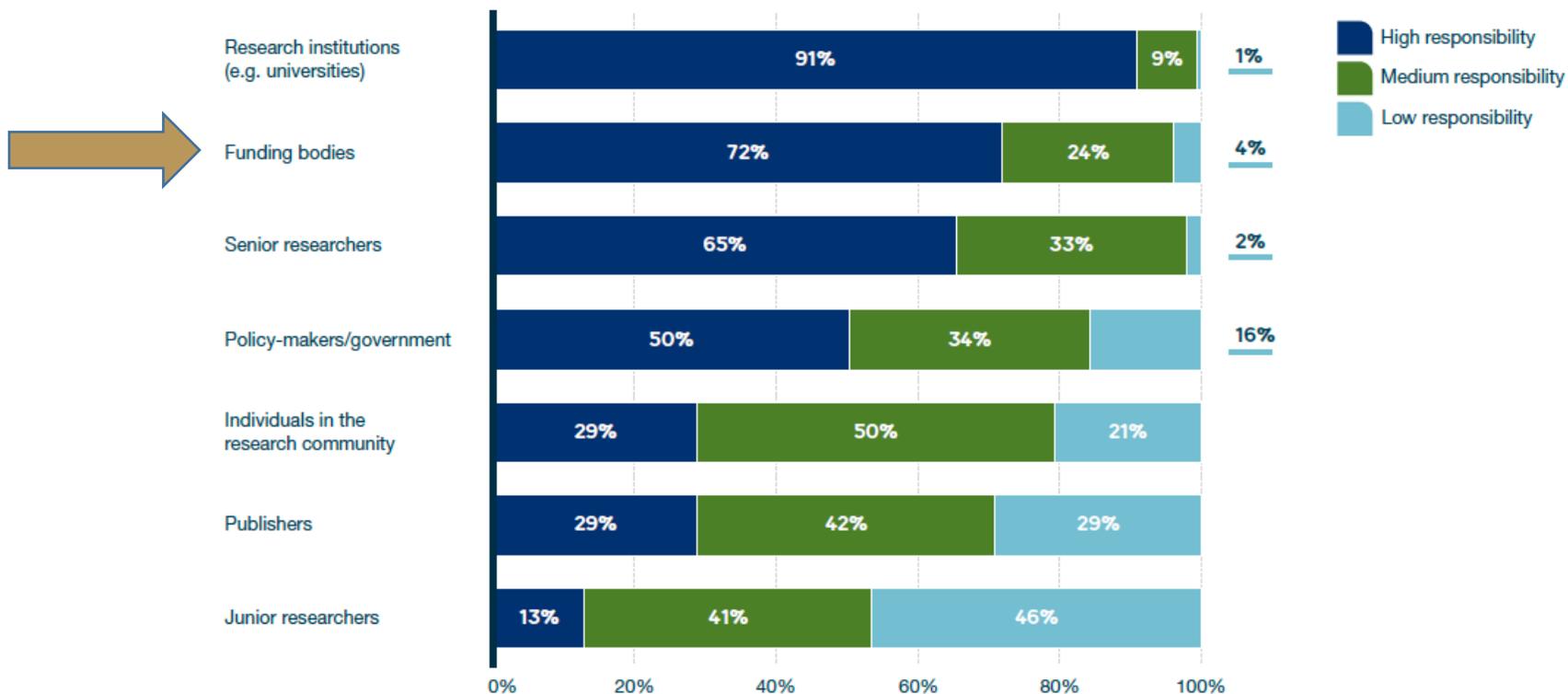
Changing what is visible and valued in research and innovation.

<https://r4ri.ukri.org/>

# What is Research Culture?

**Figure 20:**  
How much responsibility researchers think different groups should have for changing research culture

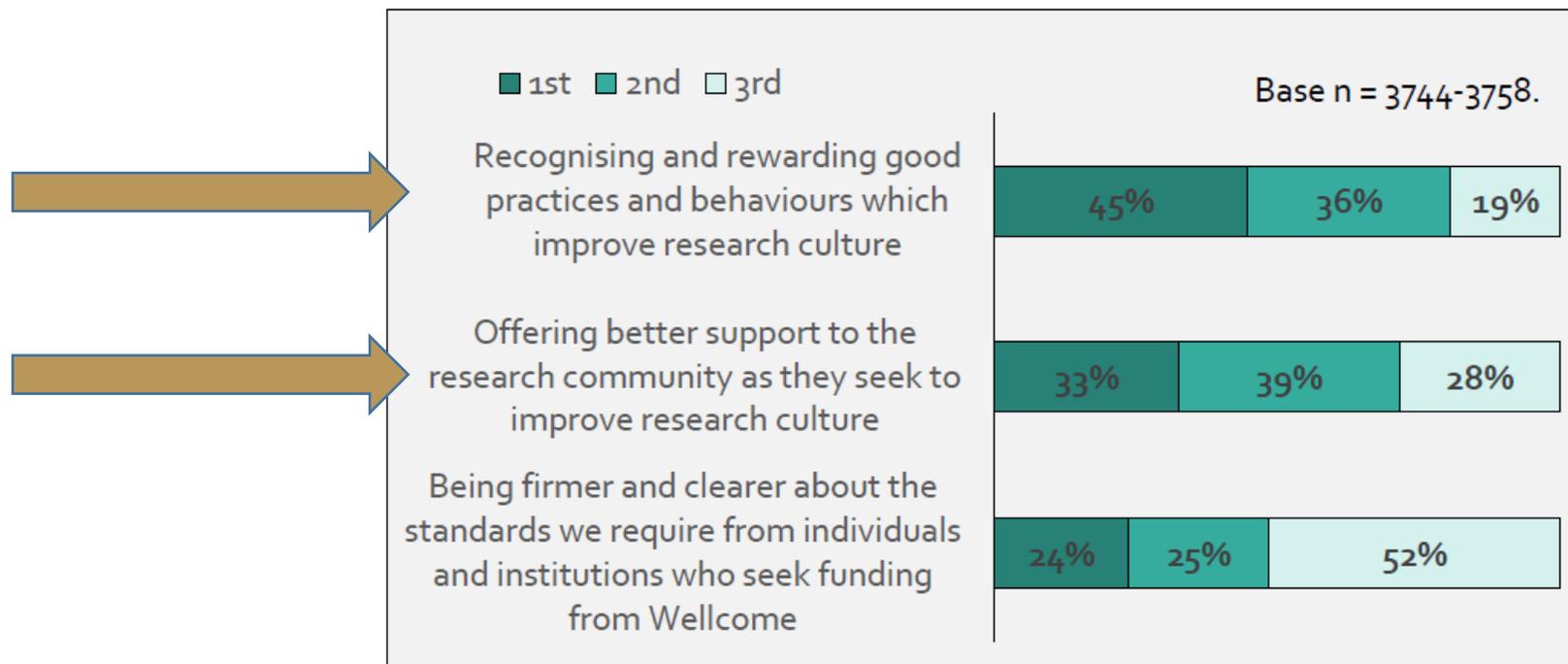
Survey, n = 4079-4110 – research community, UK and international.



[at-we-do/our-work/research-culture](https://www.wellcome.org.uk/at-we-do/our-work/research-culture)

# What is Research Culture?

Q: Wellcome is at the early stages of developing initiatives to improve research culture. Where do you think Wellcome should focus first?

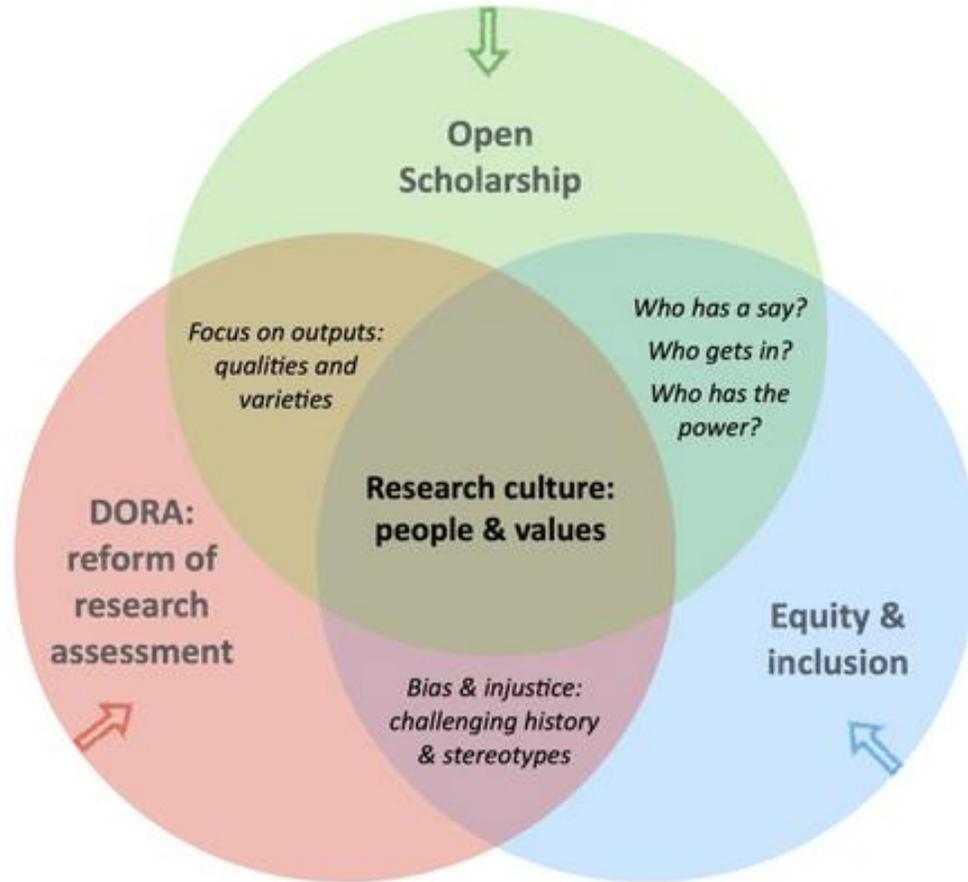


<https://wellcome.org/what-we-do/our-work/research-culture>

Why responsible Research Funding?

Because we believe researchers are more than paper-publishing machines.

Open Access Policies: Plan S & Open Access Fund, ORCID integration, Data Management Plans



Narrative CVs, New FNR Awards categories: Outstanding Mentor, Outstanding Scientific Achievement

LU Research Culture Working Group, DORA Funder's Group, Science Europe Working Group on Research Culture

Gender Working Group, CORE Junior

From <<https://sfdora.org/2020/08/18/the-intersections-between-dora-open-scholarship-and-equity/>>

## Resources should be available for all

### Video: “Balanced, broad, responsible: A practical guide for research evaluators

- An open resource for all, from DORA/FNR
- Goal: Fostering a holistic evaluation process to improve the quality of science
- Shown at the beginning of every FNR panel and sent to all FNR evaluators



**BALANCED, BROAD, RESPONSIBLE**  
**A practical guide for research evaluators**

**WHY DO WE NEED TO SHIFT RESEARCH EVALUATION?**

Research assessment is a central aspect of research culture. Focusing only on shorthand or quantitative criteria favors a narrow view of research. The way we assess research needs to move forward through trial and evaluation of new ideas, just like research itself!

**A MORE HOLISTIC SYSTEM WILL IMPROVE THE QUALITY OF SCIENCE, AND REQUIRES EXPANDING THE DEFINITION OF RESEARCH OUTPUT, QUALITY, AND IMPACT!**

**Six practical tips for fostering a more holistic evaluation process**

1. Align your decision making to the strategic objectives and specific criteria of the funding institution or funding instrument.
2. Be clear about the context and limitations of any quantitative metrics used and balance them with qualitative parts of the proposal.
3. Look broad instead of narrow to capture the full range of a researcher's contributions, including activities beyond publications and grants. (e.g. Open Science, teaching and mentoring, service to the research community, societal interaction, and others)
4. Be aware of unintended biases (e.g. Gender, ethnicity, seniority, affiliation, discipline, or others) that arise from scientific and cultural stereotypes.
5. Foster personal and group accountability for responsible research assessment during evaluation.
6. If you are not sure whether you have a conflict of interest or not, ask the funding institution for guidance.

**HOW CAN YOU SPREAD THE WORD AND HELP FOSTER A MORE HOLISTIC EVALUATION PROCESS?**

The video can be used as a resource in many ways

FUNDERS	INSTITUTIONS	RESEARCHERS
<ul style="list-style-type: none"><li>• Supporting peer review guidelines and other funding-scheme specific documentation.</li><li>• Sharing in communication with evaluators (reviewers and panel members).</li><li>• Screening at panel meetings and other group evaluation events.</li><li>• Screening at webinars and information sessions for applicants.</li></ul>	<ul style="list-style-type: none"><li>• Supporting institutional checks for research proposals.</li><li>• Supporting internal evaluation processes (e.g. recruitment and promotion).</li></ul>	<ul style="list-style-type: none"><li>• Preparing grant proposals.</li><li>• Peer reviewing work for recruitment, promotion, and grant funding.</li><li>• Sharing with your colleagues.</li></ul>

**DORA** Luxembourg National Research Fund  
sfora.org @DORAassessment www.fnr.lu @FnrLux

[https://www.youtube.com/watch?v=NlUtQj\\_nppE](https://www.youtube.com/watch?v=NlUtQj_nppE) <https://www.fnr.lu/new-video-resource-for-funders/>

## Narrative CV – Why did we do it?

To increase potential diversity of research ideas and pathways

Metrics

Quantitative  
information

Traditional outputs



Scientific vision and  
overall career path

Potential of  
researcher based  
on academic age

Broad contributions  
to science and  
society



## How was it developed?

### THE ROYAL SOCIETY

#### Research culture: Résumé for Researchers

The Résumé was developed through both internal and external engagement made possible with the help and input of people from across the system.

- **Contributions to:**
  - Generation of knowledge
  - Development of individuals and teams
  - The R&I community
  - Broader society

As well as:

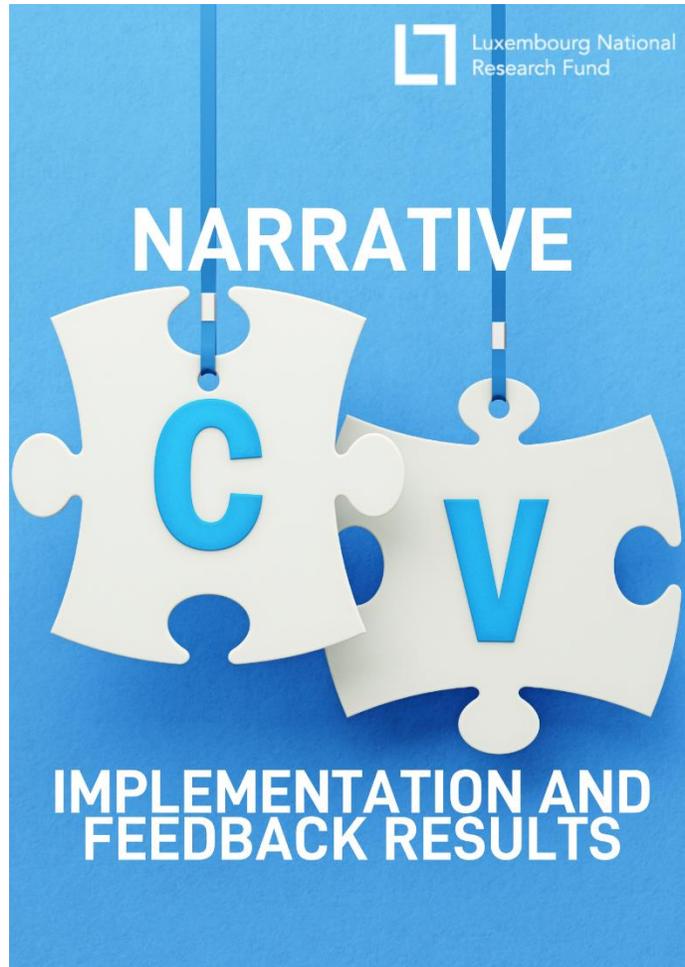
Space for a personal statement, research vision, motivation for your work/career

Space to outline career progression, including career breaks, related non-research activities, etc...

## How is it evaluated?

- **CV is context for the proposal and evaluation criteria!**
  - Quality of the proposal is still the most important part!
  - CV should support a broader and more nuanced evaluation
- **Linked to a more qualitative evaluation, aimed to reduce bias**
  - Gives a better picture of a researcher than only quantitative information
  - Focus on your strengths, don't try and show that you are amazing at everything
  - Slower decision making = reduced bias
- **Reviewers and Panel members are guided**
  - Evaluation criteria revised to link to CV requirements
  - Guidance video about responsible research assessment (linked in FNR template)
  - At panels, we give further guidance and answer questions

## Narrative CV Implementation and Feedback results

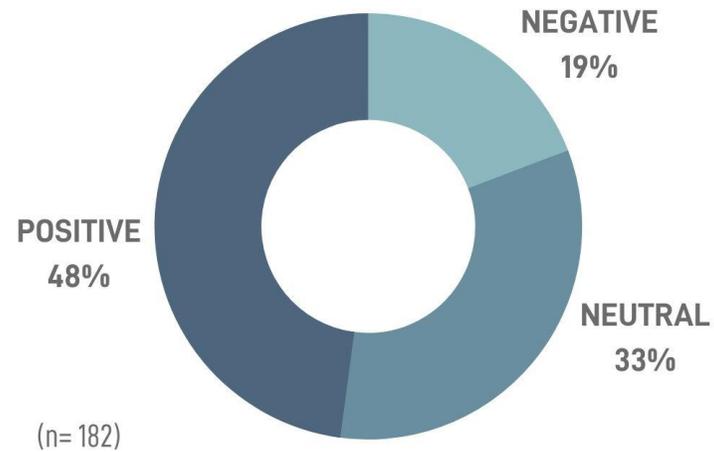


- To understand if we are achieving our goals with the Narrative CV
- To measure acceptance, usability, clarity of guidance
- Report and Raw Dataset with quantitative and free-text responses (anonymized)
- Feedback from applicants, reviewers, panel members

<https://www.fnr.lu/narrative-cv-implementation-and-feedback-results/>

# What have we learned?

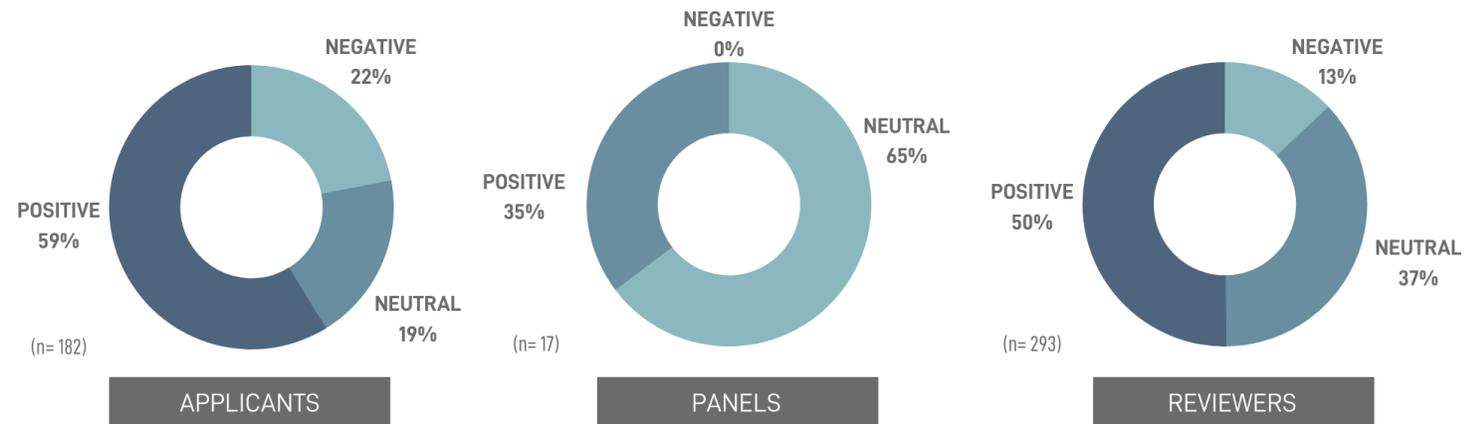
How satisfied are you with the new CV template?



**Researchers are generally OK with this format...**

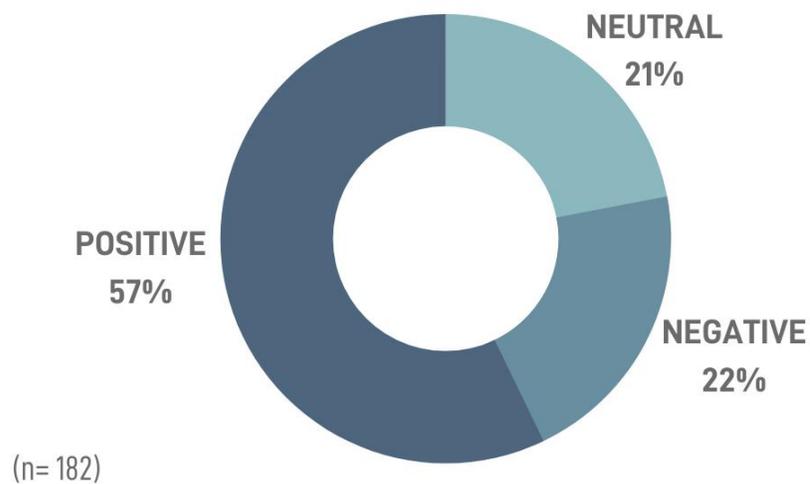
**But we need to do a better job with guidance!**

How clear were the instructions and guidance?

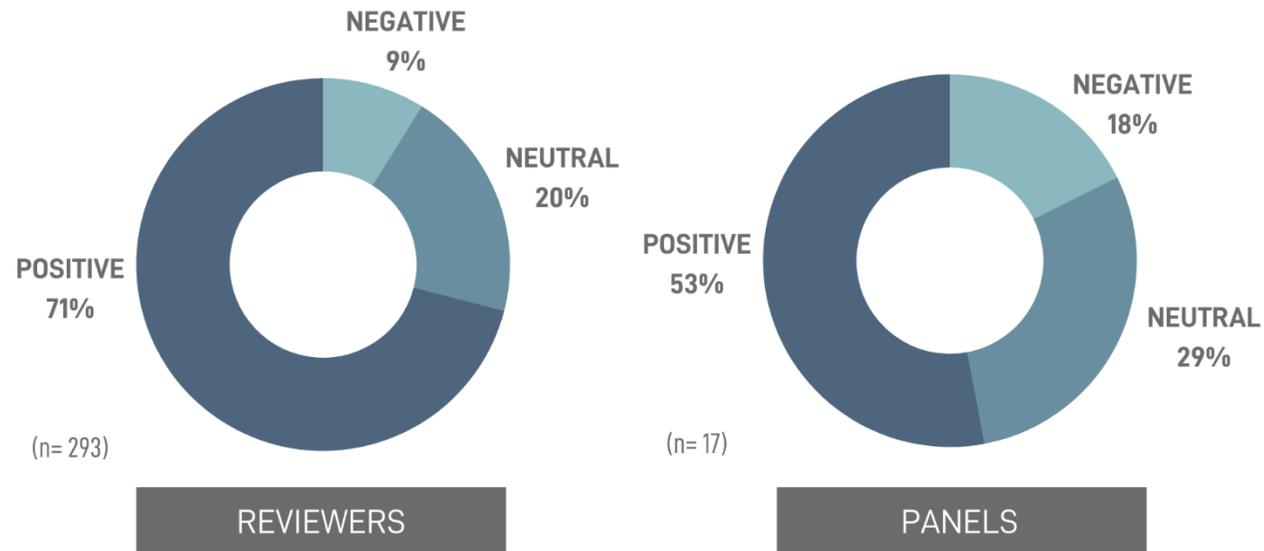


## What have we learned?

How well do you think the CV allows for your achievements as a researcher to be demonstrated and valued?



How useful was the CV in your evaluation of the proposal?



**The international community  
is embracing this change!**

## What are the next steps?

- **Continuing the experiment in an expanded manner**
  - Further national evaluation of the impact of the narrative CV, including:
    - Time and effort
    - Demographic differences
  - Comparing data between funders (and others) to understand broader impact (e.g. UKRI Joint Funders Group)
- **Applying the same principles in other parts of the process**
  - Rethinking project/grant reporting – aligning what we want from proposals with what we expect as project/grant outputs
  - Broadening impact and output assessment, KPIs, etc...
- **Increasing visibility of a broader range of outputs**
  - E.g. – FNR Awards
    - Outstanding Mentorship
    - Promotion of Science to the Public
    - Outstanding Scientific Achievement
  - Integration with other initiatives (Open Science, etc...)



# Striving for responsible research funding cultures



**RESEARCH CULTURE**  
Empowering researchers with  
a thriving research system  
integrated in society

**Joint Funders Group**

Supported by



**We need to work together!**



Funder Discussion Group



**Towards a reform of the  
research assessment system**



# Thank you for your attention!



Luxembourg National  
Research Fund

