

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.

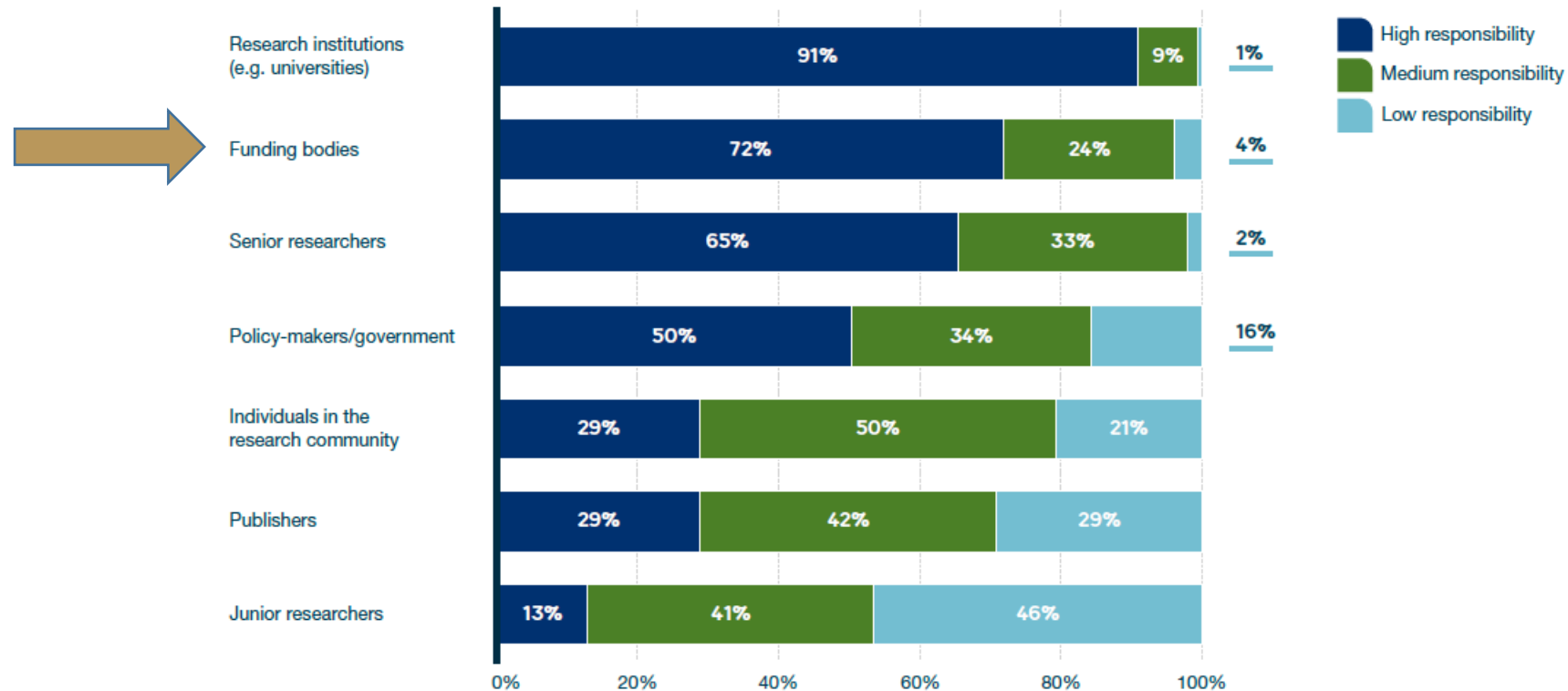
Changing what is visible and valued in research and innovation.

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

What is Research Culture?

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

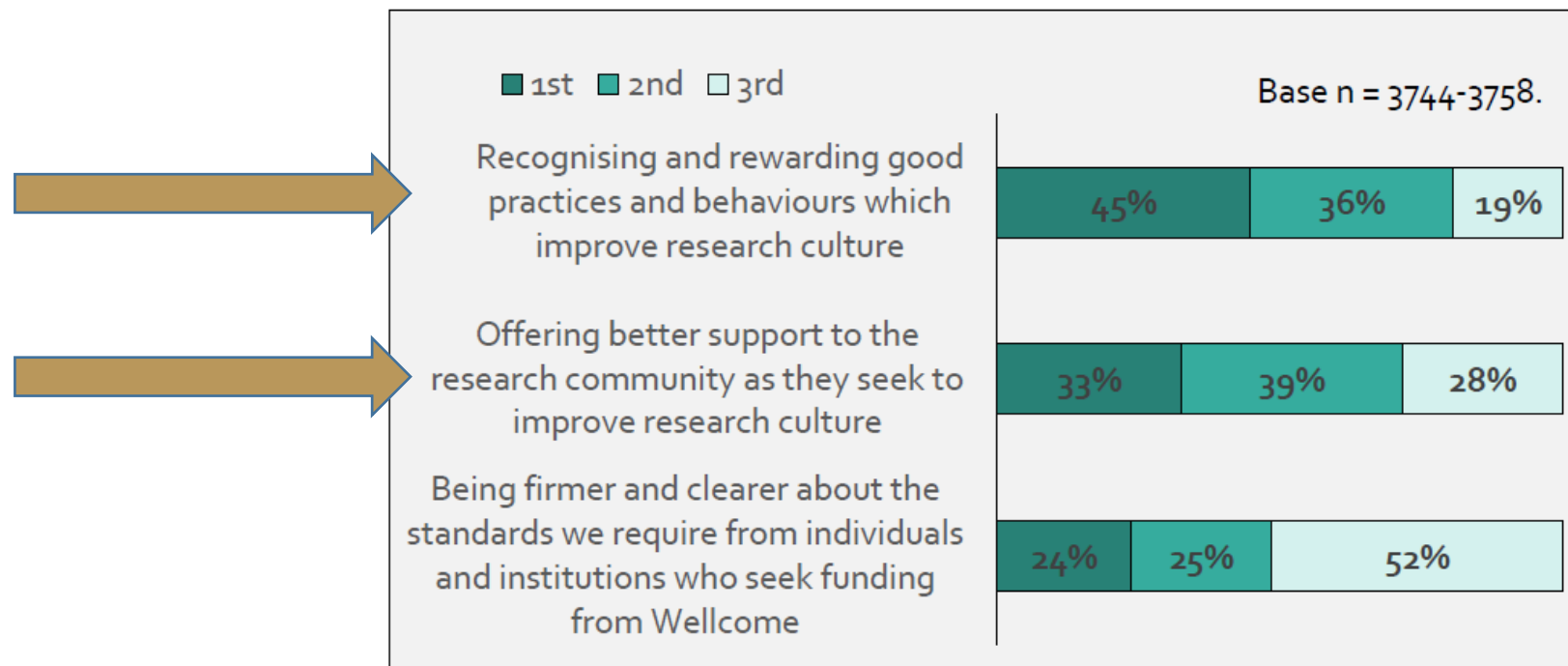
Survey, n = 4079-4110 – research community, UK and international.



[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



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

Gender Working
Group,
CORE Junior

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

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

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



https://www.youtube.com/watch?v=NIutQj_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



ORCID

Connecting Research
and Researchers

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:

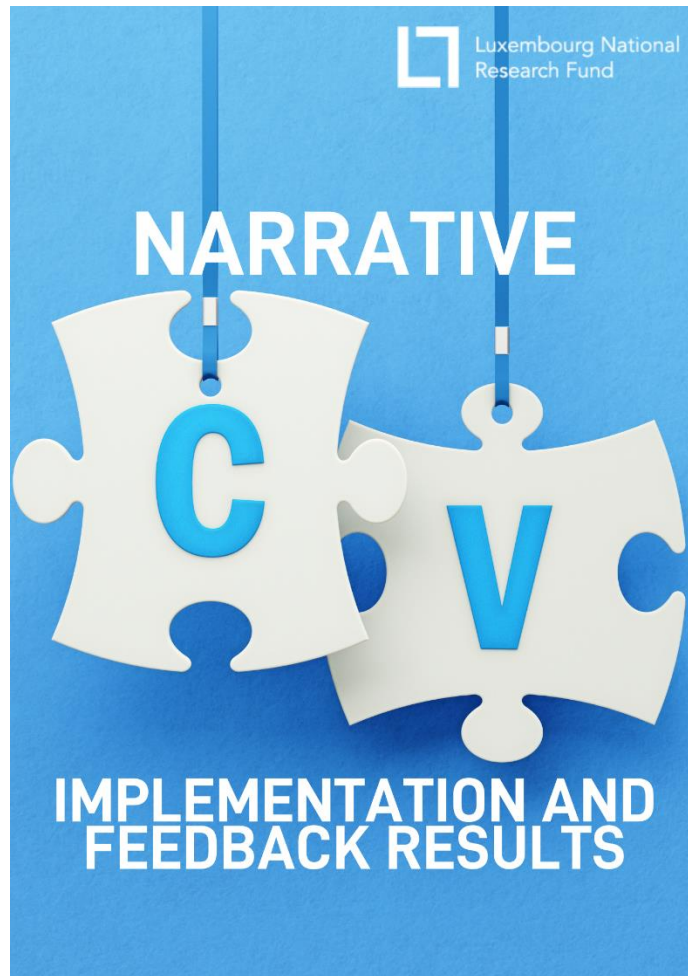
Space for a personal statement, research vision, motivation for your work/career

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

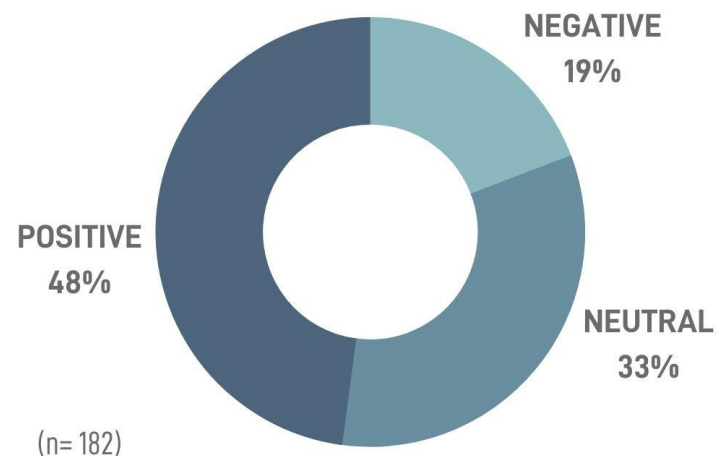


- To understand if we are achieving our goals with the Narrative CV
- To measure acceptance, usability, clarity of guidance
- Report and Raw Dataset with quantitative and free-text responses (anonymized)
- Feedback from applicants, reviewers, panel members

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

What have we learned?

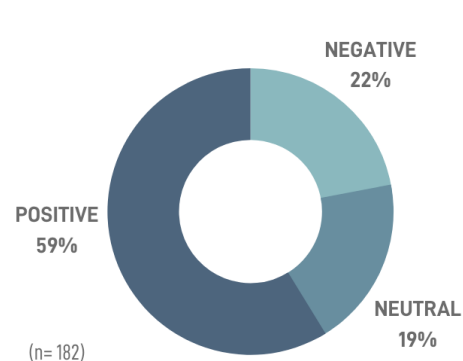
How satisfied are you with the new CV template?



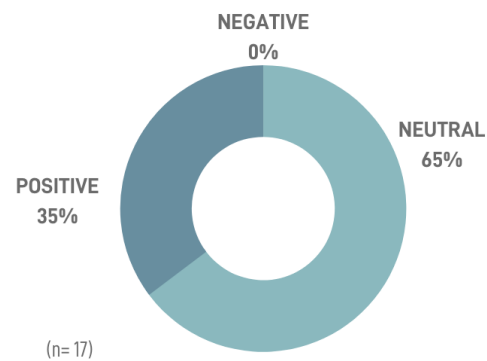
Researchers are generally OK with this format...

But we need to do a better job with guidance!

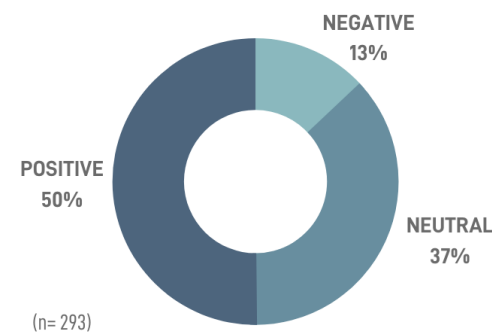
How clear were the instructions and guidance?



APPLICANTS



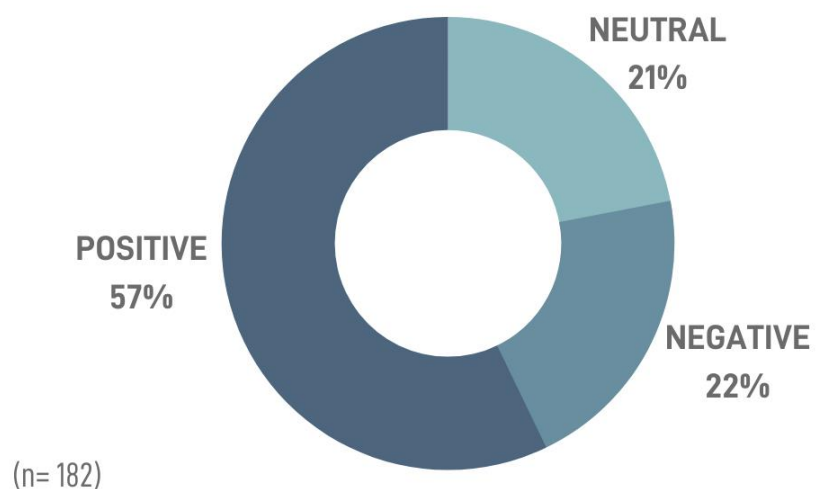
PANELS



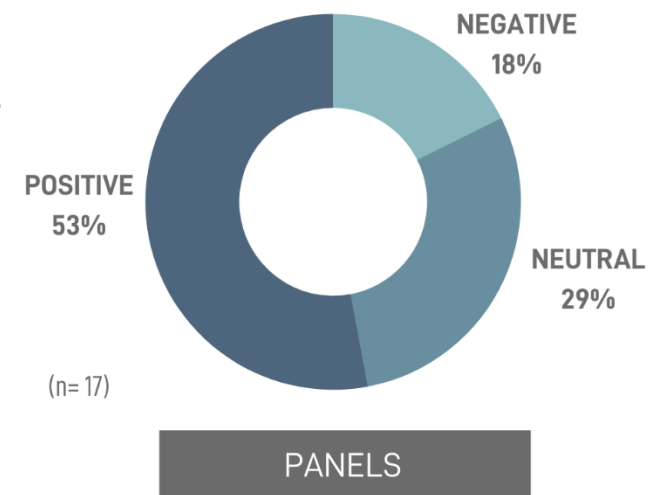
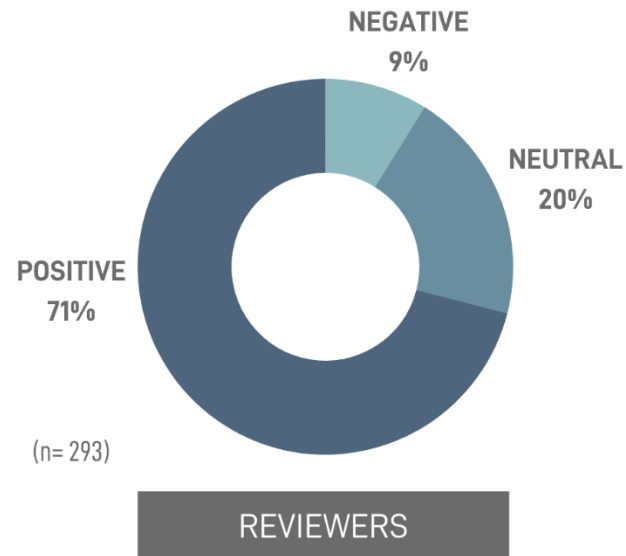
REVIEWERS

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



UK Research
and Innovation

**We need to work
together!**



DORA

Funder Discussion Group



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

RoRI RESEARCH
ON RESEARCH
INSTITUTE

Thank you for your attention!

