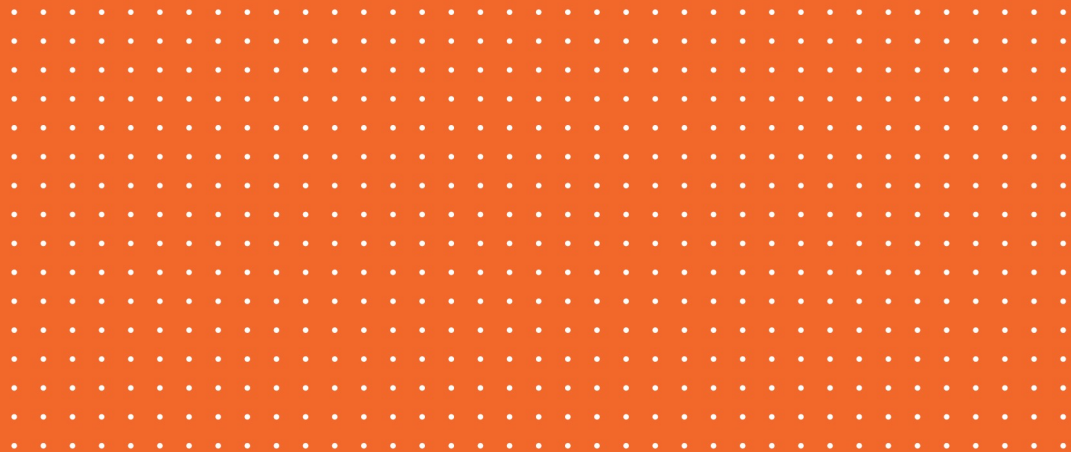




# WHERE WILL YOU BE IN FIVE YEARS?

NAVIGATING THE SHIFTING LANDSCAPE OF RESEARCH EVALUATION

# WHO AM I?



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## WHO AM I?

- A chemistry PhD...  
...working in a cultural studies research centre
- A data scientist...  
...who works on critical theory, philosophy and communications
- A full professor...  
...who has spent more time out of academia than in it, and doesn't have “tenure”
- A researcher...  
...whose most highly cited work is a blog post



*Someone who studies and advocates change in research evaluation processes internationally, but tries to avoid being involved in them in practice...*

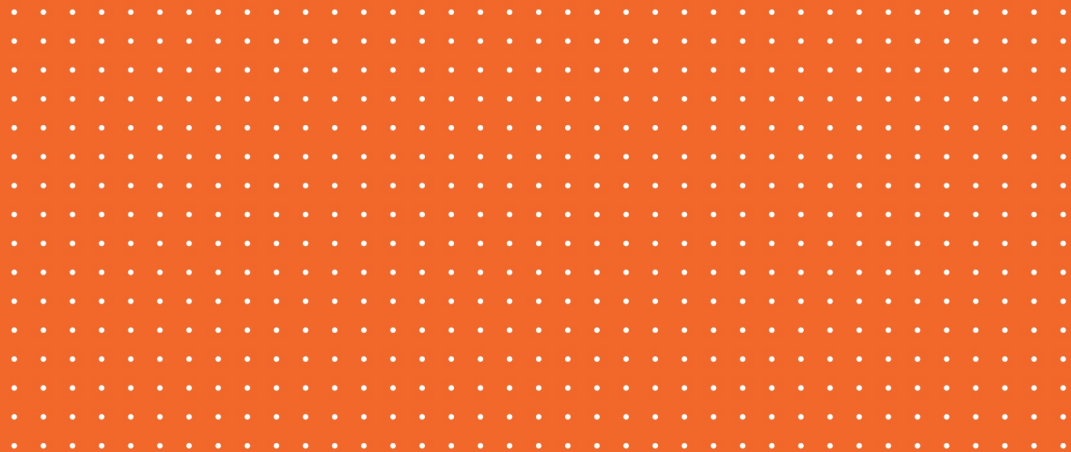
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## WHEN AM I?

- PhD, Chemistry, Australian National University, 1999
- Lecturer in Combinatorial Chemistry, Southampton University, 2001 – 2007
- Senior Scientist, STFC ISIS Neutron Facility, 2005 – 2012
- Director of Advocacy, PLOS, 2012 – 2015
- Professor of Research Communications, Curtin University, 2015 –


# THE CHALLENGE

CHANGING LANDSCAPES AND EXPECTATIONS





# INCREASING CRITICISM OF TRADITIONAL RESEARCH EVALUATION



The Declaration Signers Project TARA News and Resources

Our vision: To advance practical and robust approaches to research assessment globally.

[Read the Declaration](#)



HOME PROGRAM & VIDEOS PARIS CALL INTERVIEWS PRESS CONFERENCE EN

Paris Call on Research Assessment

*This text was prepared by the French Open Science Committee and presented to the Paris Open Science European Conference (OSEC) held in Paris on 4th and 5th February 2022, organised in the context of the French Presidency of the Council of the European Union, following the publication of the UNESCO recommendation on Open Science and the publication by the European Commission of Towards a reform of the research assessment system: scoping report.*

## LEIDEN MANIFESTO FOR RESEARCH METRICS

Home Video version Translations Blog

### 10 principles to guide research evaluation with 25 translations, a video and a blog

Research evaluation has become routine and often relies on metrics. But it is increasingly driven by data and not by expert judgement. As a result, the procedures that were designed to increase the quality of research are now threatening to damage the scientific system. To support researchers and managers, five experts led by Diana Hicks, professor in the School of Public Policy at Georgia Institute of Technology, and Paul Wouters, director of CWTS at Leiden University, have proposed 10 principles for the measurement of research performance: the Leiden Manifesto for Research Metrics published as a comment in Nature.

Hicks, Wouters, Waltman, de Rijcke, Rafols, Nature, April 23, 2015

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"Building peace in the minds of men and women"

IN BRIEF WHAT WE DO WHERE WE WORK PARTNERS JOIN US RESOURCES

Home > Open Science > UNESCO Recommendation on Open Science

## Open Science



### UNESCO Recommendation on Open Science

The UNESCO Recommendation on Open Science was adopted by the General Conference of UNESCO at its 41st session, in November 2021.

- UNESCO Recommendation on Open Science
- English | Français

#### Background

At the 40th session of UNESCO's General Conference (2019), 193 Member States tasked the Organization with the development of an international standard-setting instrument on Open Science in the form of a UNESCO Recommendation on Open Science to be adopted by Member States in 2021.

The Recommendation was expected to define shared values and principles for Open Science, and identify concrete measures on Open Access and Open Data, with proposals to bring citizens closer to science and commitments to facilitate the production and dissemination of scientific knowledge around the world. The Recommendation was developed through a regionally balanced, multistakeholder, inclusive and transparent consultation process.

Home

- UNESCO Recommendation on Open Science
- Multistakeholder Consultations on Open Science
- Open Science Advisory Committee
- UNESCO Global Open Science Partnership
- Contact us



*“In decision-making, the Academy will also take into account the many different career paths of researchers, the impact of research and the promotion of open access”*

Riitta Maijala - Vice President for Research at the Academy of Finland



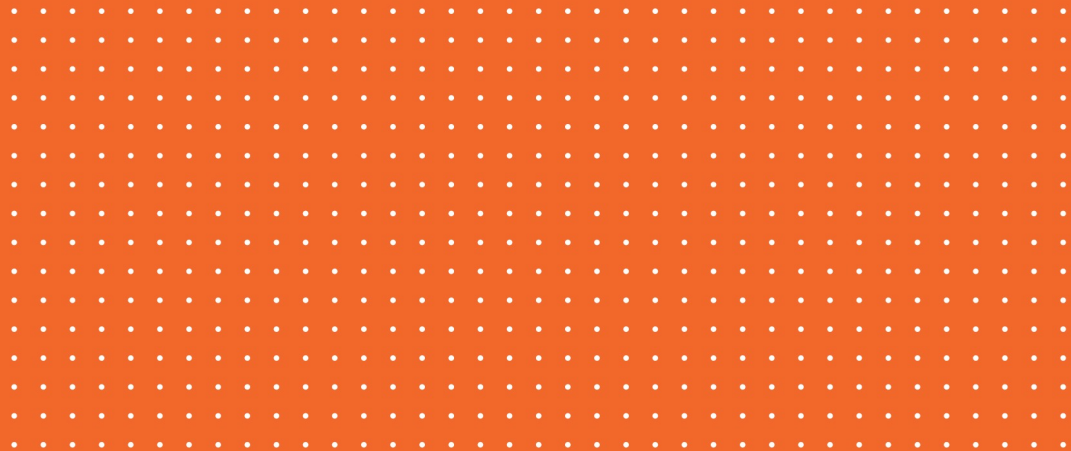
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## WHY IS THIS HAPPENING?

- The policy perspective on open/responsible/reproducible research
- Broader impact and engagement agendas
- A shift in societal expectations of researchers and research organisations
- A need to address historical exclusion and bias

# THE PROBLEM

SCALING, DIVERSIFYING AND COLLECTIVE ACTION





None of this helps when you need to figure out what you need to do to get that job, a grant, or that promotion...

# FIVE STRATEGIC OBJECTIVES



## A University of **TALENTS**

Under the Unified HKUST-Complementary Campuses umbrella, we are prepared to extend our global reservoir of minds and abilities by looking beyond conventional academic disciplines and being open to the recruitment and nurturing of more diverse areas of strength among students, faculty and staff.

[VIEW MORE](#)

## An International **LEADER** in Education and Research

By balancing disciplinary and cross-disciplinary activities, and on-going development of our educational thinking, our two complementary campuses will serve as dual knowledge hubs, creating a distinct synergy and model for the future.

[VIEW MORE](#)

## Incorporating **INNOVATION AND ENTREPRENEURSHIP** in Our Spirit

Our fast-changing world requires ever-faster implementation of new concepts and technologies, and a mindset equipped to solve real-world challenges through the transfer of knowledge into positive, sustainable change. We will strive for such a spirit to become a recognized core component, internally and externally, of our knowledge transfer endeavors and social impact.

[VIEW MORE](#)

## An Exemplar of **BEST-IN-CLASS** Standards, Practices, and Operations

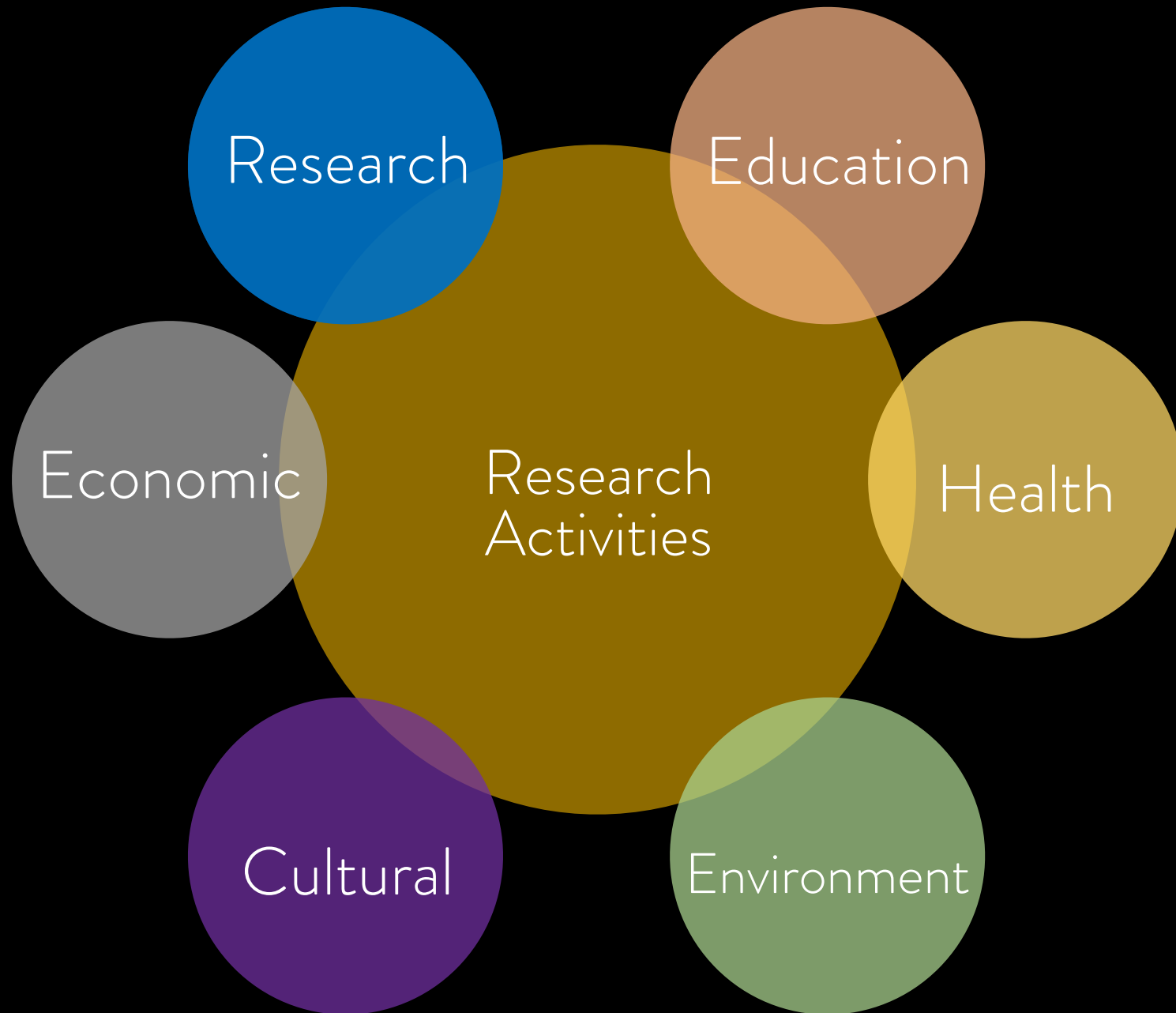
With sustainable development as the key to present and future, our goal is to deliver the best possible campus environment, and business processes and systems to support our world-class education, research, and diverse University community for the long term.

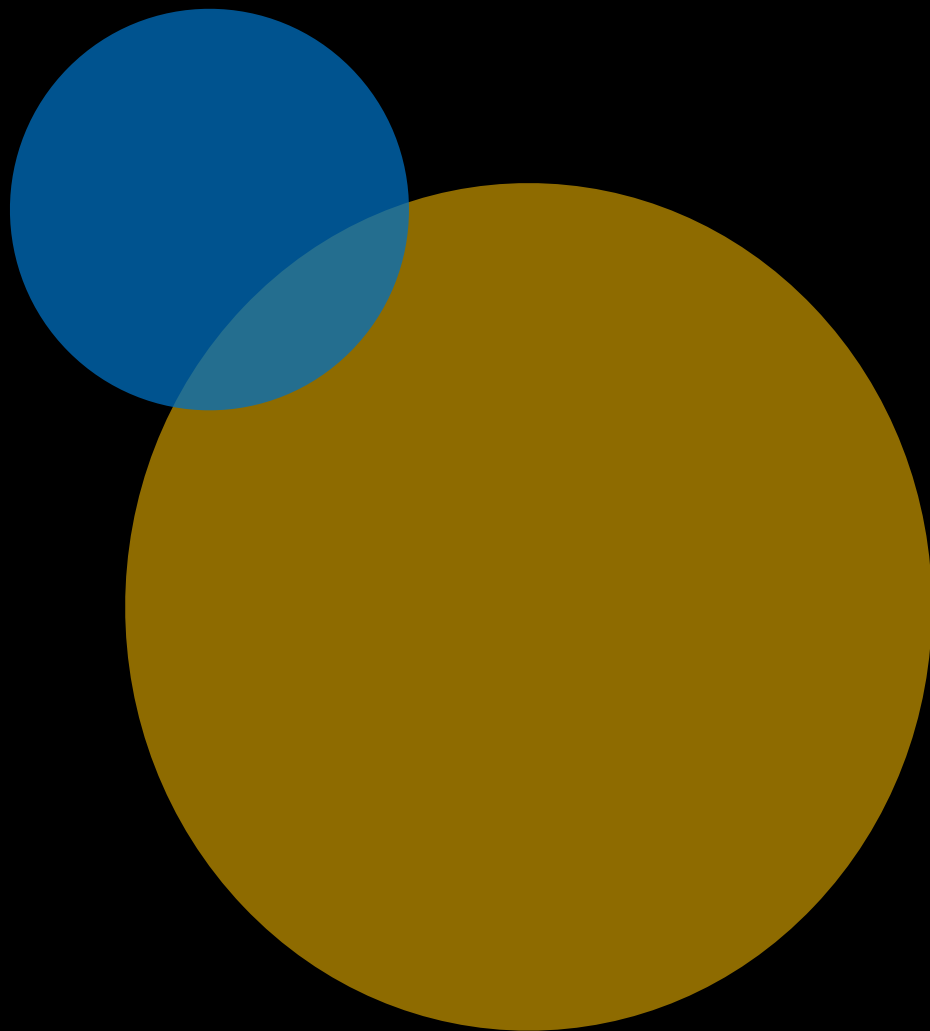
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## A Champion of **DIVERSITY**

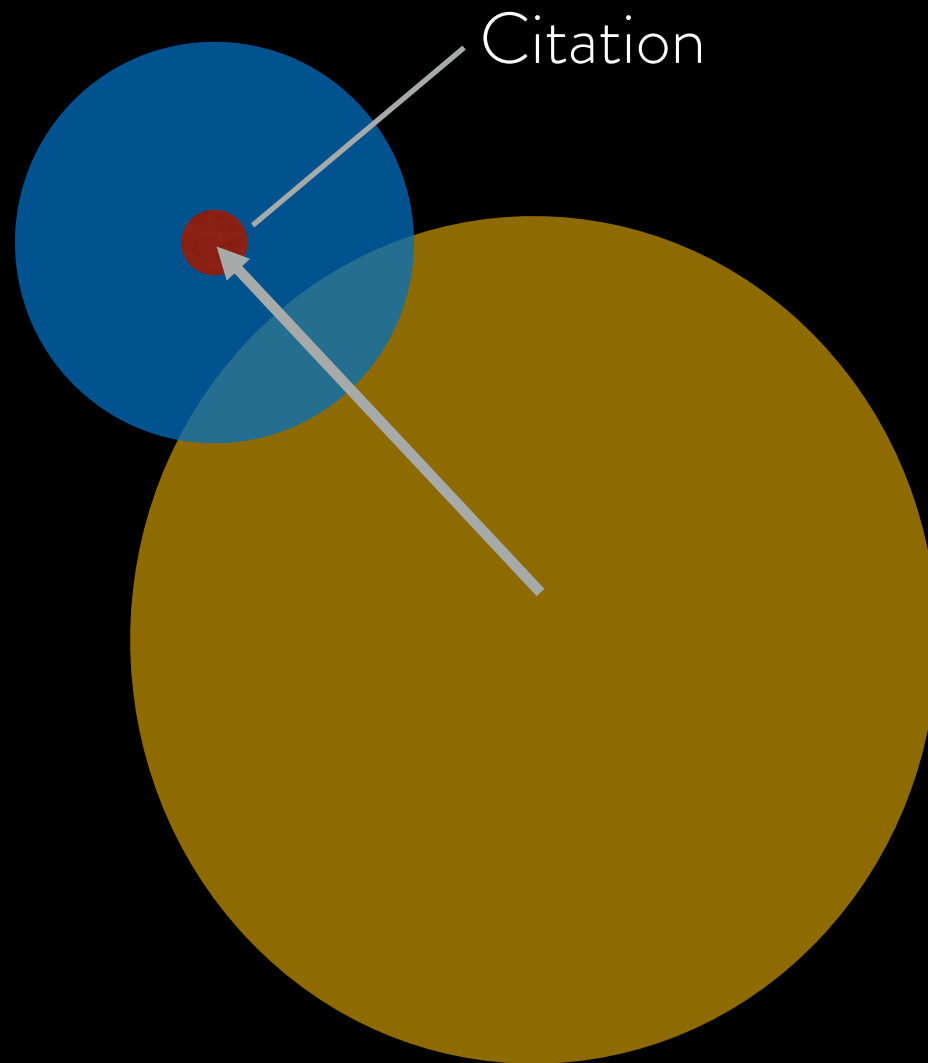
Our goal is to embrace and value differences, to learn from each other, and to foster a mindset of diversity that promotes inclusiveness, collegiality, and respect.

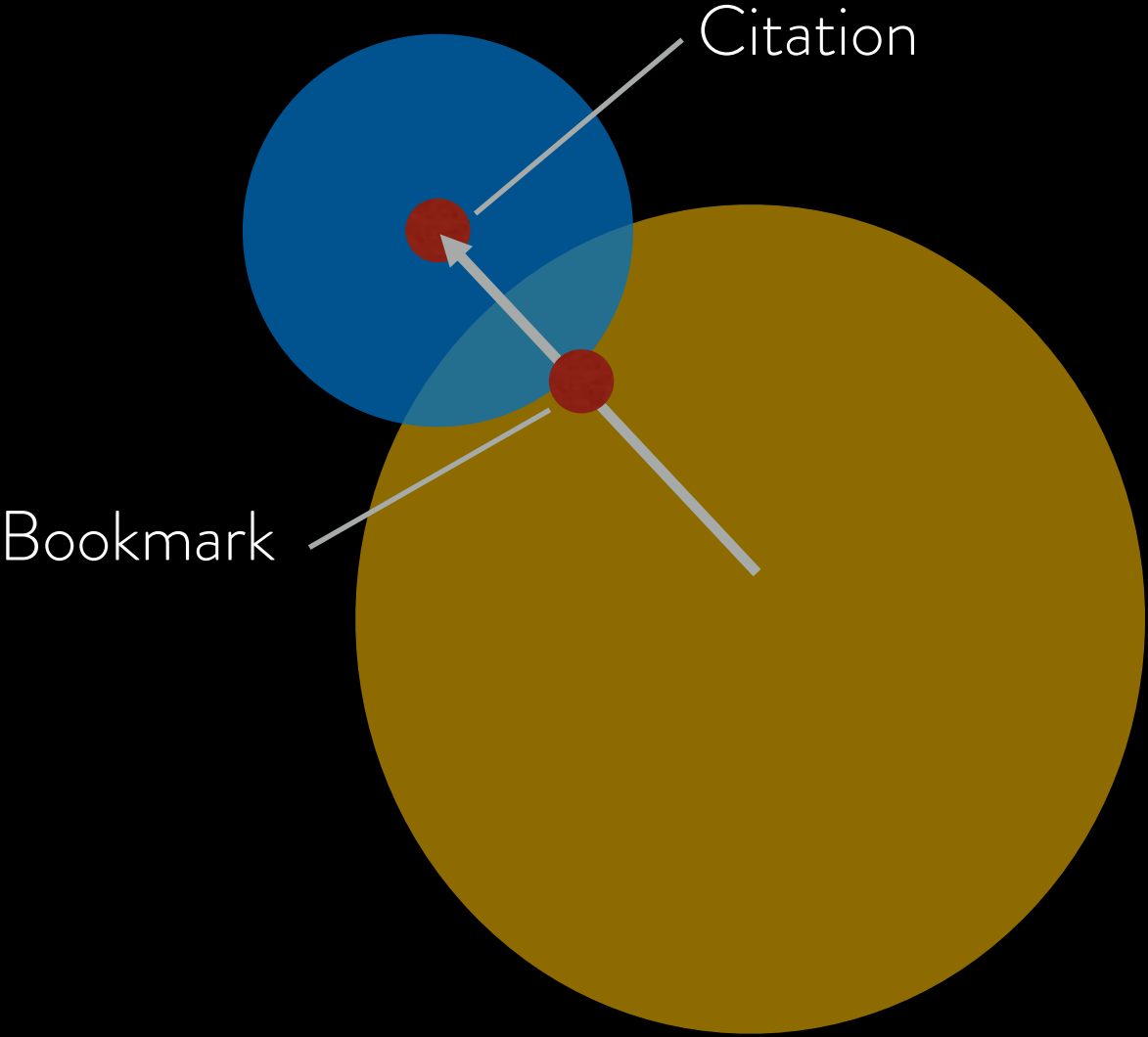
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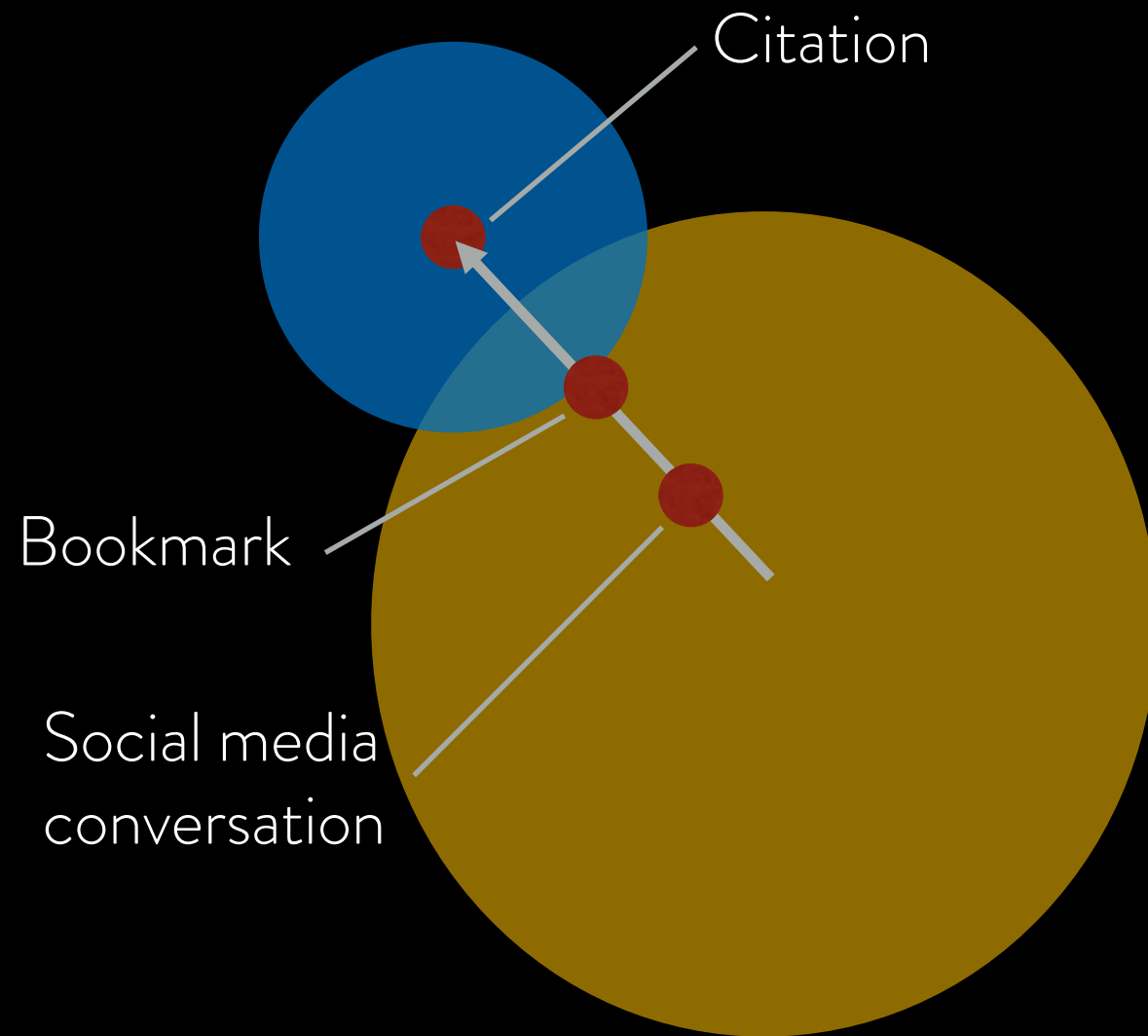


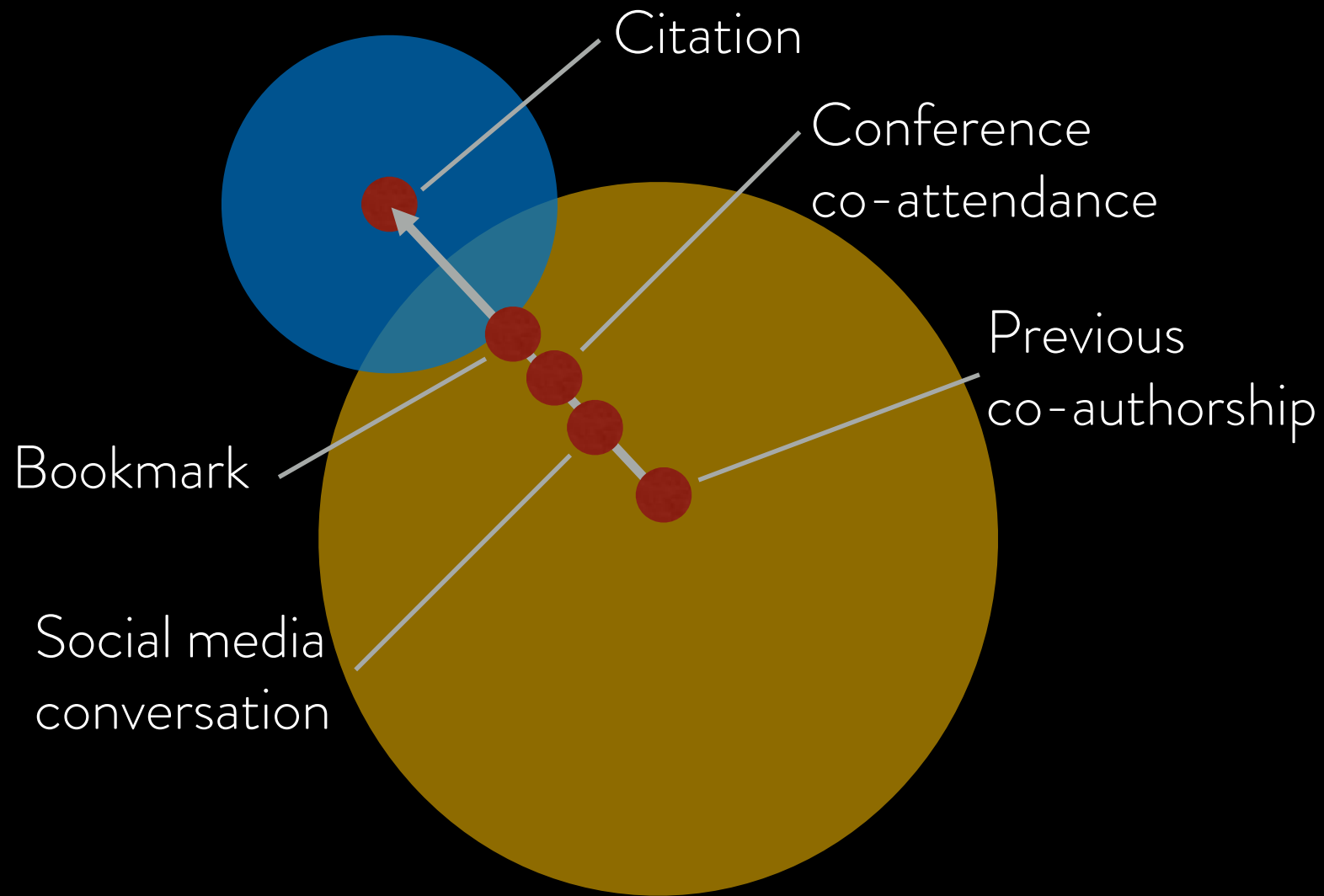


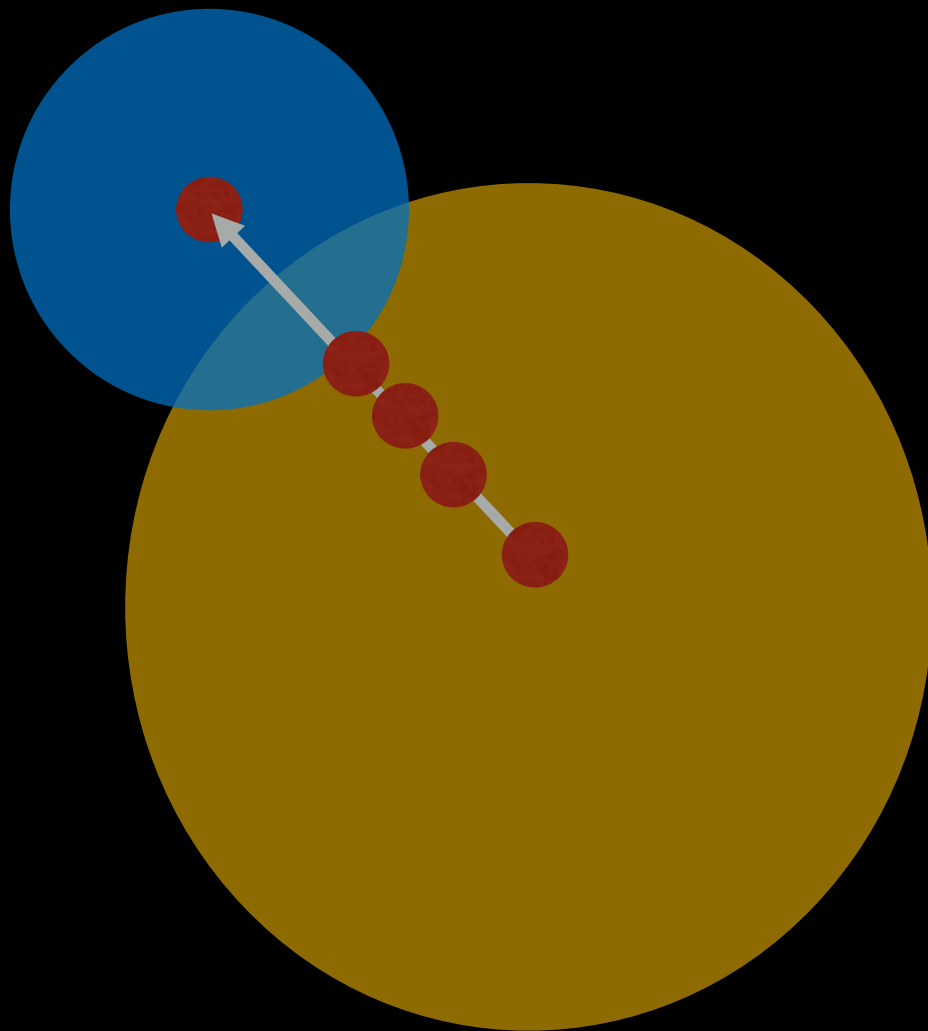


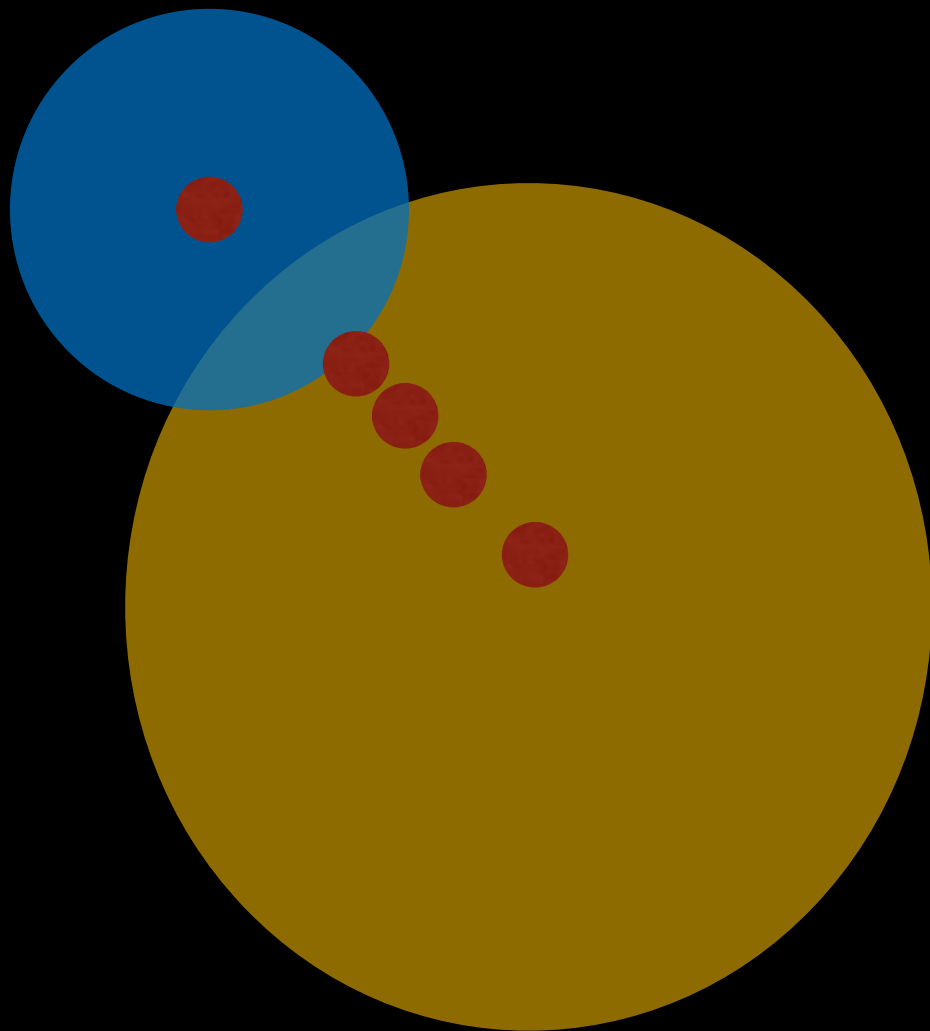






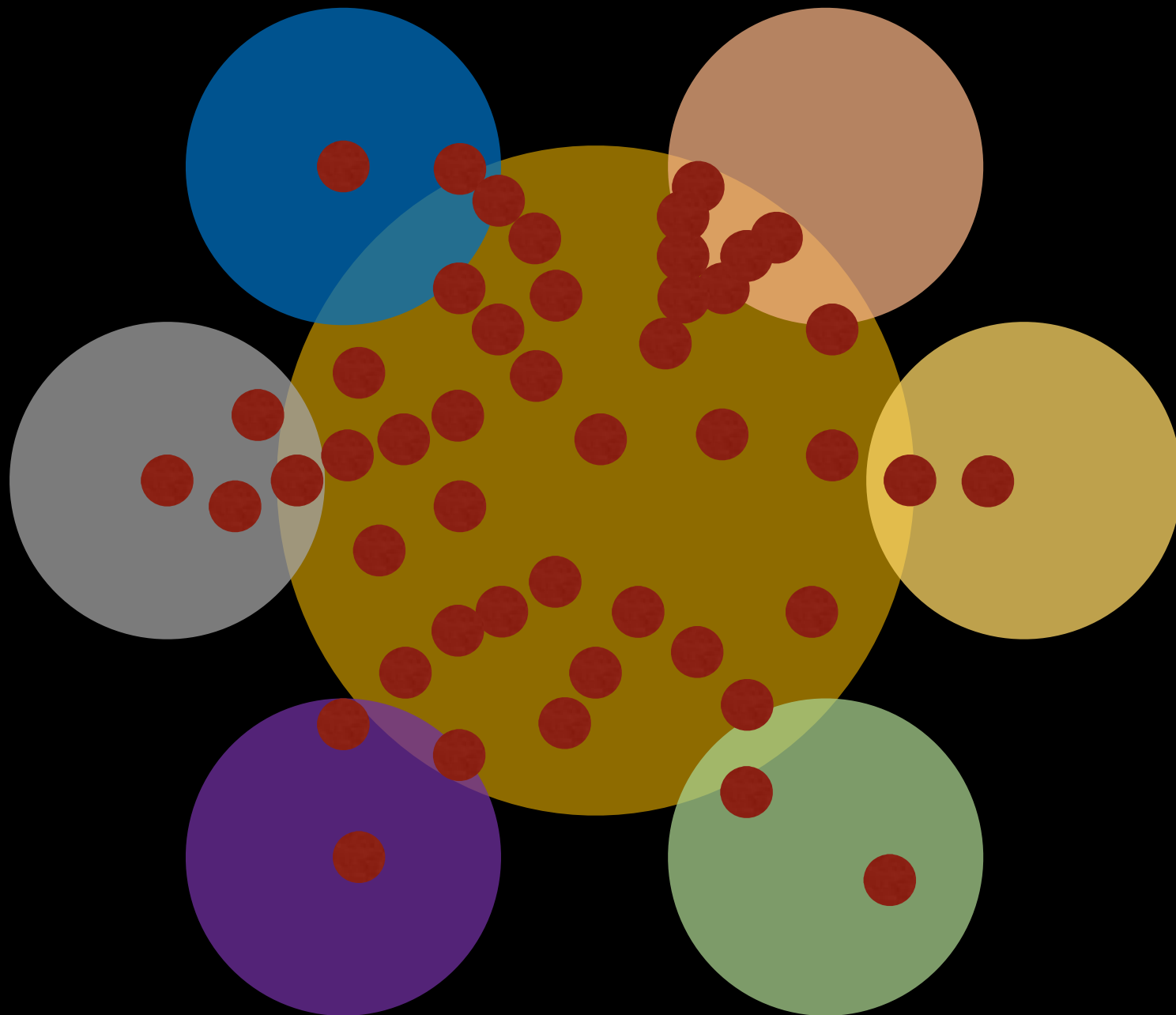


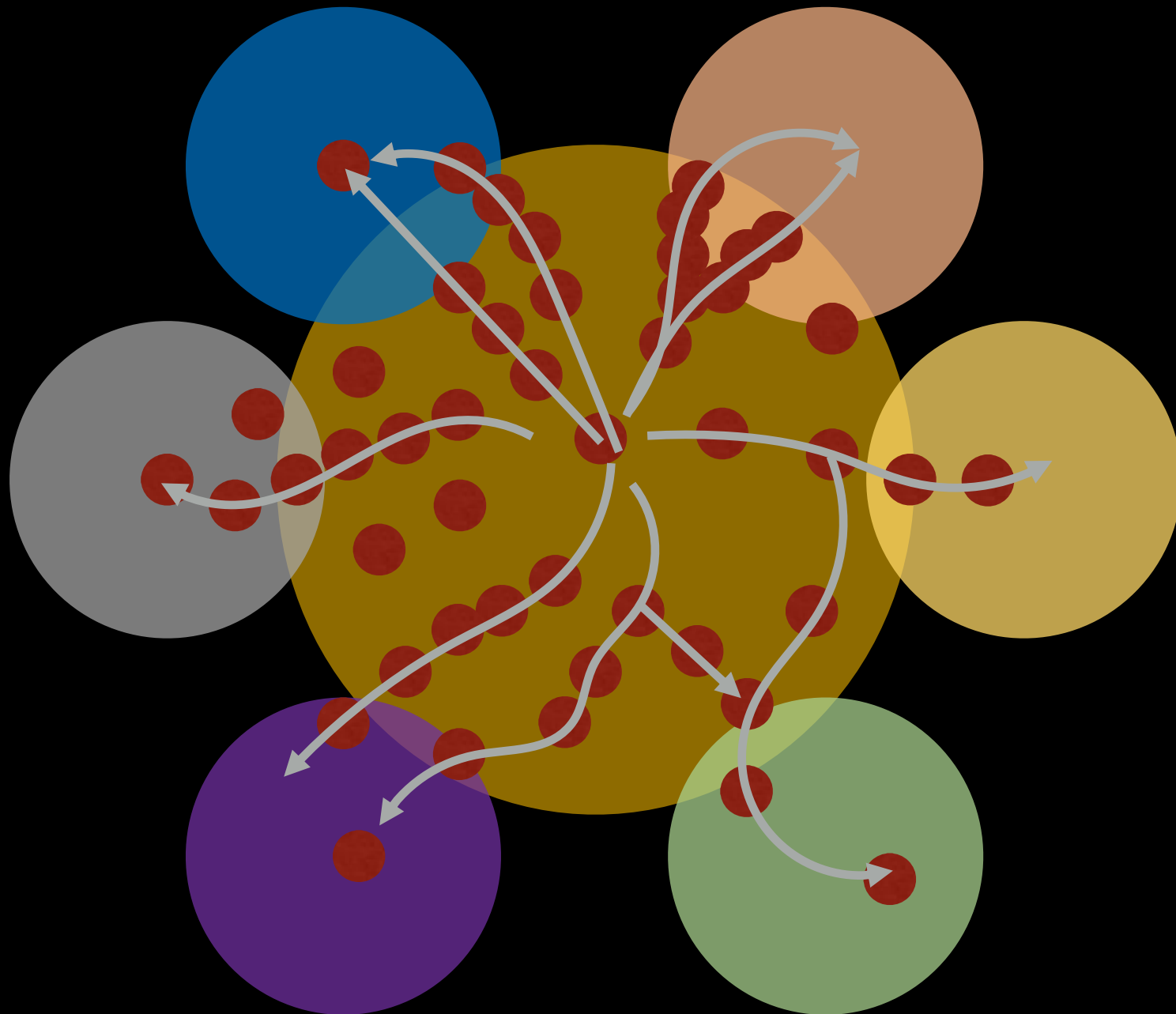












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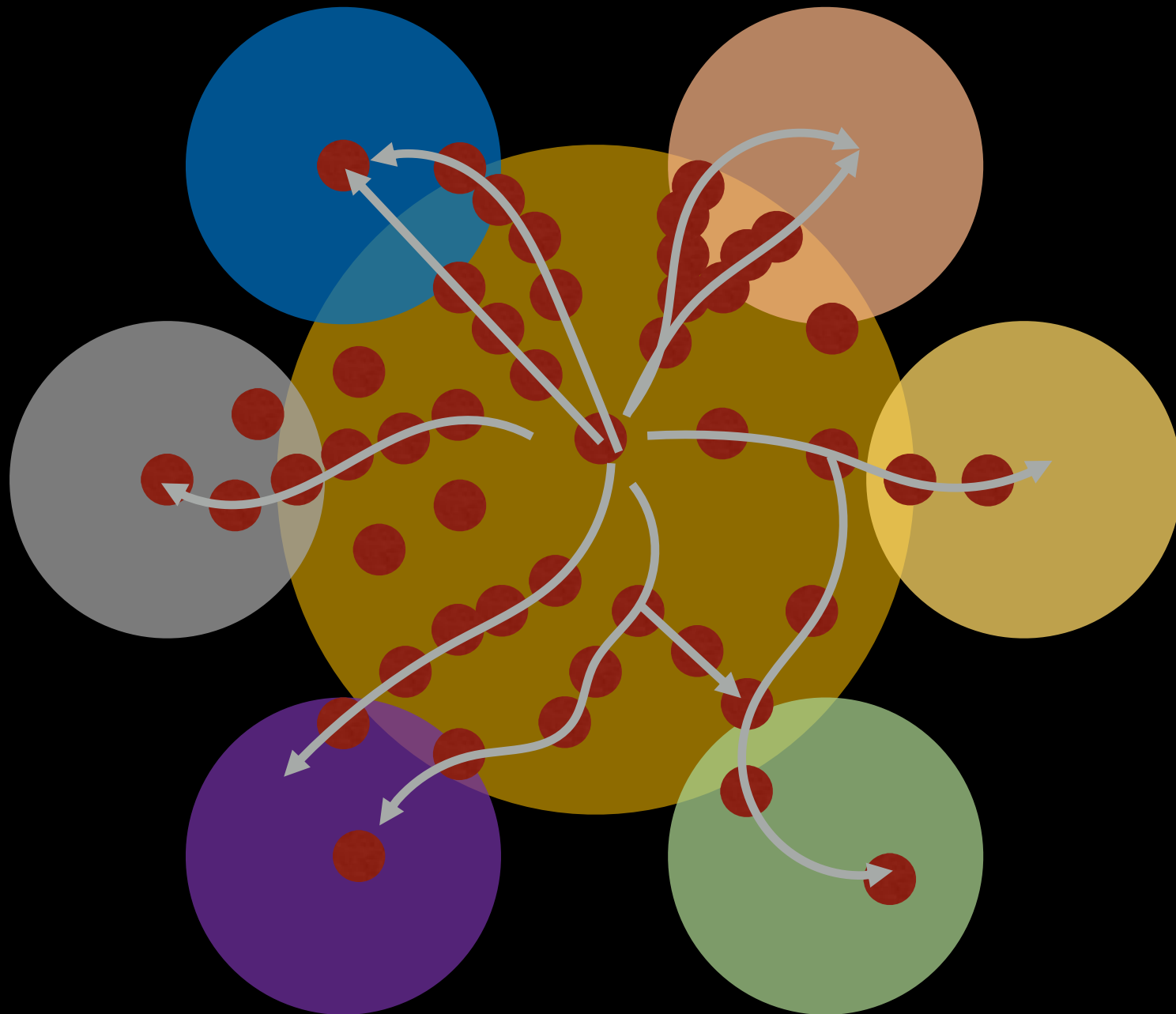
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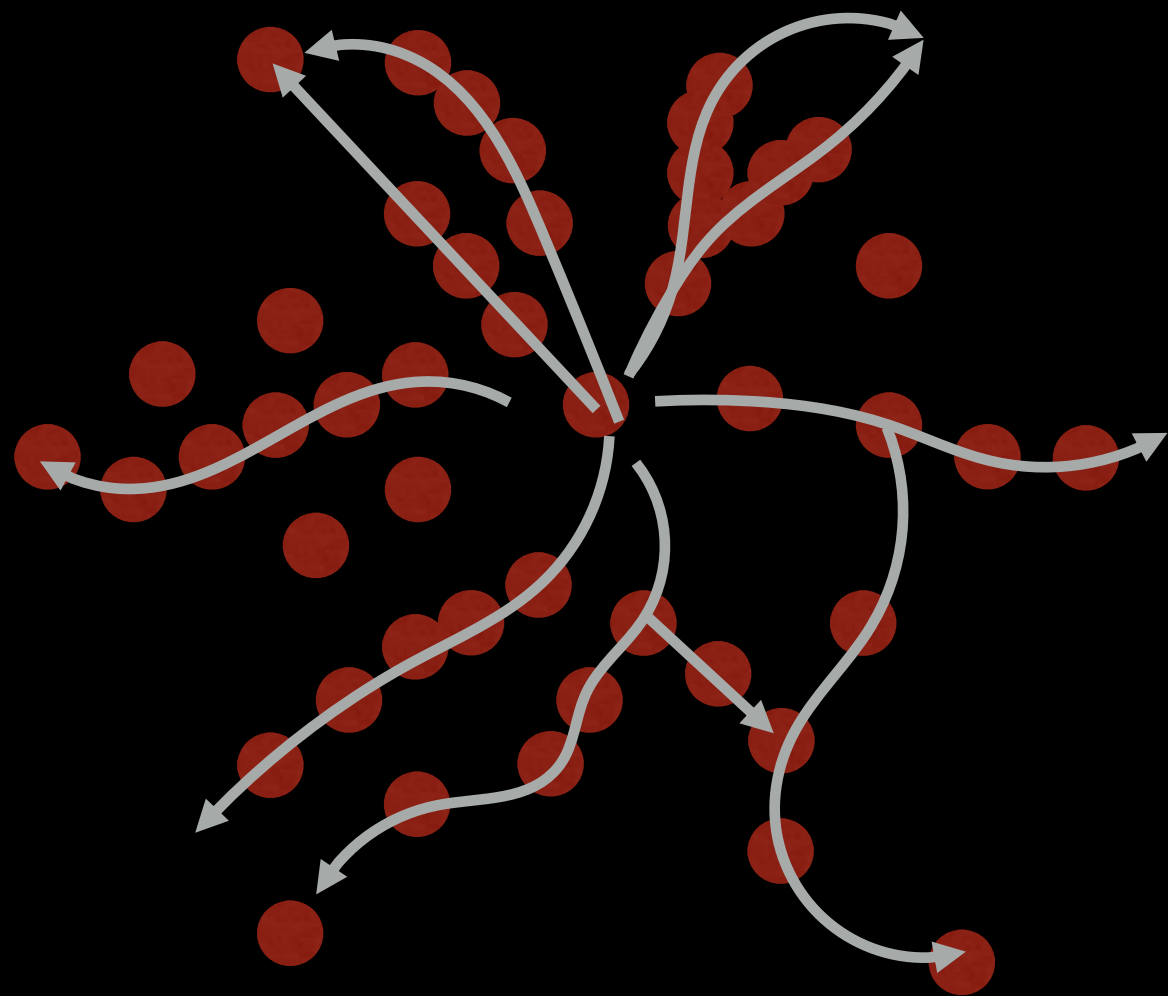


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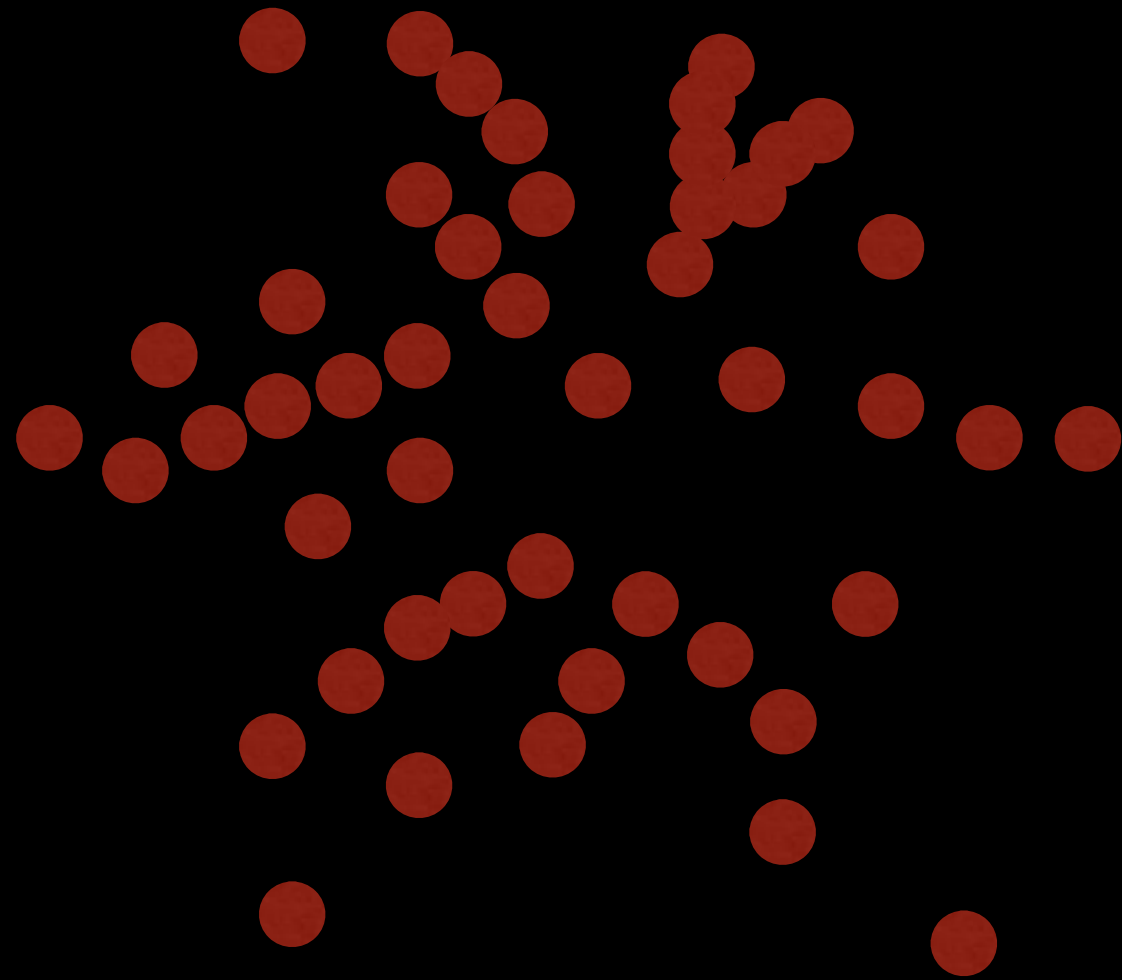
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[VIEW MORE](#)











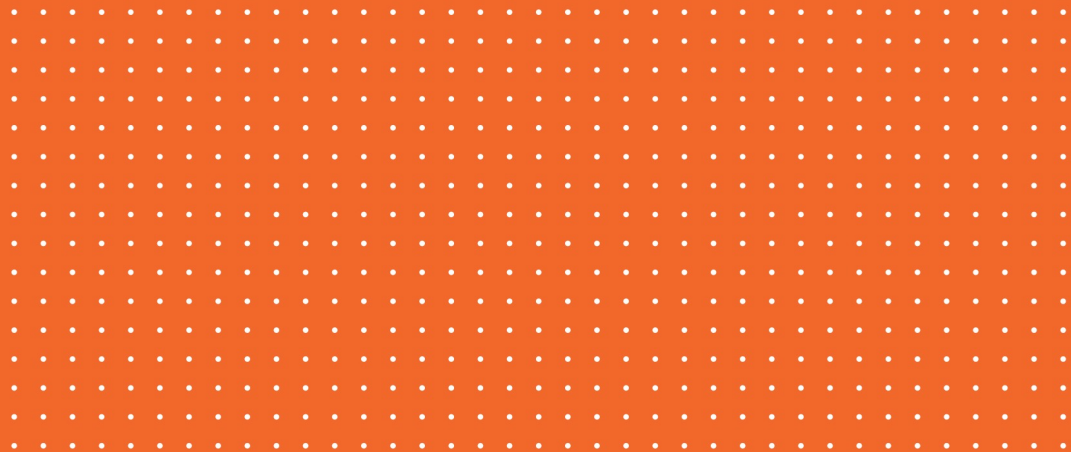
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## WHY IS THIS HAPPENING?

- An order of magnitude increase in those involved in research and higher education
- The increase in resources has not kept up, the number of positions has not kept up
- More people, for relatively fewer positions, co-incident with a concern for fairness and objectivity in appointments and resourcing...
- ...ironically leads to “objective” metricized approaches which increase exclusion and bias

# THE OPPORTUNITY

COLLECTIVE ACTION AND STORY TELLING



**CO&KI** CURTIN OPEN  
KNOWLEDGE  
INITIATIVE

---

## A COLLECTIVE ACTION PROBLEM

- The old coordinating “institution” (a shared understanding of what metrics mean) is being broken down, with efforts to replace it
- The replacement needs to support a greater diversity of research practices, topics and approaches to communication, but it still needs to be usable
- The replacement will explicitly note the tension between *applicability* (or appropriateness) and the *comparability* (or generalizability) of a given indicator of research performance

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## COLLECTIVE ACTION PROBLEMS ARE ADDRESSED THROUGH CULTURE

- The old approach was a culture of evaluation which assumes prestige is close enough to quality. It created homogeneity and STEM-ification of all disciplines
- Culture is made up of the stories we tell, the actions we make and the communities to come together to share those stories
- The future culture of research evaluation will be built locally within specific contexts by the stories people tell about what research matters



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## CULTURE CHANGE WILL COME FROM YOU NOT FROM “US”

- Senior colleagues have told our story, and are unlikely to change it. Our experiences are based in the past, and in a world which no longer exists
- The weaving of new stories about who we are, what qualities of work matter, and how we understand the qualities of research will come, not from some “next generation” or “those with power” but early career researchers making their way now
- Experience has value, but always think about its context and relevance to you in the decisions you are making and the stories that you want to tell

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## THE PRACTICAL AND PRAGMATIC

- You are looking for a “sweet spot” where useful indicators recognize what you value about your work, and where those indicators can be credible (this will depend on discipline and geography). Link these to local policies, be prepared to defend their relevance
- Think about institutions – the more prestigious, the more conservative and competitive they will be, and more focused on “traditional” metrics.
- Seek out the experience of both older but also younger researchers, particularly those who are taking a different path. Social media can be helpful here.



# WHERE WILL YOU BE IN FIVE YEARS?

NAVIGATING THE SHIFTING LANDSCAPE OF RESEARCH EVALUATION



@COKIproject - @CameronNeylon

<http://openknowledge.community>

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