UOC and DORA: reflections on how to put into practice a declaration of intentions

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IF should not substitute an assessment of the quality of individual research papers and researchers scientific contributions or assessments for researcher recruitment and promotion

DORA signers*:

- 1336 organizations
- 14173 individuals

* 6 May 2019
Open Knowledge Action Plan

- Open Access
- FAIR Data
- Open Educational Resources
- Models of Evaluation
- Open Innovation
- Open to Society
- Training, Communication & Awareness
- Open Infrastructures
- Participation in key spaces
### Assessment procedures

**Professor career progression and recruitment (Faculties)**
- Professors present their CV progression in all three university missions and are evaluated by dean and vice rectors.
- Research assessment dependent on external accreditation (governmental agency).

**Research group leader recruitment and career progression (Research Centers)**
- Scientific Advisory Board (SAB) analyze CV and research plan by means of written proposal and a public presentation.
- Evaluation for career progression takes places every 4 years by SAB for each research group leader.

**Postdoctoral researchers call (3-year period)**
- Peer-review of their CV and their project for the next 3 years by academic professors + interview by a committee
- The CV contains quantitative metrics of their scientific outputs and after signing DORA this was changed.
DORA: from declaration of intentions into practice

- Creation of an interdisciplinary working group (DORA working group)
- Report on research assessment at UOC and needed changes
- Institutional implications
  - Implications for researchers
  - Implications for publishers

First changes and challenges:
Criteria for the *posdoctoral researchers* call
## Criteria for the postdoctoral researchers call

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Weight</th>
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<tbody>
<tr>
<td>25% S&amp;T quality of the proposal</td>
<td>25%</td>
</tr>
<tr>
<td>10% research stays</td>
<td>10%</td>
</tr>
<tr>
<td>45% scientific output</td>
<td>45%</td>
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<tr>
<td>20% research group scientific output</td>
<td>20%</td>
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<td>25%</td>
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<tr>
<td>10% research stays</td>
<td>10%</td>
</tr>
<tr>
<td>45% (main scientific achievements; no IF)</td>
<td>45%</td>
</tr>
<tr>
<td>20% mentor (PhD mentorship + accreditation)</td>
<td>20%</td>
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### Challenges:
- Alignment with nationally and international dominant procedures
- Assessment criteria ↔ Government agencies
- Absence of incentivizing policies
- Absence or very few guidelines from external actors
- Academic mindset change
The external systems of research assessment would have to change...

But on the meantime Universities can introduce more qualitative internal research assessment criteria

We would like to invite you to join us!
Grateful for your attention!
## Institutional implications

<table>
<thead>
<tr>
<th>Criteria for internal calls</th>
<th>To analyze criteria and reduce the use of the Impact Factor</th>
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<tbody>
<tr>
<td>Research evaluation indicators</td>
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<tr>
<td>Criteria for recruitment and promotion of research personnel</td>
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<tr>
<td>Research communication</td>
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Implications for researchers

Research evaluation indicators for external calls: outputs beyond publications

Examples of DORA recommendations

When involved in committees making decisions about funding or promotion, make assessments based on scientific content rather than publication metrics.

Use a range of article metrics and indicators on personal/supporting statements, as evidence of the impact of individual published articles and other research outputs.

Research communication: what we do and not just where we publish
### Implications for publishers. How to apply DORA to our journals

<table>
<thead>
<tr>
<th>Communication policy on the quality of our journals</th>
<th>Qualitative indicators for journals and articles beyond the impact factor</th>
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<tbody>
<tr>
<td>To recommend ethical practices on authorship in the publishing rules</td>
<td>To publish all articles in a Creative Commons licence</td>
</tr>
<tr>
<td>To facilitate the reuse of the bibliographic references of articles</td>
<td>Not to set a limit to the number of bibliographical references per article</td>
</tr>
<tr>
<td>To recommend the citation of primary sources instead of revisions, in the publication rules</td>
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