Jon Griffiths, Research Services

DORA requirements

General Recommendation

1. Do not use journal-based metrics, such as Journal Impact Factors, as a surrogate measure of the quality of individual research articles, to assess an individual scientist's contributions, or in hiring, promotion, or funding decisions.

For institutions

4. Be explicit about the criteria used to reach hiring, tenure, and promotion decisions, clearly highlighting, especially for early-stage investigators, that the scientific content of a paper is much more important than publication metrics or the identity of the journal in which it was published.

5. For the purposes of research assessment, consider the value and impact of all research outputs (including datasets and software) in addition to research publications, and consider a broad range of impact measures including qualitative indicators of research impact, such as influence on policy and practice.

UoS Principles for Research Assessment (2021)

- Assesses the things we value
- Based on expert judgement
- Gives people a fair chance
- Considers all forms of scholarship
- Transparent and reliable
- Integrity and open scholarship
- Reviewed and improved

Action	Responsible
Priority 1 - Research Excellence (A) People: defining and enabling research excellence	
Form a focused working party to consult on, develop and agree a common definition and understanding of 'excellence', which incentivises behaviours we wish to promote. This will be an iterative process, engaging with Depts via HoDs and DDRIs, and capturing disciplinary differences. It will identify what we value in terms of: • amount, quality and quantum of input (income); • process (rigour, openness, appropriate recognition of team contributions); • research output/outcomes (focussing on quality over quantity) • distribution of funding & outputs (at unit level) Pilot the use of the agreed definitions for process and output in the 2022 REF stocktake exercise and undertake any required iteration in response to feedback. Support Depts (e.g. through University-wide workshops) to define and engage with the research culture and integrity agenda more fully, including alignment with the University's Statement on Open Research. Develop confidence with narrative approaches to describing their current situation and agreeing areas for improvement. Review and agree existing processes such as for recruitment, promotion, performance assessment, to ensure external commitments are respected (DORA, Concordat to support research integrity) and that we follow responsible research assessment principles. Ensure effective links with SRDS and ACP, so expectations of excellence are clear and individual plans support the departmental ambitions identified through the Strategic Planning Framework. This will ensure processes can be used effectively and consistently by HoDs and FVPs to assess Deptl performance.	VP-R, FDRIs, Research Practice Lead, Research Services, HR, HoDs and DDRIs