



Responsible metrics & research assessment: progress, obstacles & the way ahead

Open Research Conversation, University of Sheffield, 18 January 2022
James Wilsdon. j.wilsdon@sheffield.ac.uk;  [@jameswilsdon](https://twitter.com/jameswilsdon)
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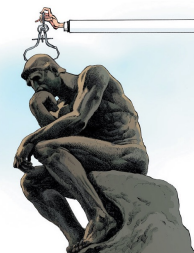


Sandra Schmid, PhD
Cecil H. Green Distinguished
Professor in Cellular and Molecular
Biology, Chair, Cell Biology
Department, UT Southwestern
Medical Center



Anna Hatch, PhD
DORA Community

declaration was published in 2013, it has collected signature
izations and 12,000 individuals. DORA has increased aware
the Journal Impact Factor and inspired change in the scient
ions have started referencing the declaration in research ass
at guide hiring, promotion, and funding decisions.



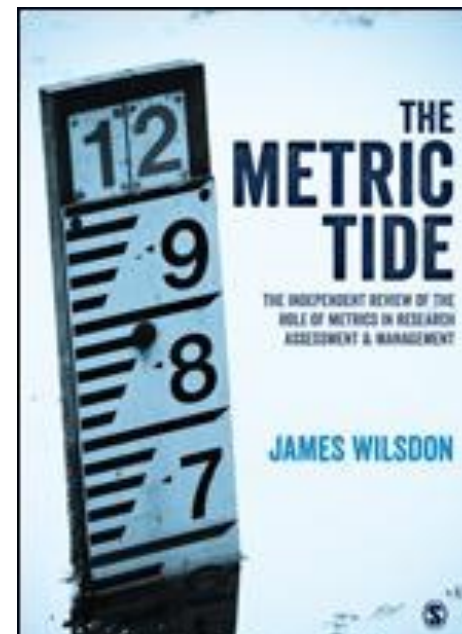
The Leiden Manifesto for research metrics

Use these ten principles to guide research evaluation, urge Diana Hicks, Paul Wouters and colleagues.

Data are increasingly used to govern science. Research evaluations that were once bespoke and performed by peers are now routine and reliant on metrics. The problem is that evaluation is now led by the data rather than by judgement. Metrics have proliferated: usually well intentioned, but always well informed, often ill applied. We risk damaging the system with the very tools designed to improve it, as evaluation is increasingly implemented by organizations without knowledge of, or

advice on, good practice and interpretation. Before 2000, there was the Science Citation Index on CD-ROM from the Institute for Scientific Information (ISI), used by experts for specialist analyses. In 2002, Thomson Reuters launched an integrated web-platform, making the Web of Science database widely accessible. Competing citation indices were created: Elsevier's Scopus (released in 2004) and Google Scholar (beta version released in 2004). Web-based tools to easily compare institutional research productivity and impact

were introduced, such as InCites (using the Web of Science) and SciVal (using Scopus), as well as software to analyse individual citation profiles using Google Scholar (published in 2005, released in 2007). In 2005, Jorge Hirsch, a physicist at the University of California, San Diego, proposed the h-index, popularizing citation counting for individual researchers. Later, in the journal impact factor grew steadily after 1995 (see 'Impact factor obsession'). Later, metrics related to social usage



Expert Group on Altmetrics

NEW: Final Report of the Expert Group on Altmetrics is available

Publication date: 20 March 2017

The Expert Group on Altmetrics outlines in this report how to advance a next-generational metrics in the context of Open Science and delivers an advice corresponding to the following policy lines of the Open Science Agenda: Fostering Open Science, Removing barriers to Open Science, Developing research infrastructures and Embed Open Science in society.

The report will be presented and discussed at the Open Science Policy Platform on 20 March 2017

The report can be downloaded here  796 KB

From responsible metrics....



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CASE STUDY REPORT

Reimagining Academic Career Assessment: Stories of innovation and change

Bregt Saenen (EUA), Anna Hatch (DORA), Stephen Curry (DORA), Vanessa Proudman (SPARC Europe) and Ashley Lakoduk (DORA)

January 2021

RoRI
RESEARCH
ON RESEARCH
INSTITUTE

RoRI Working Paper No.3

The changing role of funders in responsible research assessment:

progress, obstacles and the way ahead

Stephen Curry, Sarah de Rijcke, Anna Hatch, Dorsamy (Gansen) Pillay, Inge van der Weijden and James Wilsdon

November 2020

Produced in partnership with:



DORA



UK Research
and Innovation



National
Research
Foundation

GLOBAL
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Responsible Research Assessment

Global Research Council (GRC) Conference Report 2021

A virtual conference from the
Global Research Council | held in November 2020

...to responsible research assessment

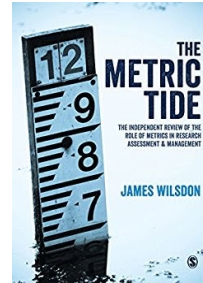
Defining RRA

Responsible research assessment (RRA) is an umbrella term for approaches to assessment which incentivise, reflect and reward the plural characteristics of high-quality research, in support of diverse and inclusive research cultures.

RRA draws on broader frameworks for responsible research and innovation (RRI), and applies these to the development and application of evaluation, assessment and review processes.

While RRI is commonly used as a broad framework for the governance of research and innovation, and notions of ‘responsible metrics’ can be applied at a micro level to indicators themselves, the idea of RRA encourages funders, research institutions, publishers and others to focus attention on the methodologies, systems and cultures of research assessment.

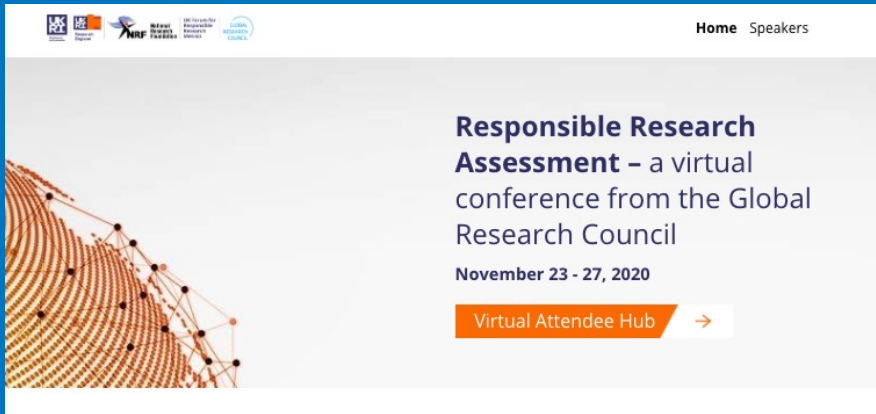
Fifteen movers and shapers





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Global Research Council Survey methodology



Online survey: 23 questions

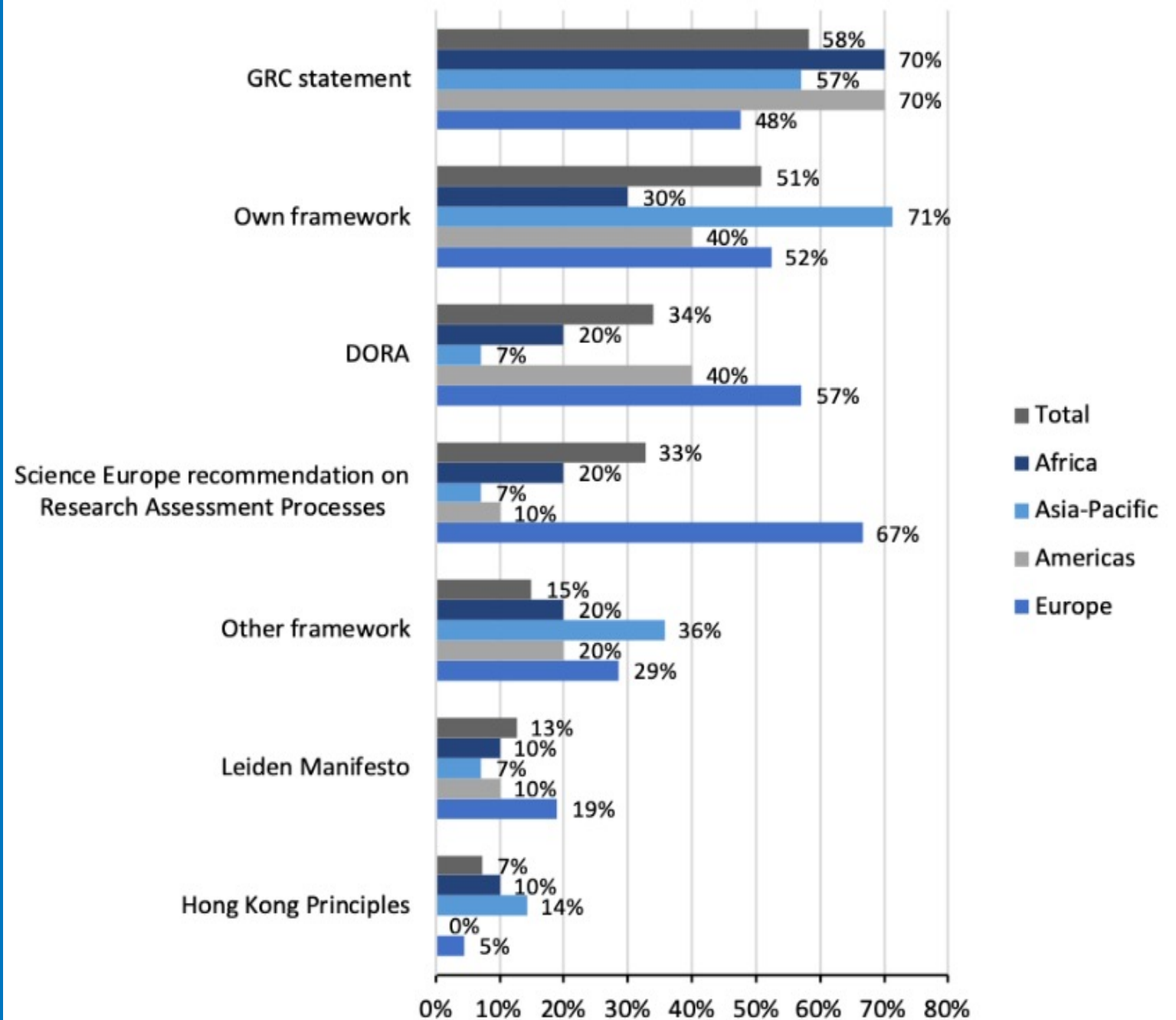
Open from September-October 2020

Completed by 55 organisations / 46% response rate

	N	%
Africa and Middle-East <i>(Sub-Saharan Africa, North Africa & Middle East)</i>	10	18.2
Asia-Pacific	14	25.5
Americas	10	18.2
Europe	21	38.2
<i>Total</i>	<i>55</i>	<i>100</i>

Table 1: Respondents by geographical region

Endorsements of existing RRA Frameworks



Research Assessment Indicators

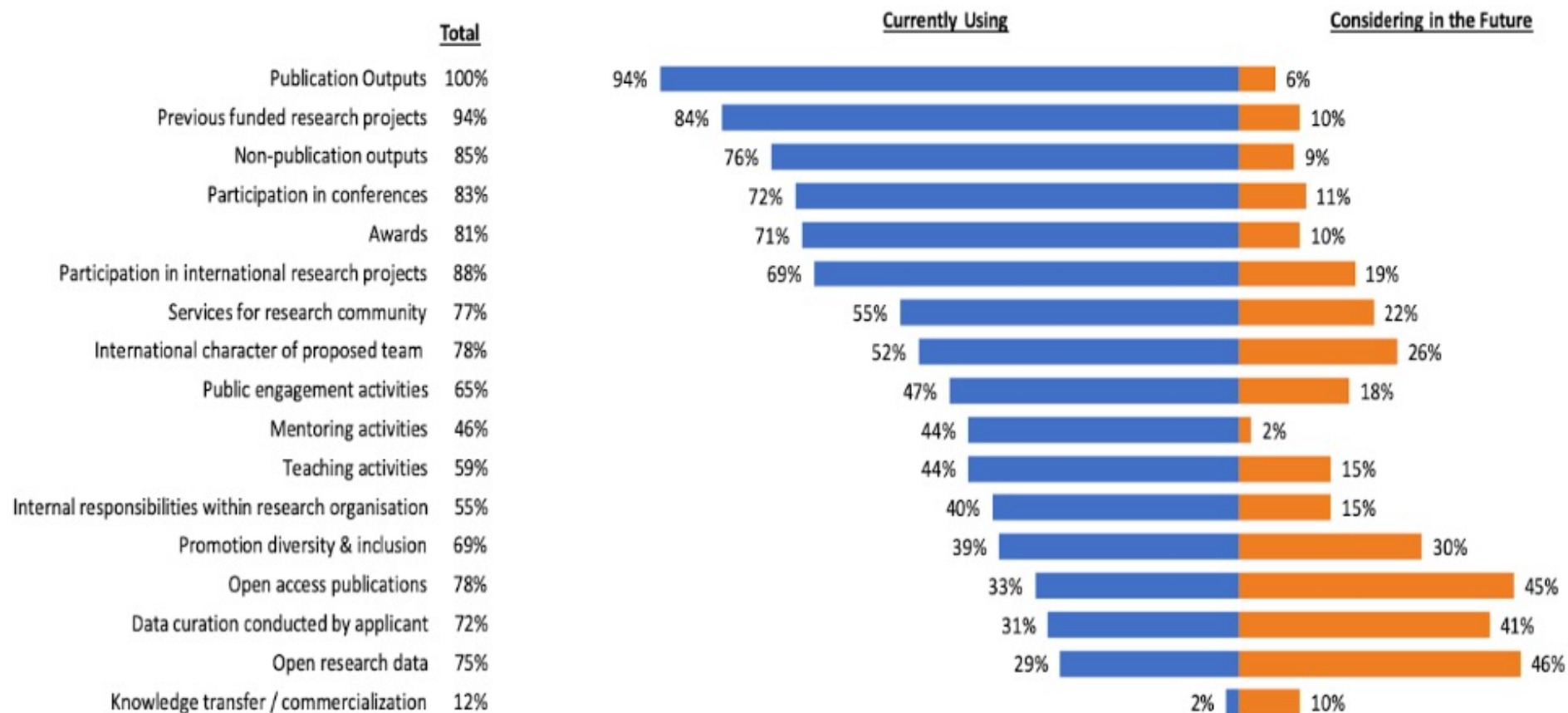
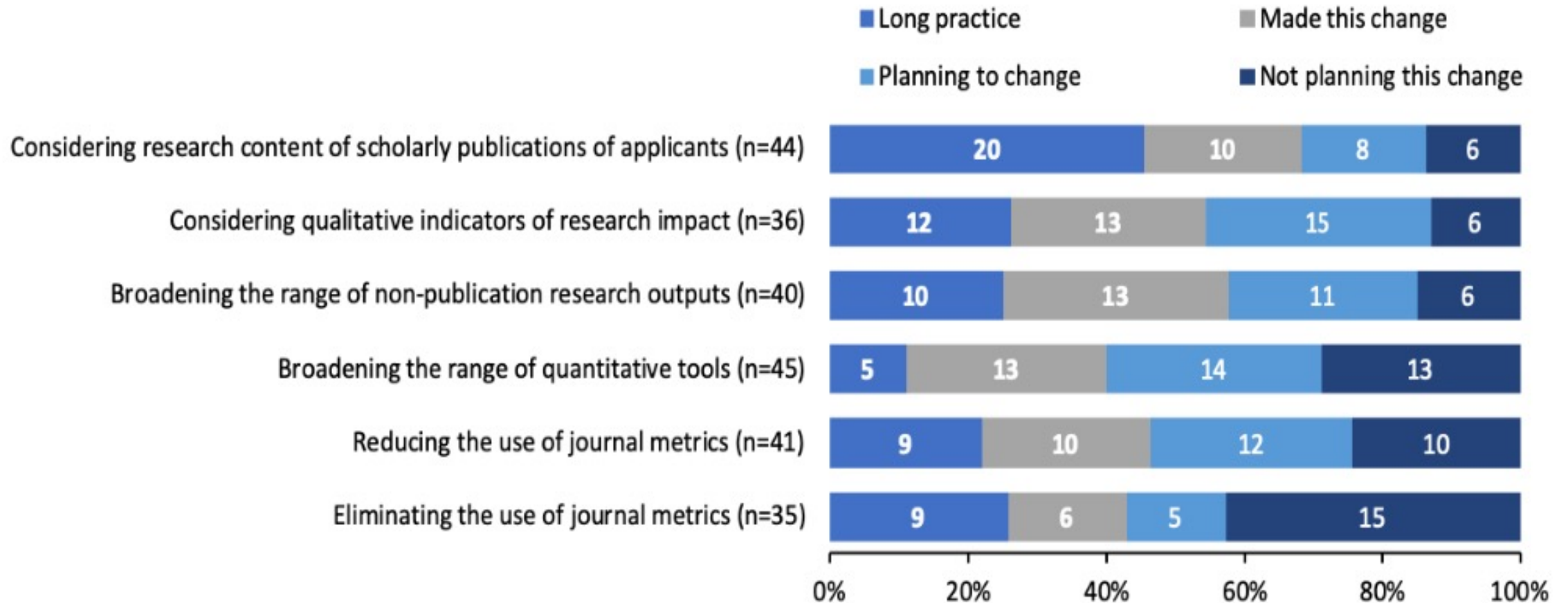



Figure 3: Research assessment indicators (to be) used by GRC participating organisations who responded to the survey (n=50, missing n=5)

Changes in the way research proposals are assessed







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Responsible and fair research assessment

We are committed to making sure that when we assess research outputs during funding decisions, we consider the intrinsic merit of the work, not the title of the journal or publisher.

All Wellcome-funded organisations must also publicly commit to this principle. For example, they can sign the San Francisco Declaration on Research Assessment, Leiden Manifesto or equivalent. We've produced guidance for organisations on responsible and fair approaches for research assessment, that sets out three high-level requirements and other activities they could consider to support these.

We may ask organisations to show that they're complying with this as part of our organisation audits.

Compliance and sanctions

Researchers and organisations who do not comply with this policy will be subject to appropriate sanctions. These may include Wellcome:

The UK Forum for Responsible Research Metrics

A group of research funders, sector bodies, and infrastructure experts are working in partnership to promote the responsible use of research metrics.

The Forum for Responsible Research Metrics, chaired by Professor Max Lu (Vice-Chancellor at the University of Surrey), supports the responsible use of research metrics in higher education institutions and across the research community in the UK. The Forum's programme of activities, including:

- Advice to the higher education funding bodies on quantitative indicators in the Research Excellence Framework (REF)
- Advice on, and work to improve, the data infrastructure that underpins metric use
- Advocacy and leadership on the use of research metrics responsibly
- International engagement on the use of metrics in research and researcher assessment

The group was established in 2016, on the recommendation of the independent review on the role of metrics in research as part of the Higher Education Funding Councils of England's (HEFCE) 'The Metric Tide' report. The review panel, chaired by Professor James Wilton, published their final report 'The Metric Tide' which included recommendations for the higher education sector to consider the responsible use of research metrics.


Responsible Research

Promoting responsible research at:
The Federation of Finnish Learned Societies

subject term search

Suomi
Svenska
English

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Support for more responsible research

Support for more responsible research

11.11.2020


Responsible Research


CWTS

Meaningful metrics

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Transforming Research Excellence: New Ideas from the Global South

Transforming Research Excellence: New Ideas from the Global South

January 28th, 2020

Editors: Erika Kraemer-Mbula, Robert Tijssen, Matthew L. Wallace & Robert McLean

This recently released book takes a critical view of conceptual issues and practical problems that inevitably emerge when 'excellence' takes center stage in science systems in the Global South. What is 'excellent science'? And how to recognize and assess it? After decades of inquiry and debate there is still no satisfactory answer.

Confronting sticky problems and uncomfortable truths, it contains many insights and recommendations that point towards new solutions.



Priority 1: Continue to build national and international coalitions for responsible research assessment

Priority 2: Strengthen guidance & templates to translate principles into institutional policies & practices

RETHINKING RESEARCH ASSESSMENT

SPACE TO EVOLVE ACADEMIC ASSESSMENT

A RUBRIC FOR ANALYZING INSTITUTIONAL PROGRESS INDICATORS AND CONDITIONS FOR SUCCESS



Research and researcher assessment is a systems challenge, suggesting that institutions that prioritize developing infrastructures to support their efforts may be better positioned to achieve their goals than those focused only on individual solutions.

<div><div>FROM FOUNDATION...</div><div>Core definitions and shared clarity of purpose</div><div><div>STANDARDS FOR SCHOLARSHIP</div><div>How are new definitions of "quality scholarship" formulated and applied?</div></div><div><div>ALIGNMENT ON VALUES AND GOALS</div><div>THIS MIGHT LOOK LIKE...</div><div>Standards are explicitly designed and articulated to align with institutional mission and values, such as increasing equity and support for traditionally underrepresented, minoritized groups</div><div>New standards for scholarship consider the balance across research, teaching, and service contributions including training, mentoring and good citizenship</div><div>Specific definitions and standards of "quality" with regard to scholarship are articulated and shared across disciplines and review/promotion committees</div></div></div>	<div><div>TO EXPANSION...</div><div>Increased traction and capability development</div><div><div>DIVERSIFICATION OF STANDARDS</div><div>THIS MIGHT LOOK LIKE...</div><div>Scholarship is assessed using diverse indicators (e.g. societal impact), units of assessment (e.g. full body of work v. individual articles), and forms of output (e.g. non-journal contributions)</div><div>Indicators of quality recognize non-individualized activities and accomplishments like team science</div><div>New definitions of "scholarship" are deployed across the full range of institutional disciplines</div></div></div>	<div><div>TO SCALING</div><div>Accelerated uptake and continuous improvement</div><div><div>ADOPTION OF NEW PRACTICES</div><div>THIS MIGHT LOOK LIKE...</div><div>Faculty have the ability to customize success measures to reflect their research interests and goals</div><div>New standards, definitions, and criteria for evaluating the quality and impact of scholarship are integrated into the language and processes of new assessment practices</div></div></div>
<div><div>PROCESS MECHANICS AND POLICIES</div><div>How are new practices incorporated into review structures, processes, and institutional policies?</div></div> <div><div>DEBIASING DELIBERATIVE JUDGMENTS</div><div>THIS MIGHT LOOK LIKE...</div><div>Meaningful and appropriately rigorous qualitative structures for academic assessment, such as narrative CVs, are given due weight</div><div>Structures and processes are applied consistently across assessment activities, taking into consideration alternate paths and starting points</div><div>Use of new assessment mechanics extend beyond traditional evaluative contexts into ensuring equitable opportunities, mentoring, and retention to increase research and researcher diversity</div></div>		

 CAPACITY TO SUPPORT NEW ACTIVITIES THIS MIGHT LOOK LIKE... Training on the goals and procedures of assessment processes and practices are accessible and continually maintained Institutions design processes take into account the resource capacity of committee members to effectively adopt new assessment practices, such as additional burdens on time Institutions have designated senior functions or offices to ensure faculty capacity for new assessment practices and principles |

 INTEGRATION INTO EXISTING SYSTEMS THIS MIGHT LOOK LIKE... Assessment mechanics can be flexibly applied and adapted to accommodate diverse disciplines Mechanisms to support practices are codified and written into institutional policies New processes and practices are seamlessly integrated and widely adopted |

| ACCOUNTABILITY How are individuals and institutions held liable for executing on new assessment practices? TRANSPARENCY AND CLARITY OF GOALS THIS MIGHT LOOK LIKE... The goals, principles, and practices of academic assessment and review, promotion, and tenure (RPT) activities are transparent and clearly articulated, and agreed upon by all participants Institutions have clearly defined expectations for adherence to academic assessment practices Examples of "what good looks like" are collected and shared to more concretely illustrate target outcomes and behaviors |

RESOURCE

SPACE to evolve academic assessment: A rubric for analyzing institutional conditions and progress indicators

ADVOCACY RESOURCES

TOOLS

FOR: RESEARCH INSTITUTES



This is part of DORA's toolkit of resources to support academic institutions that are improving their policies and practices. Find the other resources in the toolkit [here](#).

Improving research and scholarship assessment practices requires the ability to analyze the outcomes of efforts and interventions. However, when conducted only at the unit level of individual interventions, these evaluations and reflections miss opportunities to understand how institutional conditions themselves set the table for the success of new efforts, or how developing institutional capabilities might improve the effectiveness and impact of these new practices at greater scale. The SPACE rubric was developed to help institutions at any stage of academic assessment reform gauge their institutional ability to support interventions and set them up for success.

RETHINKING RESEARCH ASSESSMENT

SPACE TO EVOLVE ACADEMIC ASSESSMENT

A RUBRIC FOR ANALYZING INSTITUTIONAL PROGRESS INDICATORS AND CONDITIONS FOR SUCCESS




Research and researcher assessment is a systems challenge, suggesting that institutions that prioritize developing infrastructures to support their efforts may be better positioned to achieve their goals than those focused only on individual solutions.


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 OPEN ACCESS

PERSPECTIVE

Assessing scientists for hiring, promotion, and tenure

David Moher  Florian Naudet, Ioana A. Cristea, Frank Miedema, John P. A. Ioannidis, Steven N. Goodman

Version 2  Published: March 29, 2018 • <https://doi.org/10.1371/journal.pbio.2004089>

Article	Authors	Metrics	Comments	Related Content
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Abstract


[Introduction](#)
[Methods](#)
[Results](#)
[Supporting Information](#)
[Acknowledgments](#)
[References](#)

[Reader Comments \(2\)](#)
[Media Coverage \(3\)](#)
[Figures](#)

Abstract

Assessment of researchers is necessary for decisions of hiring, promotion, and tenure. A burgeoning number of scientific leaders believe the current system of faculty incentives and rewards is misaligned with the needs of society and disconnected from the evidence about the causes of the reproducibility crisis and suboptimal quality of the scientific publication record. To address this issue, particularly for the clinical and life sciences, we convened a 22-member expert panel workshop in Washington, DC, in January 2017. Twenty-two academic leaders, funders, and scientists participated in the meeting. As background for the meeting, we completed a selective literature review of 22 key documents critiquing the current incentive system. From each document, we extracted how the authors perceived the problems of assessing science and scientists, the unintended consequences of maintaining the status quo for assessing scientists, and details of their proposed solutions. The resulting table was used as a seed for participant discussion. This resulted in six principles for assessing scientists and



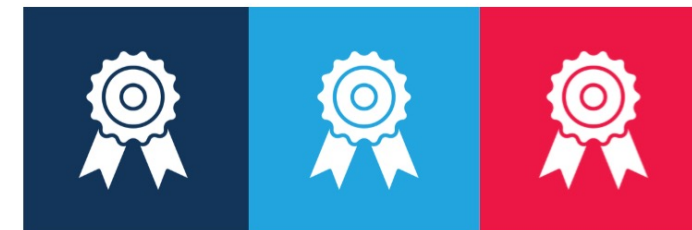
[The Declaration](#)
[Signers](#)
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Reimagining academic assessment: stories of innovation and change

Case studies of universities and national consortia highlight key elements of institutional change to improve academic career assessment.

What should we do with research ‘excellence’?

30.09.2021 PROJECT UPDATES



Over the last 20 years, the notion of ‘excellence’ has permeated almost every inch of the research ecosystem - from research funding schemes, evaluation frameworks to publishing decisions. Once believed to be a way to measure the best of the best, ‘excellence’ is now more likely to be viewed as too ambiguous, the source of undesirable behaviours and a barrier to an inclusive research culture.

To dig into this, RoRI’s [EXCELLENCE project](#) is exploring how the concept of ‘excellence’ is defined and used when it comes to research funding and evaluation. The project has two parts: the first is an [extensive literature review analysing how ‘excellence’ has evolved and been understood](#); and the second is an empirical study looking at the use of ‘excellence’ by funders.

Priority 3: Experiment, evaluate & amplify what works

Responsible assessment faces the acid test

The University of Liverpool is planning lay-offs using controversial measures. How should the movement for responsible research respond?

A leading UK university has become mired in a public dispute over how it is assessing researchers' performance. The evolving situation at the University of Liverpool is being watched closely by concerned academics around the world – and is raising questions about whether more needs to be done to ensure that universities assess their researchers equitably. At the end of last month, the leaders of some of the world's foremost responsible-research initiatives – the Hong Kong Principles, the INORMS Research Evaluation Group, the Leiden Manifesto and the Metric Tide – wrote a strongly worded letter arguing that the University of Liverpool's proposals remain

“Does the research community need a body with the

redundancy. In response to the threat of redundancies, researchers took industrial action during May, June and July.

One influential initiative is choosing to negotiate privately with the university. This is the organization behind the San Francisco Declaration on Research Assessment (DORA), an international voluntary agreement through which research organizations vow to conduct research assessment responsibly.

DORA's signatories pledge not to use metrics such as the Journal Impact Factor to evaluate researchers, and to be transparent in the criteria used to make decisions on matters such as hiring and promotion. Liverpool is one of some 2,200 organizations that have signed the declaration. DORA is in talks with the university, but choosing not to reveal further details. A statement on DORA's website says that it expects signatories to abide by their pledges, while also reiterating that it is not a regulatory body.

DORA's approach – to resolve disputes constructively but without publicity – has had some effect. Liverpool initially included the field-weighted citation metric on its criteria for redundancies, but dropped that after consultation with DORA. However, there are conflicting views of whether this puts Liverpool in the clear. The university told *Nature* its amended criteria are “in keeping with the principles of DORA”. In response, a DORA spokesperson said there are “ongoing concerns”. Such mixed messages show

LEIDEN MANIFESTO FOR RESEARCH METRICS



To: Professor Dame Janet Beer, Vice-Chancellor of the University of Liverpool.

cc: Professor Anthony Hollander, Pro-VC for Research, University of Liverpool
Professor Louise Kenny, Executive Pro-VC for Research, Faculty of Health and Life Sciences, University of Liverpool
All members of the Senate of the University of Liverpool.

25th June, 2021.

Dear Professor Dame Janet Beer,

We write as recognised experts in the responsible use of research metrics.

We note from the published document '[Managing Change: Project SHAPE Phase 2 Amended Proposals](#)', that the primary metric used by the University of Liverpool in the 'rounded assessment' used for redundancy selection is research grant income. We further note that a range of other qualitative metrics are used in the selection process, along with some broader categories such as "evidence of significant non-research income."

However, we remain highly concerned that those proposals remain very squarely out of line with accepted practice in the sector.

First, we do not see it as acceptable that a University can remove staff *en masse* primarily because of a failure to meet a specified research income threshold. We believe that any issue of research performance must be dealt with using established procedures that have broad support of academic staff, and that those procedures should take into account the full range of contributions to research. We note, in particular, that none of the published criteria recognise essential research tasks like peer review, supervision and mentoring. This narrow view of research contribution does not address the need for humility and diversity, set out in *The Metric Tide*, and is in breach of principle 5 of the *Hong Kong Principles for Assessing Researchers* and principle 2 of the *Leiden Manifesto*.

How should Dora be enforced?

By Stephen Curry

Share f t in e



Image: *Shdora* (CC BY-SA 4.0) via Wikimedia Commons

Dispute over Liverpool's use of metrics is best resolved through dialogue, says Stephen Curry

This January, reports emerged that the University of Liverpool was using research metrics to identify academic staff at risk of redundancy in its restructuring of the Faculty of Health and Life Sciences. Such processes are always painful, but Liverpool's methods—notably its use of the field-weighted citation index (FWCI) and grant income targets—saw the issues spill beyond the normal boundaries of industrial disputes.

Priority 4: Develop more sophisticated frameworks for compliance, accountability & enforcement

GRANTS

AI is selecting reviewers in China

The tool is already saving time for the country's major grant funding agency.

BY DAVID CYRANOSKI

China's largest funder of basic science is piloting an artificial intelligence (AI) tool that selects researchers to review grant applications, in an attempt to make the process more efficient, faster and fairer. Some researchers say the approach by the National

Natural Science Foundation of China (NSFC) is world-leading, but others are sceptical about whether AI can improve the process.

Choosing researchers to peer review project proposals or publications is time-consuming and prone to bias. Several academic publishers are experimenting with AI tools to select reviewers and carry out other tasks. And a few

funding agencies, including some in North America and Europe, have trialled simple AI systems, some of which match keywords in grant applications to those in publications of other scientists to identify potential reviewers.

The NSFC is building a more sophisticated system that will crawl online scientific-literature databases and scientists' personal

316 | NATURE | VOL 569 | 16 MAY 2019

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Humanities & Social Sciences Communications



ARTICLE

<https://doi.org/10.1057/s41599-020-00703-8> OPEN

AI-assisted peer review

Alessandro Checco^{1✉}, Lorenzo Bracciale^{2✉}, Pierpaolo Loreti², Stephen Pinfield^{1✉} & Giuseppe Bianchi²

The scientific literature peer review workflow is under strain because of the constant growth of submission volume. One response to this is to make initial screening of submissions less time intensive. Reducing screening and review time would save millions of working hours and potentially boost academic productivity. Many platforms have already started to use automated screening tools, to prevent plagiarism and failure to respect format requirements. Some tools even attempt to flag the quality of a study or summarise its content, to reduce reviewers' load. The recent advances in artificial intelligence (AI) create the potential for (semi) automated peer review systems, where potentially low-quality or controversial studies could be flagged, and reviewer-document matching could be performed in an automated manner. However, there are ethical concerns, which arise from such approaches, particularly associated with bias and the extent to which AI systems may replicate bias. Our main goal in this study is to discuss the potential, pitfalls, and uncertainties of the use of AI to approximate or assist human decisions in the quality assurance and peer-review process associated with research outputs. We design an AI tool and train it with 3300 papers from three conferences, together with their reviews evaluations. We then test the ability of the AI in predicting the review score of a new, unobserved manuscript, only using its textual content. We show that such techniques can reveal correlations between the decision process and other quality proxy measures, uncovering potential biases of the review process. Finally, we discuss the opportunities, but also the potential unintended consequences of these techniques in terms of algorithmic bias and ethical concerns.

Check for updates

Priority 5: RRA needs to anticipate and keep pace with new tools and technologies of assessment and evaluation

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The Responsible use of Technology-Assisted Research Assessment

The Responsible use of Technology-Assisted Research Assessment

Assessment

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Published date: 12 November 2021

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Closing: 3 December 2021.

Contract summary

Industry

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- Research and development consultancy services - 73200000
- Design and execution of research and development - 73300000

Location of contract

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Value of contract

£0 to £150,000

Procurement reference

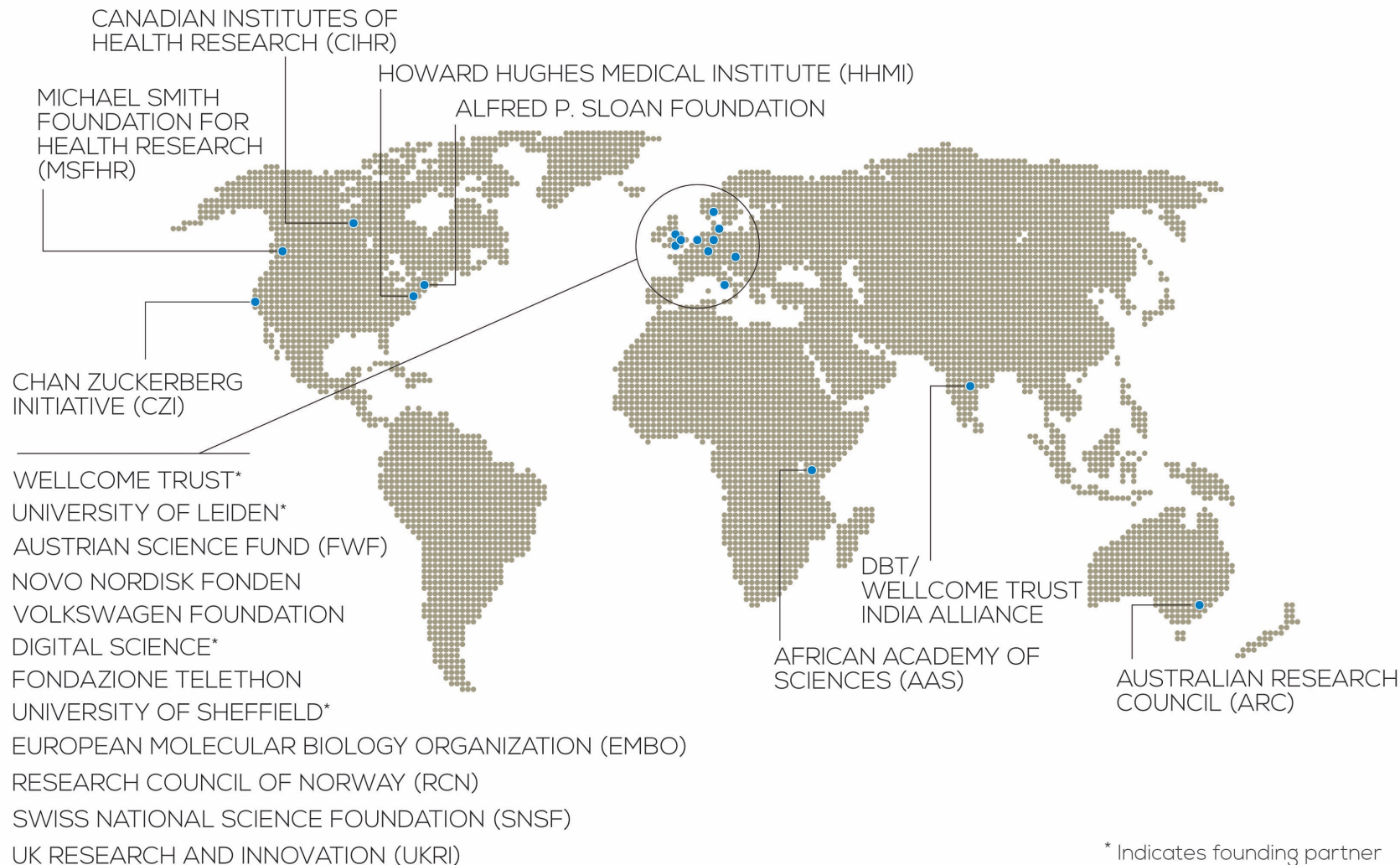
Timeline of The initiation of The Working Group



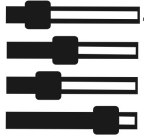
The RoRI pilot consortium

Founding Partners:

Wellcome Trust
Digital Science
University of Sheffield
CWTS, Leiden University



RoRI first-wave projects with funders (2020/21)



CRITERIA

Summary

Funders need their proposal selection processes to do one thing: select the proposals most likely to meet their objectives. Various inequalities in funding rates may exist, such as gender or field inequalities. The selection process a funder uses may mitigate or exacerbate these inequalities. The project will use data from many funders who each use different selection processes in different contexts. The outputs will help funders understand the potential drivers of inequalities in research funding and identify where mitigation is possible.

Partners: Australian Research Council; Canadian Institutes of Health Research; Chan Zuckerberg Initiative; EMBO; Austrian Science Fund (FWF); Michael Smith Foundation for Health Research; Novo Nordisk Fonden; Research Council Norway; W/DBT India Alliance; UKRI; Wellcome Trust



EXCELLENCE

Summary

Initiatives like the UK's Research Excellence Framework, Germany's Exzellenzinitiative and Switzerland's Eccellenza grants have put excellence at the centre of research policy and evaluation. This project will assess the ways in which the idea of excellence is currently used by key actors in the research ecosystem and the functions it serves in specific practices and processes in order to explore its possible futures. It will include detailed case studies of 10 funders.

Partners: African Academy of Sciences; Australian Research Council; Canadian Institutes of Health Research; Austrian Science Fund (FWF); Michael Smith Foundation for Health Research; National Institute for Health Research (UK); Swiss National Science Foundation; Wellcome Trust.



FAIRware

Summary

This project aims to build open source software tool(s) to allow researchers, institutions and funders to assess and improve the 'FAIRness' of the research outputs they produce. Over recent years, the FAIR principles (Findability, Accessibility, Interoperability, Reusability) have gained considerable traction as a basis for describing how research data, and potentially other research outputs, should be documented and shared to ensure that they can be discovered, accessed and used effectively, such that their value is maximised.

Partners: Canadian Institutes of Health Research; National Institute for Health Research (UK); Swiss National Science Foundation; Wellcome Trust.

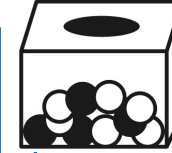


PATHWAYS

Summary

The scope of this work is careers in research, broadly defined, with an empirical and policy focus on six countries: Austria, Canada, Denmark, Germany, UK and USA. The project will be designed and delivered by a team drawn from RoRI strategic partners in these countries, and a wider network of data, research and policy partners.

Partners: Canadian Institutes of Health Research; Chan Zuckerberg Initiative; Austrian Science Fund (FWF); Howard Hughes Medical Institute; Michael Smith Foundation for Health Research; National Institute of Health Research (UK); Novo Nordisk Fonden; Sloan; UKRI; Volkswagen Foundation; Wellcome.



RANDOMISATION

Summary

There is growing interest in the use of randomisation and lottery-type mechanisms in grant funding. By linking and supporting a series of linked and phased experiments with uses of focal, or targeted randomisation in funding processes (our preferred term to the sometimes misleading "lotteries"), and facilitating closer alignment and learning between these, the RoRI consortium could effectively undertake the largest multi-funder, cross-country trial and analysis of these techniques.

Partners: Australian Research Council; Canadian Institutes of Health Research; Chan Zuckerberg Initiative; EMBO; Austrian Science Fund (FWF); Michael Smith Foundation for Health Research; National Institute of Health Research (UK); Novo Nordisk Fonden; Sloan; Swiss National Science Foundation; UKRI; Volkswagen Foundation; Wellcome.



<http://researchonresearch.org>
j.wilsdon@sheffield.ac.uk
[@RoRIInstitute](https://twitter.com/RoRIInstitute)