

Strategy Evaluation Protocol & (inter)national developments

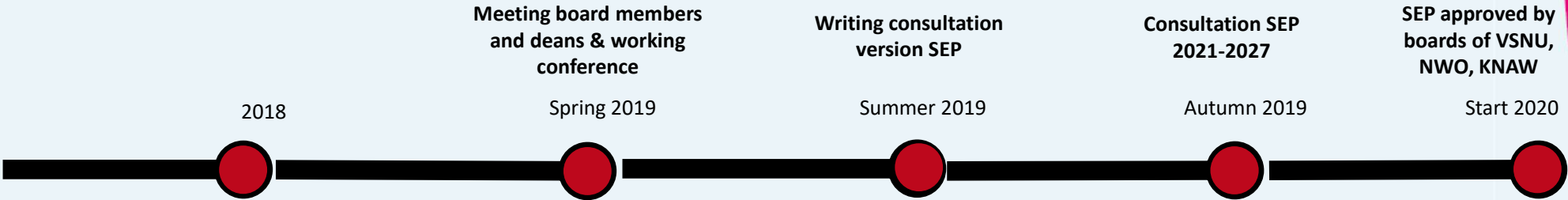
Strategy Evaluation Protocol

2021-2027
VSNU KNAW NWO





**National Plan
Open Science**



2018

Spring 2019

Summer 2019

Autumn 2019

Start 2020

Statement VSNU, NWO,
NFU and ZonMw on
Recognition and reward of
academics

KNAW, NWO & ZonMw
sign DORA
(VSNU already did)

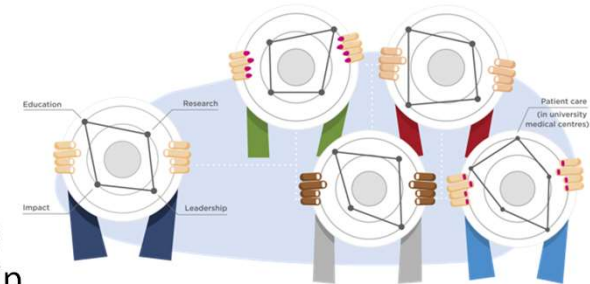


ZonMw & NWO conference
Scientist 2030:
Evolution or Revolution

Position paper:
Room for everyone's Talent
VSNU - EUA Conference on
Recognition & Rewards



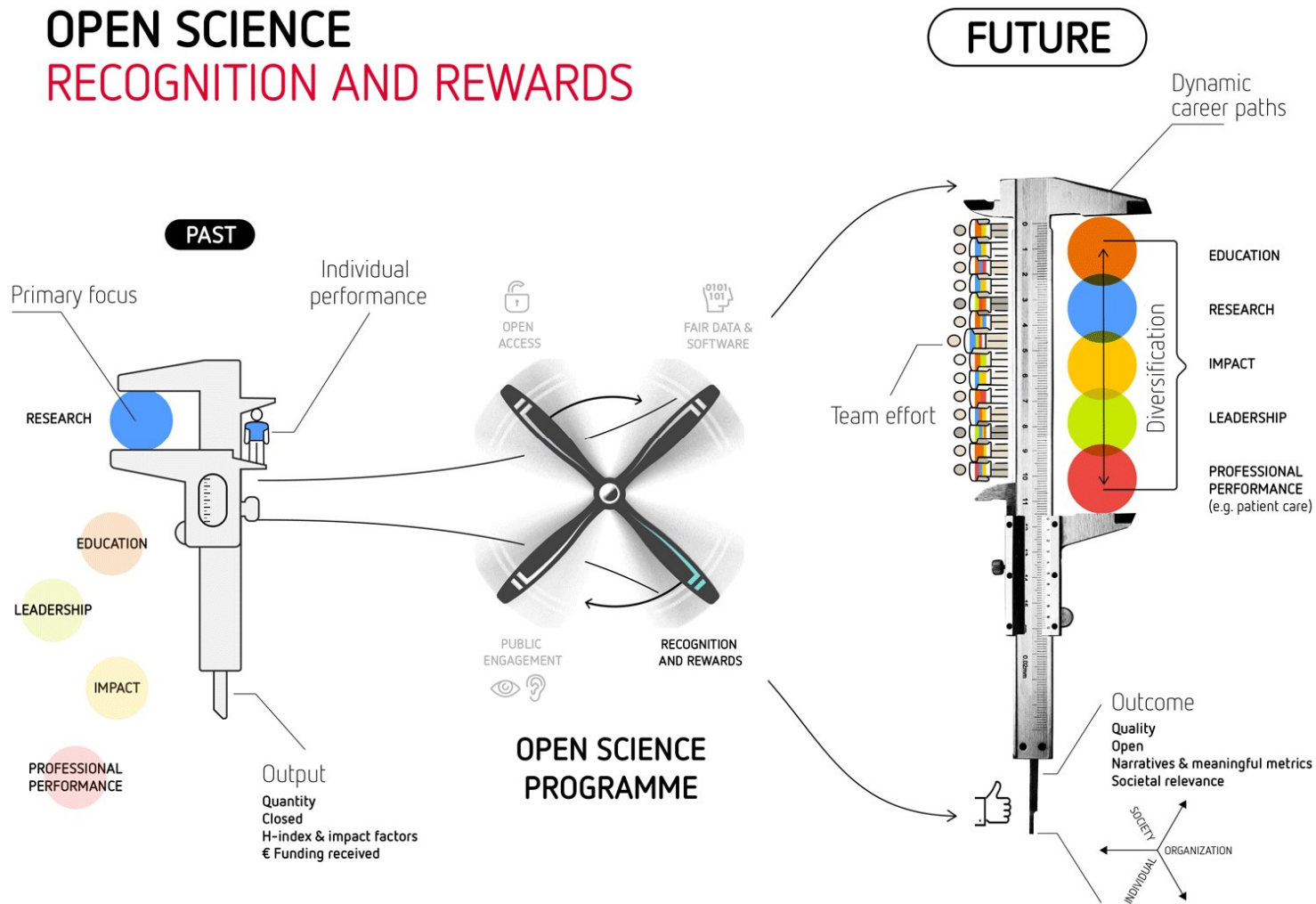
Room for everyone's talent



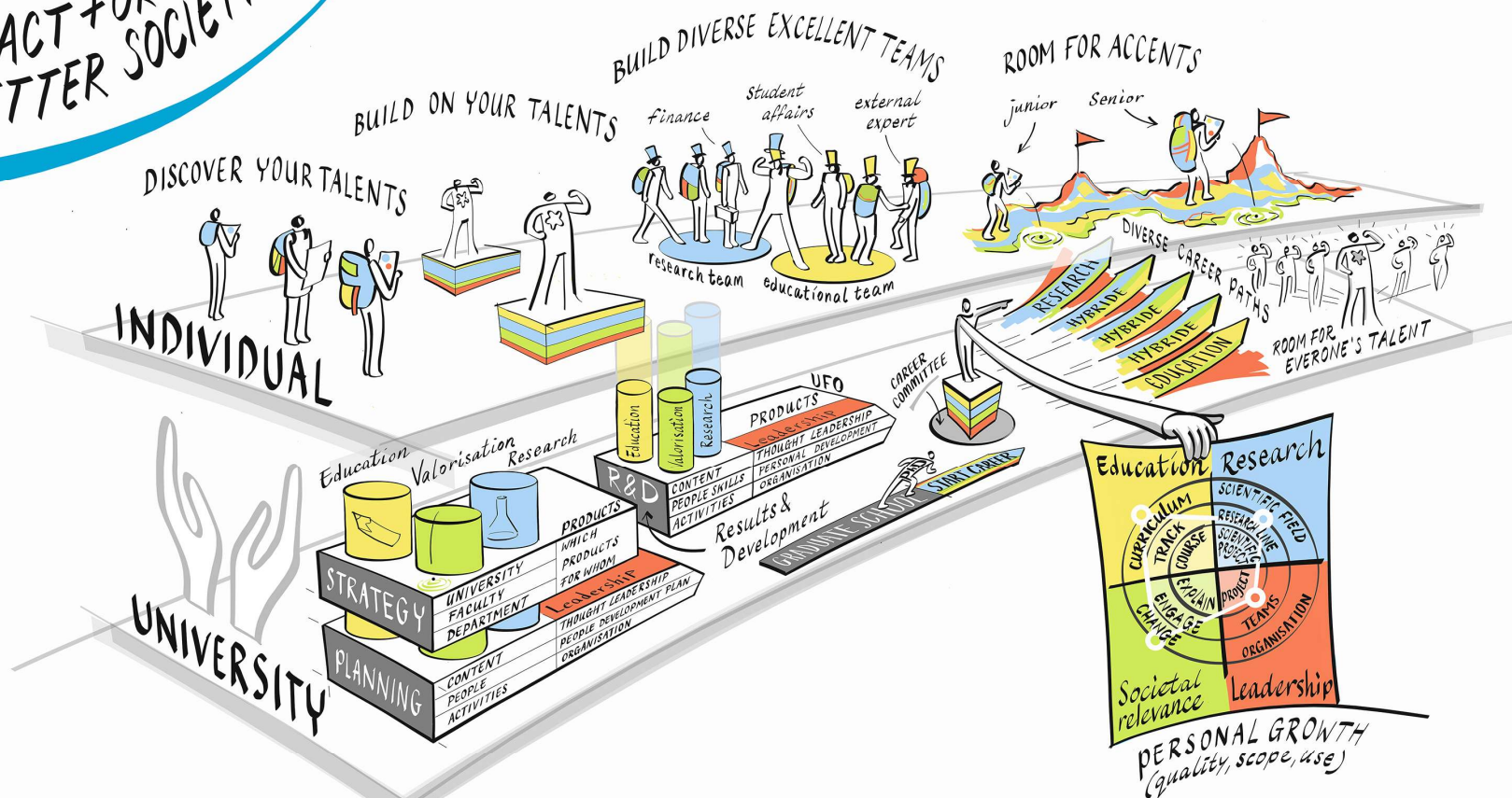
1. Enable **diversification and vitalisation of career paths**, thereby promoting excellence in each of the key areas (education, research, impact, leadership and patient care)
2. Achieving **balance between individuals and the collective**; Inspire cooperation between organizations, disciplines and within teams (Team Science)
3. More focus on **quality of work** over quantitative results; Good scientific research increases scientific knowledge and makes a contribution to solving societal challenges
4. **Open science** becomes the norm and stimulates interaction between scientists and society
5. More emphasis on the value of **high quality leadership in academia** to set the course in research and education, to achieve impact, and to ensure that teams of academics can do their work as well as possible



OPEN SCIENCE RECOGNITION AND REWARDS

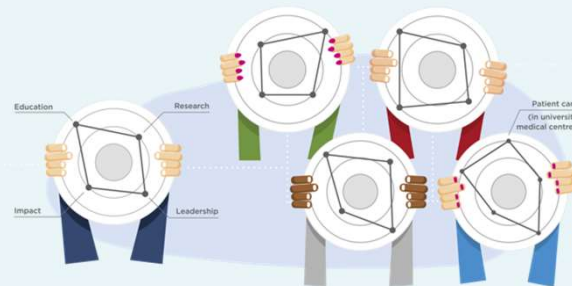


IMPACT FOR A BETTER SOCIETY



Main assessment criteria:

- Research Quality
- Societal relevance
- Viability



Specific aspects: Open Science



The extent to which the research unit:

- Involves stakeholders and opens up its work to other researchers and societal stakeholders
- Stores research data according to FAIR principles and how it makes its research data, methods and materials available
- Makes its publications available through open access
- Pays attention to other aspects of Open Science



Specific aspects: PhD Policy and Training

- PhD programme content and structure
- Selection and admission procedures for PhD candidates,
- Duration, success rate, exit numbers and career prospects for PhD candidates
- Supervision, mentoring and coaching of PhD candidates
- Position of PhD candidates and PhD training in the unit's research
- PhD education at relevant institutional graduate school(s) and (national) research school(s) and its quality assurance system



Specific aspects: Academic Culture

Openness, (social) safety and inclusivity:

- Appreciating multiplicity of perspectives and identities
- How leaders take responsibility to contribute to open culture

Research integrity:

- Unit's policy on research integrity and requirements
Netherlands Code of Conduct for Research Integrity
- Reflecting on relevant dilemmas (e.g. authorship, privacy or collaborations with stakeholders)



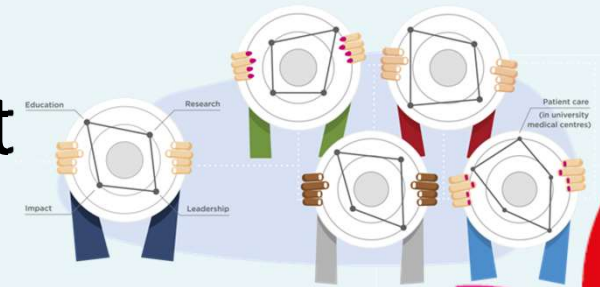
Specific aspects: Talent Management

Human Resources Policy:

- Diversity in relation to aims, strategy and policy of research unit
- HR practices such as inclusive selection and appraisal procedures

Talent Management:

- Talent selection and development in relation to aims and strategy
- Unit's recruitment policies, opportunities for training and development, coaching and mentoring
- Properly evaluating, rewarding and incentivizing staff



Agreement on Reforming Research Assessment

- The agreement contains **principles** and **commitments** regarding **scientific integrity, quality** and **impact**, the **diversity of scientific activities** and **collaboration**.
- Research must be assessed primarily on the basis of a **qualitative evaluation**, rather than on mere number of publication. Peer review plays a central role and is supported by the responsible application of quantitative indicators.
- Scientific organizations from Europe and beyond jointly declare the need to reform assessment of research; 350+ organisations from 40+ countries expressed interest

— AGREEMENT ON REFORMING
RESEARCH ASSESSMENT
20 July 2022



EUROPEAN RESEARCH & INNOVATION DAYS



51 early signatories:



28 September 2022

