# HI-FRAME

## Professorial recruitment in an Open Science environment

Open Access Tage 2022

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# Outline

–   Open Science

–   Rewards and incentives

–   Equality, Diversity and Inclusion

–   HI-FRAME

–   General information

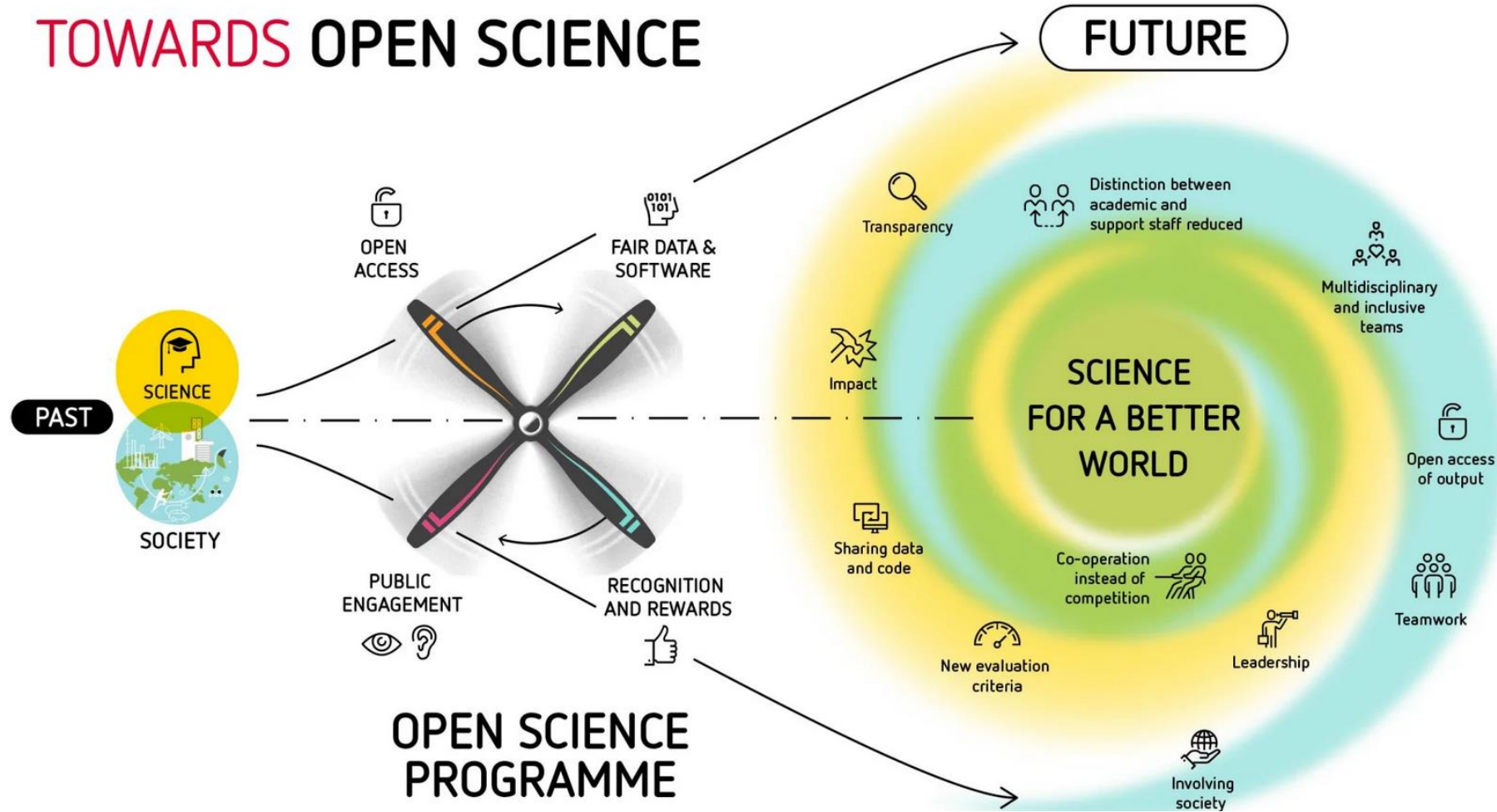–   Current status

–   Catalogue of questions

–   Outlook

# Open Science

University of Utrecht

# Open Science: Rewards and incentives

– Cross-cutting pillar of Open Science

– It's still about excellence, but….: 2 shifts

    – From «research focus» to «multi-dimensional focus»

    – From quantitative to qualitative assessment

– Alignment of practices with values → we need to reward what we value → systemic/cultural change

– Responsible research evaluation practices: no over-reliance on indexes

    – Openness drives excellence and progress

    – Focus on impact, solving problems in society

– Reimagining research assessment: case studies of responsible academic career assessment

# Open Science: Rewards and incentives

– LERU: Framework for the Assessment of Researchers

– European Union

 – European Agreement on Reform of Research Assessment

 – Paris Call on Research Assessment

– EUA: Open Science Agenda 2025

– Science Europe

 – Recommendations on Research Assessment Processes

 – Statement on Research Culture

– UNESCO

 – Recommendation on Open Science

 – Global Call for Best Practices in OS

– swissuniversities

 – Open Research Data Strategy Action Plan

 – Open Access National Strategy and Implementation Plan

# Open Science: Equality, Diversity and Inclusion
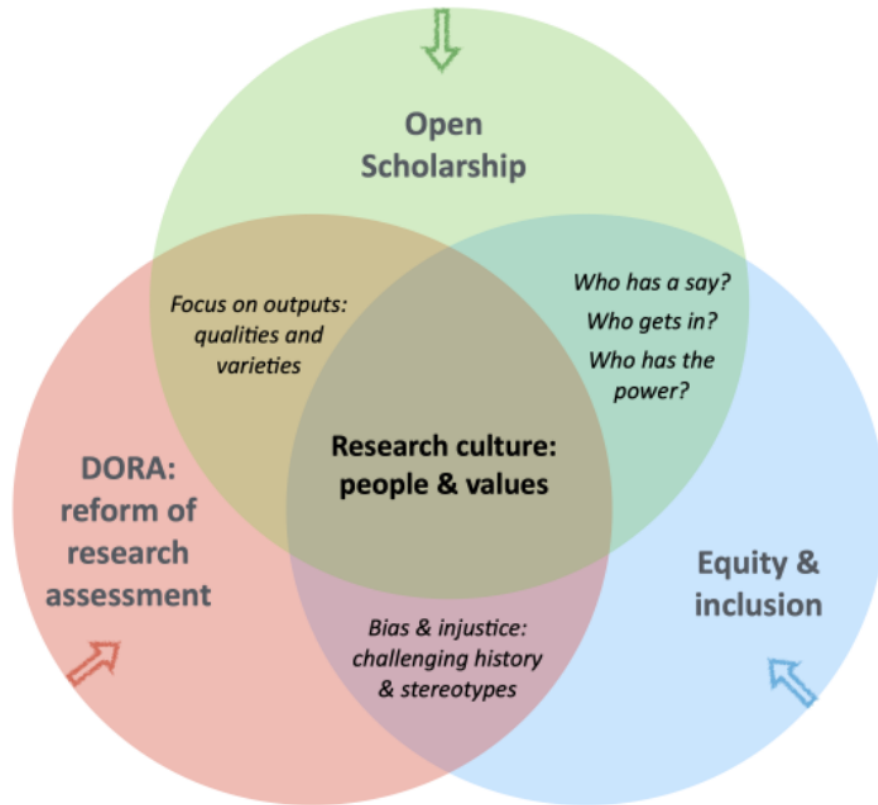


SF DORA

**Equality, Diversity, Inclusion** (EDI): key components of Open Science

Measurement of excellence

- What is academic excellence?

- How is it measured?

Access and opportunity

- Who has access and opportunity to be part of the scientific community?

- Why certain groups are more (less) represented?

**Open Science**: opportunity to advance and anchor EDI perspectives within academia

# HI-FRAME

# HI-FRAME: general information

– Project title: Measure what really matters: a **frame**work for Open Science professorial **hi**ring

– Goal: develop and pilot a tailor-made, flexible framework that systematically incorporates OS practices in professorial hiring at UZH

– Duration: 09/21 – 08/23

– Funding: federal program **P5 Open Access** (Action Line Research Assessment)

– Contribution to the implementation of several UZH policies

  – Open Science Policy (2021)

  – Diversity Policy (2018)

  – Gender Policy Code of Conduct (2005)

# HI-FRAME: general information

Advisory board

- International / national expertise (OS/EDI): representatives from DORA, University of Geneva, IDEAS

- Internal (UZH) units:

    - Open Science Office

    - Professorships Department

    - Research Development Division

    - Graduate Campus

    - Quality Management Education and Teaching

    - Participating UZH faculties: Theology, Vet-Suisse, Science

# HI-FRAME: Current Status

What we did in the first 12 months?

−   Map existing best practices in OS hiring frameworks

−   Draft <u>catalogue of questions</u> about OS practices *(version 1, April/May 2022, English/German)*

−   Invite all UZH faculties to participate / pilot HI-FRAME in professorial hirings

−   Three faculties have started to pilot HI-FRAME catalogue of questions v1

−   Meetings/presentations in other organizations, events


−   HI-FRAME as case study in DORA repository <u>Reimagining research assessment</u> (on-going)

−   HI-FRAME joined <u>European Coalition on Reform of Research Assessment</u> for UZH

−   HI-FRAME applied for <u>UNESCO Global Call of best practices in Open Science</u> (on-going)

−   HI-FRAME joined UKRI <u>Alternative Uses Group</u>

**University of Zurich**UZH

**Gender Equality and Diversity**

**Areas:**
Research
Teaching & learning
Academic culture
Service to university
Clinical activities
Support for ECRs
Impact/contributions to society

# HI-FRAME: Catalogue of questions

What is the HI-FRAME catalogue of questions?

- Set of questions addressing main areas of academic activity, from an OS perspective

- Free-text replies with reference to CV

- Hiring committees in faculties decide to:

    - Use all or some of the questions in the hiring process

    - Request written answers, or ask questions during the interviews

- Questions

    - Are designed to generate answers that give evidence of Open Science activities/practices

    - Must be integrated into all parts of the hiring process

    - Available in English and German

# HI-FRAME: Catalogue of questions

The UZH professorial hiring process is highly regulated: HI-FRAME is part of every step

- Selection criteria and their relative weight are defined at beginning of process («Statement on professorial position»)

- Job ad reflects the selection criteria in «Statement on professorial position»

- Applicants are asked to submit certain documents (application)

- Hiring committee decides which candidates to invite for interviews

- Job talks, committee interviews etc. take place

- Hiring committee decides which candidates to rank 1, 2, 3

# HI-FRAME: Catalogue of questions          version 1, spring 2022

## Research

Q: How have OS practices enhanced the quality and/or impact of **your work as a researcher** in the last five years? Please answer with reference to specific research activities, as listed in your CV.

Examples may include, but are not limited to:

- Open access publishing

- Sharing research data according to the FAIR principles

- Sharing tools such as software or code to analyze, curate and investigate data

- Sharing/publishing «negative» results

- Promoting other researchers' open access publications, data, software, code, etc. including correct citation

- Citizen science, Science communication initiatives

# HI-FRAME: Catalogue of questions      version 1, spring 2022

## Teaching & learning

Q: How have OS practices enhanced the quality and/or impact of **your work as an educator** in the last five years? Please answer with reference to specific teaching and learning activities, as listed in your CV.

Examples may include, but are not limited to:

‒ Inclusion of OS skills in curricula, programs, etc., at all levels of study

‒ Development, use, and sharing of Open Educational Resources (OER)

‒ Train, support, and encourage early-career researchers in OS principles and practices

# HI-FRAME: Catalogue of questions          version 1, spring 2022

## Support for early-career researchers

Q: How have Open Science practices enhanced the quality and/or impact of **your support for early-career researchers** in the last five years? Please answer with reference to specific information as listed in your CV.

Examples may include, but are not limited to:

– Organization of or support for OS trainings, courses, summer schools etc. for MAs, PhDs, postdocs

– Integration of OS skills and practices into PhD supervision

– Modelling OS practices in your own work as a researcher, educator, academic leader, clinician, etc., to early-career researchers

# HI-FRAME: Catalogue of questions    version 1, spring 2022

## Impact/contributions to society

Q: How have Open Science practices enhanced the quality and/or impact of **your work in terms of its contribution to society** in the last five years? Please answer with reference to specific research activities as listed in your CV.

Examples may include, but are not limited to:

– Membership of advisory or expert policy groups for government agencies

– Industry collaboration, patents, technology transfer

– Educational, cultural, or arts initiatives

– Science communication initiatives

# HI-FRAME: Outlook

- Pilot HI-FRAME in the participating faculties & receive and incorporate their feedback

- Based on lessons learnt: finalize HI-FRAME catalogue of questions/framework (v2, August 2022)

- Contribute to the UZH OS Policy implementation plan

More: external activities

- Will UZH sign the European Agreement on Reform of Research Assessment?

- Will there be DORA Community Engagement Grants 2022?

  - Foundation of a Swiss Community of Practitioners among DORA signatories, as focal point for a bottom-up nationwide initiative around Open Science/rewards and incentives

- ORD national action plan Section D

  - How can experiences with HI-FRAME be useful?

# THANK YOU



**HI-FRAME**

**Measure what really matters: a framework for Open Science professorial hiring**

HI-FRAME is an innovative project that promotes Open Science culture change at UZH and, in this regard, contributes to the implementation of the UZH Open Science Policy.

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