



Professorial hiring and Open Science: a catalogue of questions

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The project «[HI-FRAME](#)» is part of the Swiss federal program P5 Open Science

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1 Background

1.1 This document

This document contains a catalogue of questions for use in academic hiring processes in an Open Science environment. The questions reflect UZH's Statutes («Universitätsordnung») § 10 from an Open Science perspective.¹

This document was developed as part of the project HI-FRAME. HI-FRAME supports the implementation of the following UZH policies and commitments:

- Open Science Policy²
- Code of Conduct Gender Policy³
- Diversity Policy⁴
- San Francisco Declaration on Research Assessment⁵
- Guidelines on Selection Procedures in Professorial Appointments⁶

HI-FRAME is part of the Swiss federal program P5 Open Science 2021 – 2023 (action line: research assessment).⁷

1.2 Inspiration and sources

The catalogue of questions reflects and builds on ongoing work and discourse European-wide and internationally. Some of the most influential ones are:

- «Open Science Career Evaluation Matrix» (OS-CAM)⁸
- «Toolbox for Recognition and Rewards in Academic Careers» (NOR-CAM)⁹
- «A Pathway Towards Multidimensional Academic Careers: A LERU Framework for the Assessment of Researchers»¹⁰
- «Room for Everyone's Talent»¹¹
- «Resumé for Researchers»¹²
- «Tools to Advance Research Assessment (Project TARA)»¹³
- Workshops, webinars, conferences¹⁴

¹ Only available in German:

[http://www2.zhlex.zh.ch/appl/zhlex_r.nsf/WebView/B5957B5C784291C8C125855E002538C3/\\$File/415.111_4.12.98_109.pdf](http://www2.zhlex.zh.ch/appl/zhlex_r.nsf/WebView/B5957B5C784291C8C125855E002538C3/$File/415.111_4.12.98_109.pdf)

² https://www.openscience.uzh.ch/dam/jcr:9ee11b51-76dd-48bf-a1df-3eb292a8a27e/UZH_OpenSciencePolicy_e.pdf

³ https://www.gleichstellung.uzh.ch/dam/jcr:cc28184e-d460-42bb-917d-348d9b3c7961/VKGP_EN.pdf

⁴ https://www.uzh.ch/cmsssl/dam/jcr:5a7e0e7d-185f-45b7-a8bd-91091aa68846/DiversityPolicy_UZH_en.pdf

⁵ https://www.prof.uzh.ch/en/welcome/appointment_procedure/selection-procedure.html

⁶ https://www.rd.uzh.ch/dam/jcr:7c199aee-e3b7-470d-af5c-e286ab1c6a38/Guidelines_Selection_Procedures.pdf

⁷ https://www.gleichstellung.uzh.ch/de/projekte/hi_frame.html,
https://www.swissuniversities.ch/fileadmin/swissuniversities/Dokumente/Hochschulpolitik/Open_Access/Results_of_call_for_proposals_211/211_Result_of_the_call_15.01.21.pdf

⁸ <https://op.europa.eu/en/publication-detail/-/publication/47a3a330-c9cb-11e7-8e69-01aa75ed71a1>

⁹ https://www.uhr.no/en/_f/p3/i86e9ec84-3b3d-48ce-8167-bbae0f507ce8/nor-cam-a-tool-box-for-assessment-and-rewards.pdf

¹⁰ https://www.leru.org/files/Publications/LERU_PositionPaper_Framework-for-the-Assessment-of-Researchers.pdf

¹¹ <https://www.nwo.nl/en/position-paper-room-everyones-talent>

¹² <https://royalsociety.org/-/media/policy/projects/research-culture-images/2019-10-research-culture-resume-for-researchers-template.pdf>

¹³ <https://sfdora.org/project-tara/>

¹⁴ https://www.gleichstellung.uzh.ch/de/projekte/hi_frame/hi_frame_news.html

2 Note for hiring committees

The HI-FRAME questions can be flexibly integrated into professorial hiring processes. Hiring committees have the following options:

- Use the entire catalogue or select a subset of questions to reflect the specific requirements of each appointment
- Adjust the examples given in the questions to optimize relevance
- Define different levels of expectations in terms of the candidates' answers, to reflect the juniority/seniority of each appointment
- Integrate the questions into the candidates' submitted application material or pose them in the interviews

Please note that all selection criteria and their relative weight must be stated in the Statement on Professorial Position and accurately reflected in the job posting. The selection criteria subsequently have to be taken into account throughout the selection process as intended in the aforementioned Statement, including in the external references and the appointment recommendation.¹⁵

3 Catalogue of questions

3.1 Information for applicants

The following text may be used either in a written or oral context to preface the Open Science questions for the applicants (the text may also be adapted by the hiring committee):

«UZH's Open Science Policy ensures that the applicants' Open Science activities are duly rewarded in academic hirings. The following questions offer applicants the opportunity to reflect on their Open Science practices in the last five years and to share their reflections with the hiring committee.»

3.2 Questions

3.2.1 Research

How have Open Science practices enhanced the quality and/or impact of your work as a researcher in the last five years?

Please answer with reference to specific activities as listed on the CV you submit with your application.

Examples might include:

- *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*

¹⁵ https://www.rd.uzh.ch/dam/jcr:7c199aee-e3b7-470d-af5c-e286ab1c6a38/Guidelines_Selection_Procedures.pdf

(Text box for answer here with set upper limit of characters)

3.2.2 Teaching and learning

How have Open Science practices enhanced the quality and/or impact of your work as an educator in the last five years?

Please answer with reference to specific activities as listed on the CV you submit with your application.

Examples might include:

- *Inclusion of Open Science skills in curricula, programs, etc., at all levels of study*
- *Development, use, and sharing of Open Educational Resources*
- *Train, support, and encourage early-career researchers in Open Science principles and practices*

(Text box for answer here with set upper limit of characters)

3.2.3 Academic culture

How have your Open Science practices contributed to an inclusive and stimulating academic environment in the last five years?

Please answer with reference to specific activities as listed on the CV you submit with your application.

Examples might include:

- *Supporting a research culture in which all contributions within the team are fairly, appropriately and transparently recognized and attributed*
- *Building an inclusive working and learning environment for all*
- *Fostering a culture of appreciation that is conducive to the success of early-career researchers in your department, discipline, etc.*

(Text box for answer here with set upper limit of characters)

3.2.4 Service to the institution

How have your Open Science activities contributed to the management and development of your higher education institution or your discipline?

Please answer with reference to specific activities and roles as listed on the CV you submit with your application.

Examples might include:

- *Membership of working groups charged with developing Open Science policy and practice within your institution, at national level, in learned societies or (inter-, multi-) disciplinary networks, etc., including raising awareness of the Open Science aspects of key institutional processes such as hiring and promotion, stakeholder engagement and societal impact, etc.*
- *Fostering good scientific practice*
- *Organizing or supporting scientific, educational, cultural, or arts initiatives for the public*
- *Promoting Open Science in your role as mentor, supervisor, etc. for early-career researchers*

(Text box for answer here with set upper limit of characters)

3.2.5 Clinical work

How have Open Science practices enhanced the quality and/or impact of your work as a clinician in the last five years?

Please answer with reference to specific clinical activities as listed on the CV you submit with your application.

The practices may include, but are not limited to:

- *Any of the examples given above with application in a clinical context*

(Text box for answer here with set upper limit of characters)

3.2.6 Support for early-career researchers

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 on the CV you submit with your application.

Examples might include:

- *Organization of or support for Open Science trainings, courses, summer schools etc. for MAs, PhDs, postdocs students and early-career researchers (postdocs, etc.)*
- *Integration of Open Science skills and practices into PhD supervision*
- *Modelling Open Science practices in your own work as a researcher, educator, academic leader, clinician, etc., to early-career researchers*

(Text box for answer here with set upper limit of characters)

3.2.7 Impact/contributions to society

How have Open Science practices enhanced the quality and/or impact of your work in terms of its contribution to society?

Please answer with reference to specific information as listed on the CV you submit with your application.

The 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*

(Text box for answer here with set upper limit of characters)