HI-FRAME

Professorial recruitment in an Open Science environment

Open Science Lunch & Learn

11 May 2022, 12h30-13h30

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HI-FRAME Project Co-Managers

Outline

- Open Science
    - Definition
    - Rewards and incentives
    - Equality, Diversity and Inclusion
    - UZH Open Science Policy
- HI-FRAME
    - General project information
    - Current status
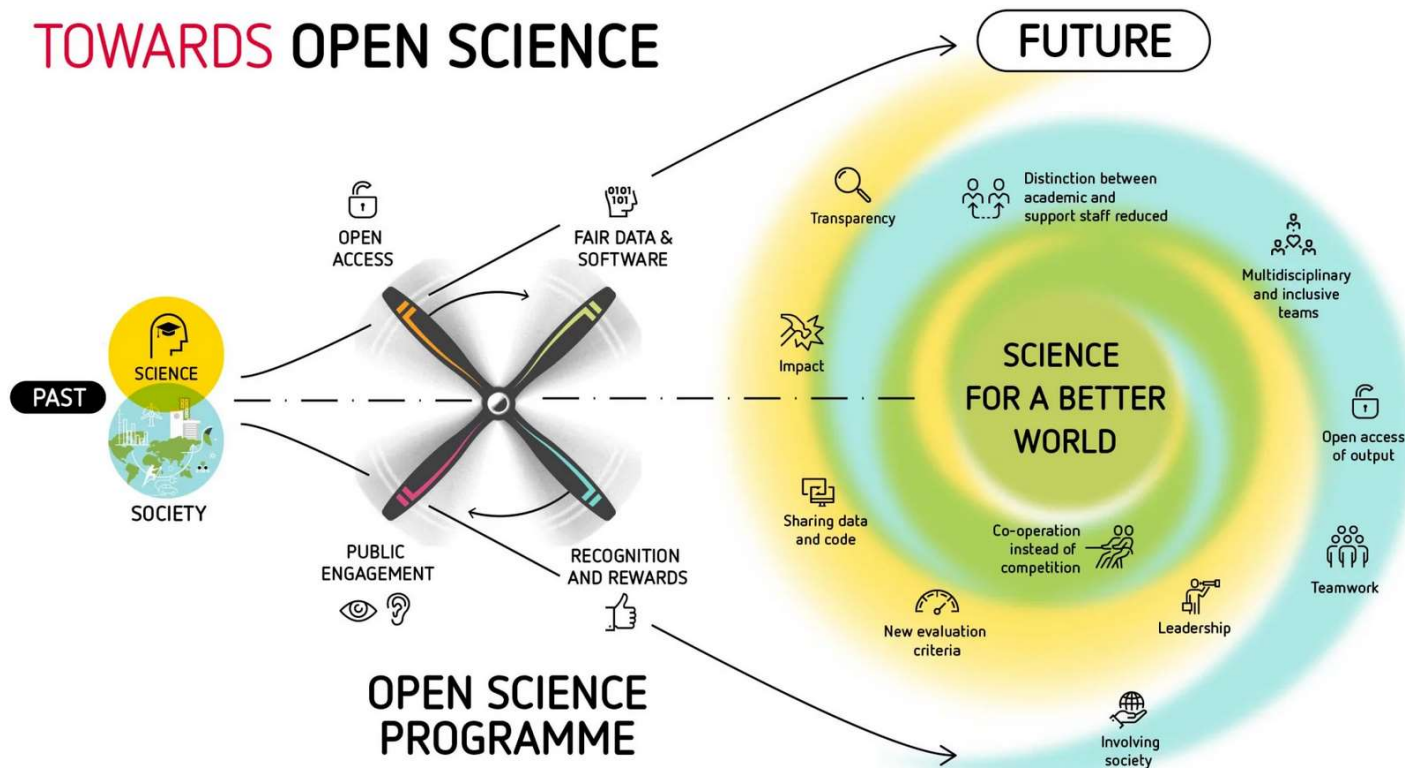   - Catalogue of questions
    - Outlook
- Q&A

Open Science – Definition

– No generally agreed definition

– LERU definition: A movement consisting of 8 pillars (LERU 2018)

   – FAIR Data

   – Research Integrity

   – Next Generation Metrics

   – Future of Scholarly Communication

   – Citizen Science

   – Education and Skills

   – **Rewards and Incentives**

   – EOSC

Open Science – Definition

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» taking whole research process into focus

   – From quantitative to qualitative assessment

– Alignment of practices with values → we need to reward what we value → systemic/cultural change (slow and complex!)

   – Responsible research practices: no over-reliance on indices

   – Openness drives excellence and progress

   – Focus on impact, solving problems in society

– «Reimagining research assessment» DORA online repository for case studies of responsible academic career assessment

Open Science – Rewards and incentives

– Current initiatives (selection)

  – LERU: «Framework for the Assessment of Researchers» (2022)

  – European Union

    – «European Agreement on Reform of Research Assessment» (ongoing)

    – «Paris Call on Research Assessment» (2022)

  – EUA: «Open Science Agenda 2025» (2022)

  – Science Europe

    – «Recommendations on Research Assessment Processes» (2020)

    – «Statement on Research Culture» (2021)

  – UNESCO

    – «Recommendation on Open Science» (2021)

    – «Global Call for Best Practices in OS» (ongoing)

  – swissuniversities «Open Research Data Strategy Action Plan» (2022)

«NAD» – Not Another Declaration!

Open Science: Equality, Diversity and Inclusion
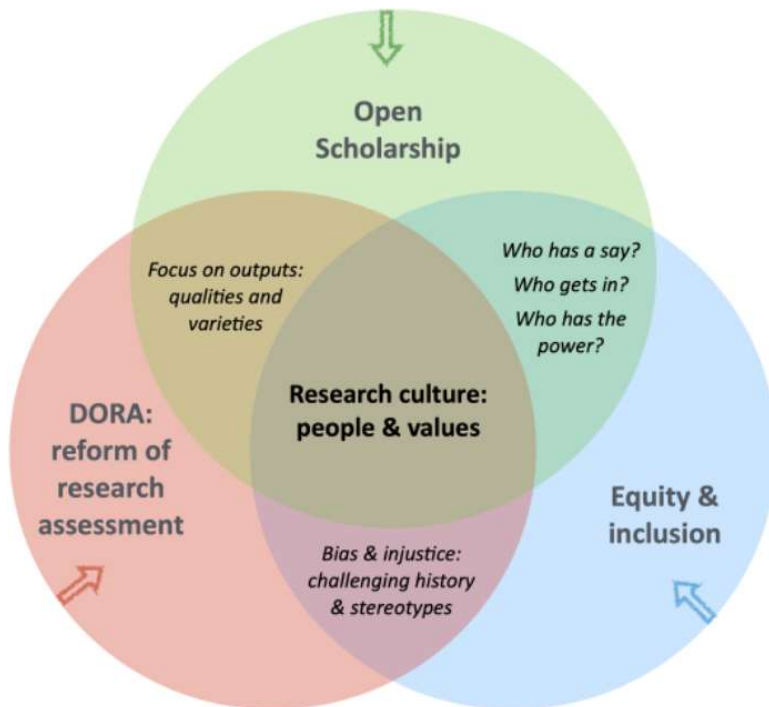
SF DORA

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

Open Science: UZH Open Science Policy

Three focal points:

(1) Access

(2) Research methods

(3) Culture change

UZH Open Science Policy

Assessment and Incentives (section 2.6.)

– OS skills & engagement: criterium in recruitment, appointment, and promotion

– Changes in many practices throughout the research workflow, including the way research is evaluated

– OS practices to be considered in HR processes

– Consequences for how the scientific community evaluates research content and performance

HI-FRAME: General project information

– Project title: «Measure what really matters: a framework for Open Science professorial hiring»

– Goal: to develop and pilot a tailor-made, flexible framework that systematically incorporates Open Science practices in the evaluation of candidates in professorial hiring at UZH

– Lifetime: 09/21 – 08/23

– Divided into 3 work packages (WPs)

– Project organization: management team, advisory board

– Contributes to implementation of several UZH policies

– Open Science Policy, Code of Conduct Gender Policy, Diversity Policy

HI-FRAME: Current Status

– WP1: September 2021-February 2022

    – Mapping of existing best practices in Open Science hiring frameworks

    – Use best practices map to draft catalogue of questions about Open Science activities/practises

    – Invitations to all UZH faculties to participate in HI-FRAME

    – Meetings, presentations in other organizations, commissions, etc.

    – HI-FRAME included in «Reimagining research assessment»

    – HI-FRAME joined the European Coalition of Reform of Research Assessment for UZH

    – HI-FRAME request to join UKRI «Alternative Uses Group» (pending)

– **WP2: March 2022-February 2023**

    – 3 faculties (Science, Theology, Vetsuisse) pilot HI-FRAME framework v1 & give feedback

– WP3: March – August 2023

    – «Lessons learnt» → HI-FRAME framework v2

HI-FRAME: Catalogue of questions

– What is the HI-FRAME catalogue of questions?

  – A set of questions that address all main **areas of academic activity** from an OS perspective

  – Free-text replies with reference to CV

  – Hiring committees decide to…

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

    – Request written answers from candidates, or to ask the questions verbally in interviews

– Questions are designed to generate answers that give evidence of OS activites

– Must be integrated into all parts of the hiring process

– Available in English and German

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

HI-FRAME: Catalogue of questions

– How the HI-FRAME catalogue of questions was designed?

    – Based on ongoing work and discourse European-wide and internationally

        – Open Science Career Evaluation Matrix (OS-CAM)

        – Toolbox for Recognition and Rewards in Academic Careers (NOR-CAM)

        – A Pathway Towards Multidimensional Academic Careers: A LERU Framework for the Assessment of Researchers

        – Room for Everyone's Talent

        – Resumé for Researchers

        – Tools to Advance Research Assessment (Project TARA)

        – Learning materials/input from related workshops, conferences, webinars

    – Feedback and recommendations from the HI-FRAME Advisory Board has been included

HI-FRAME: Catalogue of questions

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

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

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

3. Applicants are asked to submit certain documents

4. Hiring committee decides which candidates to invite

5. Job talks, committee interviews etc. take place

6. Hiring committee decides which candidates to rank 1, 2, 3

1. OS activities need to be included here!

2. OS activities need to be included here!

3. HI-FRAME questions are provided to applicants, who are requested to submit their written answers!

4. Answers to HI-FRAME questions are taken into account in the selection in accordance with the «Statement on professorial position»

5. Committee can ask questions about the HI-FRAME answers

6. The answers to the HI-FRAME questions are taken into account in the selection in accordance with the «Statement on professorial position »

HI-FRAME: Catalogue of questions

version 11 May 2022

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 research activities, as listed on the CV you submit with your application.

Examples may include, but are not limited to:

- Open access publishing
- Sharing research data according to the FAIR principles
- Sharing tools such as software, publishing «negative» results
- Promoting other researchers' open access publications, data, software, code, etc. including correct citation
- Citizen science, Science communication initiatives

Teaching & 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 teaching and learning activities, as listed on the CV you submit with your application.

Examples may include, but are not limited to:

- Inclusion of Open Science 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 Open Science principles and practices

HI-FRAME: Catalogue of questions

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Academic culture

How have Open Science practices contributed to an **inclusive and stimulating academic environment** in the last five years? Please answer with reference to specific contexts, such as: project teams, working groups, supervision, and mentoring responsibilities, as listed on the CV you submit with your application.

Examples may include, but are not limited to:

– Supporting a research culture in which all contributions within the team are fairly and appropriately 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 area

Service to university

How have Open Science practices enhanced the quality and/or impact of **your service to your university** and/or to the development of your discipline in the last five years? Please answer with reference to specific leadership roles as listed on the CV you submit with your application.

Examples may include, but are not limited to:

– Membership of working groups charged with developing Open Science policy and practices within your institution, at national level, in learned societies or disciplinary networks, 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

HI-FRAME: Catalogue of questions

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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 may include, but are not limited to:

- Organization of or support for Open Science trainings, courses, summer schools etc. for MAs, PhDs, postdocs
- 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

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 research activities as listed in your CV and/or application.

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: Catalogue of questions

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Clinical activities

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.

Examples may include, but are not limited to:

– Any of the examples given in the other questions with application in a clinical context

HI-FRAME: Outlook

– Project work packages

  – Pilot HI-FRAME in the 3 participating faculties (WP2)

  – Finalize v2 (WP3)

– External activities

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

  – Will there be DORA Community Engagement Grants 2022?

  – Foundation of Swiss CoP among DORA signatories as focal point for 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

– If you want to find out more, please visit our website or get in touch

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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Q&A