Universitat Oberta
de Catalunya

UOC and DORA: reflections on how to put into practice a declaration of intentions

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San Francisco DORA

Declaration on Research Assessment

IF should not substitute an assessment of the quality of individual research papers and researchers scientific contributions or assessments for researcher recruitment and promotion

DORA signers*:

- 1336 organizations
- 14173 individuals

* 6 May 2019

Assessment procedures

Professor career progression and recruitment (Faculties)

- Professors present their CV progression in all three university missions and are evaluated by dean and vice rectors.
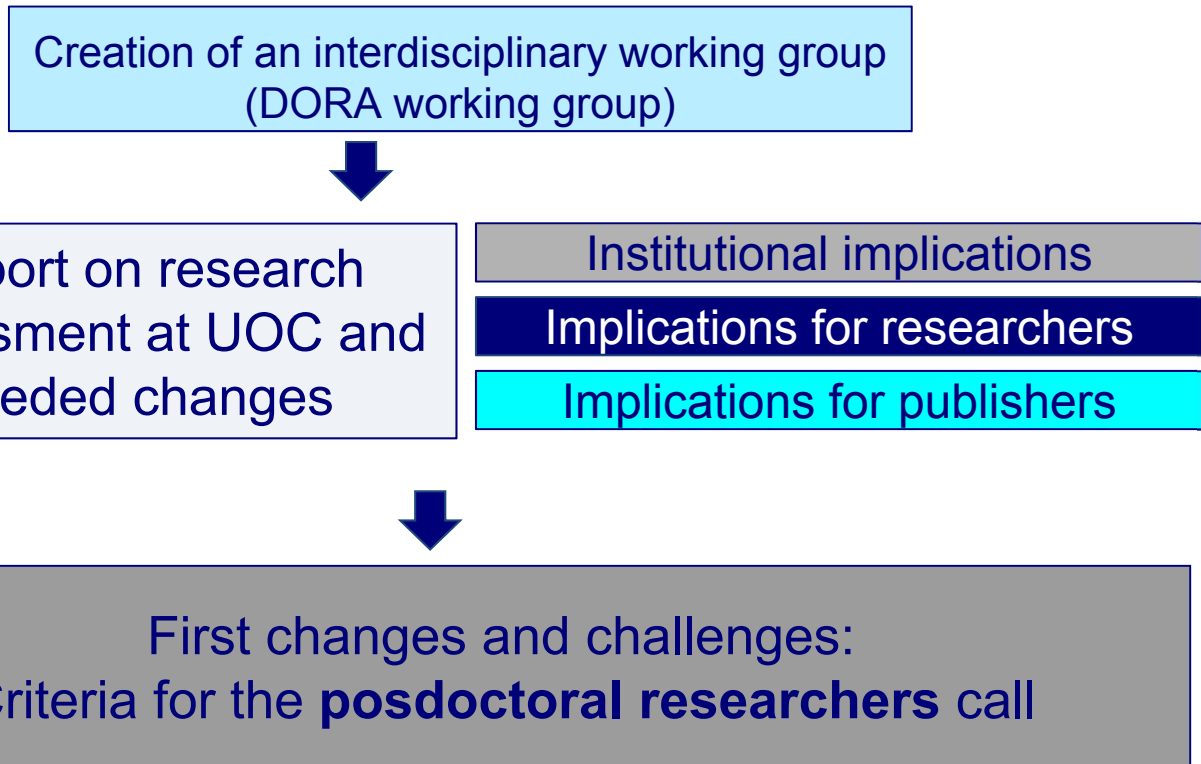- Research assessment dependent on external accreditation (governmental agency).

Research group leader recruitment and career progression (Research Centers)

- Scientific Advisory Board (SAB) analyze CV and research plan by means of written proposal and a public presentation.
- Evaluation for career progression takes places every 4 years by SAB for each research group leader.

Postdoctoral researchers call (3-year period)

- Peer-review of their CV and their project for the next 3 years by academic professors + interview by a committee
- The CV contains quantitative metrics of their scientific outputs and after signing DORA this was changed.

DORA: from declaration of intentions into practice

Creation of an interdisciplinary working group
(DORA working group)

Report on research assessment at UOC and needed changes

Institutional implications

Implications for researchers

Implications for publishers

First changes and challenges:
Criteria for the **posdoctoral researchers** call

UOC signs the San Francisco Declaration (DORA) Action Plan

Document prepared by the work group DORA and approved by the Research and Innovation Commission on December 18, 2018

DORA working group

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DORA: from declaration of intentions into practice

Criteria for the **posdoctoral researchers** call

- 25% S&T quality of the proposal
- 10% research stays
- 45% scientific output
- 20% research group scientific output

→

- 25% S&T quality of the proposal
- 10% research stays
- **45% (main scientific achievements; no IF)**
- **20% mentor (PhD mentorship + accreditation)**

Challenges:
- Alignment with nationally and international dominant procedures
- Assessment criteria ↔ Government agencies
- Absence of incentivizing policies
- Absence or very few guidelines from external actors
- Academic mindset change

The external systems of research assessment would have to change…

But on the meantime Universities can introduce more qualitative internal research assessment criteria

Photo by Shane Rounce on Unsplash.

We would like to invite you to join us!

Institutional implications

Criteria for internal calls

Research evaluation indicators

Criteria for recruitment and promotion of research personnel

Research communication

To analyze criteria and reduce the use of the Impact Factor

Implications for researchers

Research evaluation indicators for external calls: outputs beyond publications

Research communication: what we do and not just where we publish

Examples of DORA recommendations

When involved in committees making decisions about funding or promotion, make assessments based on scientific content rather than publication metrics.

Use a range of article metrics and indicators on personal/supporting statements, as evidence of the impact of individual published articles and other research outputs.

Implications for publishers. How to apply DORA to our journals

Communication policy on the quality of our journals	**Qualitative indicators for journals and articles beyond the impact factor**
To recommend ethical practices on authorship in the publishing rules	**To publish all articles in a Creative Commons licence**
To facilitate the reuse of the bibliographic references of articles	**Not to set a limit to the number of bibliographical references per article**
To recommend the citation of primary sources instead of revisions, in the publication rules	

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