



Universitat Oberta  
de Catalunya

# UOC and DORA

## How to put into practice a declaration of intentions

uoc.edu

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# San Francisco

# DORA

Declaration on Research Assessment

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

UOC was the first Spanish university (as a whole) to sign DORA.

Approved by the Research and Innovation Commission on December 2018.



# Open Knowledge Action Plan



## Assessment procedures

### Professor career progression and recruitment (Faculties)

- Professors progression in all three university missions (teaching, research and knowledge exchange with society) are evaluated by dean and vice rectors.
- Research assessment dependent on external accreditation (governmental agency).

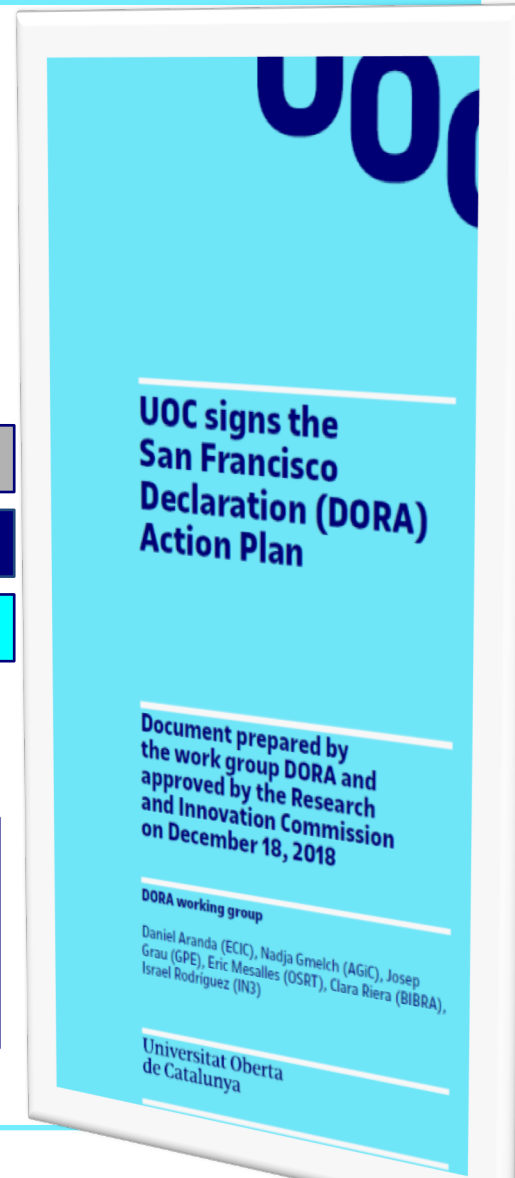
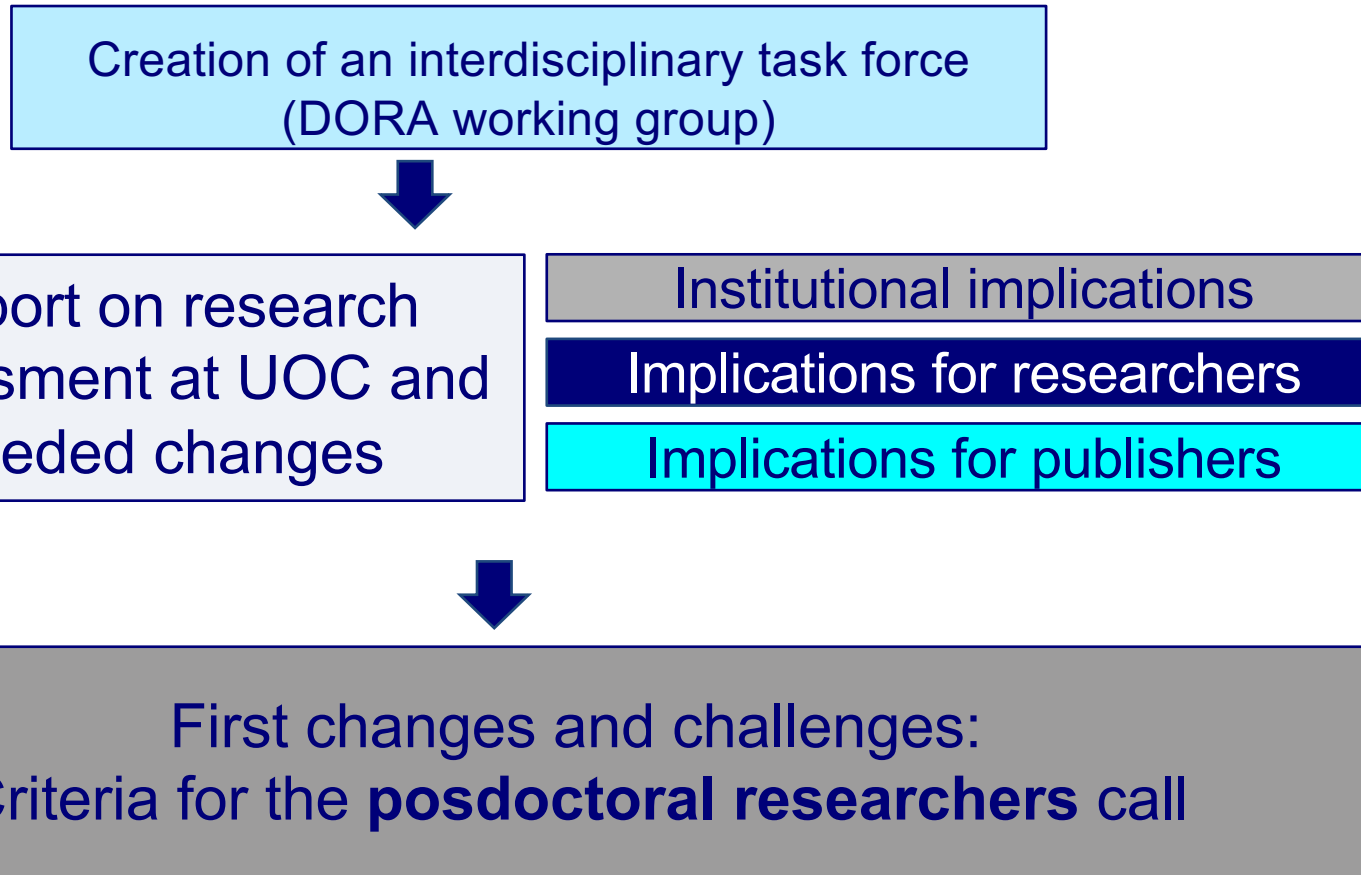
### Research group leader recruitment and career progression (Research Centers)

- 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



# 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**

## DORA: from declaration of intentions into practice

### Criteria for the **postdoctoral 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 national and international dominant procedures
- Assessment criteria ↔ Government agencies
- Absence of incentivizing policies
- Absence or very few guidelines from external actors
- Academic mindset change

We started changing the criteria for postdoctoral researcher recruitment and, for those procedures highly dependent on the national governmental agency (AQU), we will follow closely how they are transforming research assessment (AQU signed DORA recently). Moreover, we are keen to contribute to their process as much as we can in order to transform research assessment towards a **more open and responsible research system**





# Implications for researchers

**Research assessment indicators for external calls: outputs beyond publications**

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

Traditional assessment system incentivizes researchers to produce scientific outputs, mainly publications. Exploring innovative approaches to research assessment we'd like to **incentivize researchers to share, collaborate, and increase quality and impact of their research.**

Our goal is to be in constant transformation being aware of the context, but always bearing in mind to do not harm researcher careers changing it quickly and radically.

## 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**

**To recommend ethical practices on authorship in the publishing rules**

**To facilitate the reuse of the bibliographic references of articles**

**To recommend the citation of primary sources instead of revisions, in the publication rules**

**Qualitative indicators for journals and articles beyond the impact factor**

**To publish all articles in a Creative Commons licence**

**Not to set a limit to the number of bibliographical references per article**

The external systems of  
research assessment  
would have to change...




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



We would like  
to invite you to  
join us!

*Photo by Shane  
Rounce on Unsplash.*

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Grateful for your  
attention!

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