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**Universidad
Zaragoza**



HR EXCELLENCE IN RESEARCH

Reunión Comisión COARA

Hacia un plan de acción

Zaragoza, julio 2024



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Vicerrectorado de
Política Científica
Universidad Zaragoza



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COARA: una oportunidad para la reforma de la evaluación de la investigación

1-> Presentación rápida de COARA

2 -> Los compromisos

- 1. Recognize the diversity of contributions to, and careers in, research in accordance with the needs and nature of the research.**
- 2. Base research assessment primarily on qualitative evaluation for which peer review is central, supported by responsible use of quantitative indicators.**
- 3. Abandon inappropriate uses in research assessment of journal- and publication-based metrics, in particular inappropriate uses of Journal Impact Factor (JIF) and h-index.**
- 4. Avoid the use of rankings of research organizations in research assessment.**
5. Commit resources to reforming research assessment as is needed to achieve the organizational changes committed to
6. Review and develop research assessment criteria, tools and processes
7. Raise awareness of research assessment reform and provide transparent communication, guidance and training on assessment criteria and processes as well as their use
8. Exchange practices and experiences to enable mutual learning within and beyond CoARA
- 9. Communicate progress made on adherence to the Principles and implementation of the Commitments**
10. Evaluate practices, criteria and tools based on solid evidence and the state-of-the-art in research on research, and make data openly available for evidence gathering and research

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3-> Plan de acción

En principio había que publicarlo en un año (junio de 2024), pero se ha permitido incrementarlo en 6 meses

Documento de guía del plan de acción

Dos aspectos a considerar

- A. Ambición
- B. Quién contribuye

Phase	Reflection Point	Guiding Questions
Starting Point	Reflect on your strategy and change approach	<ul style="list-style-type: none"> What guiding principles do you (and your community) think are priorities in your approach to reform? How does your organisation intend to make the reforms in order to meet the guiding principles? What is the process by which your organisation will work on the reform?
	Involve your institutional community in the change process	<ul style="list-style-type: none"> How are you planning to involve relevant actor groups (such as researchers at different career stages, research support staff, administrators, and others, depending on the scope of your organisation)? How will you share good practices (internally and with others)?
	Identify key challenges to address	<ul style="list-style-type: none"> Have you identified the Identify key challenges/gaps/bottlenecks/barriers in your organisation with regards to reforming research assessment and the adherence to the action plan? For which does your institution have the power/authority/resources to address? What will be needed to efficiently address them? And what alternatives/strategies can be useful in overcoming some of these challenges?

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Recognise the diversity of contributions to, and careers in, research in accordance with the needs and nature of the research

- How does your organisation plan to enable recognition of more diverse contributions to research?
- How does your organisation plan to enable greater diversity in career paths and profiles?

Abandon inappropriate uses in research assessment of journal- and publication-based metrics, in particular inappropriate uses of Journal Impact Factor (JIF) and h-index

- How does your organisation plan to mitigate reliance on JIF and h-index?

Base research assessment primarily on qualitative evaluation for which peer review is central, supported by responsible use of quantitative indicators

- How does your organisation plan to actively engage in and learn from research on research work?
- How does your organisation plan to accommodate qualitative evaluation mechanisms and base the use of metrics in a way that is aligned with your organisation's value system?

Avoid the use of rankings of research organisations in research assessment

- How does your organisation plan to mitigate reliance on organisation rankings?

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<p>Commit resources to reforming research assessment as is needed to achieve the organisational changes committed to</p>	<ul style="list-style-type: none"> Which resources will your institution allocate to the implementation of the research assessment reform? (Whether in terms of capacity or budget, to actively engage in the reform Journey) 	<p>Exchange practices and experiences to enable mutual learning within and beyond the Coalition</p>	<ul style="list-style-type: none"> How does your organisation plan to exchange practices and foster exchange of good practices in national and international contexts?
<p>Review and develop research assessment criteria, tools and processes</p>	<ul style="list-style-type: none"> Does your organisation plan to pilot or implement alternative/new assessment criteria, tools, and processes (e.g. narrative CV format, competency-based CV format, evidence-based CV format, diversification of research careers and associated career progression)? 	<p>Communicate progress made on adherence to the principles and implementation of the Commitments</p>	<ul style="list-style-type: none"> How will your organisation ensure the transparent communication of the organisation's research evaluation processes within and outside of the organisation?
<p>Raise awareness of research assessment reform and provide transparent communication, guidance, and training on assessment criteria and processes as well as their use</p>	<ul style="list-style-type: none"> Does your institution plan to provide training, guidance and support to assessment panels, committees, and juries? 	<p>Evaluate practices, criteria and tools based on solid evidence and the state-of-the-art in research on research, and make data openly available for evidence gathering and research</p>	<ul style="list-style-type: none"> How does your institution plans to monitor and (re)evaluate its assessment criteria, tools, and processes? What will be the frequency? Who will be involved in the evaluation?

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4-> Plan de acción de muestra

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5-> Propuesta

Pequeño comité redacta primera versión del plan de acción

Comité ampliado (éste) revisa y aporta sobre el plan de acción

Plan se aprueba en Consejo de Dirección (y, en su caso, CdeG)

Comité de redacción?



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Gracias



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