



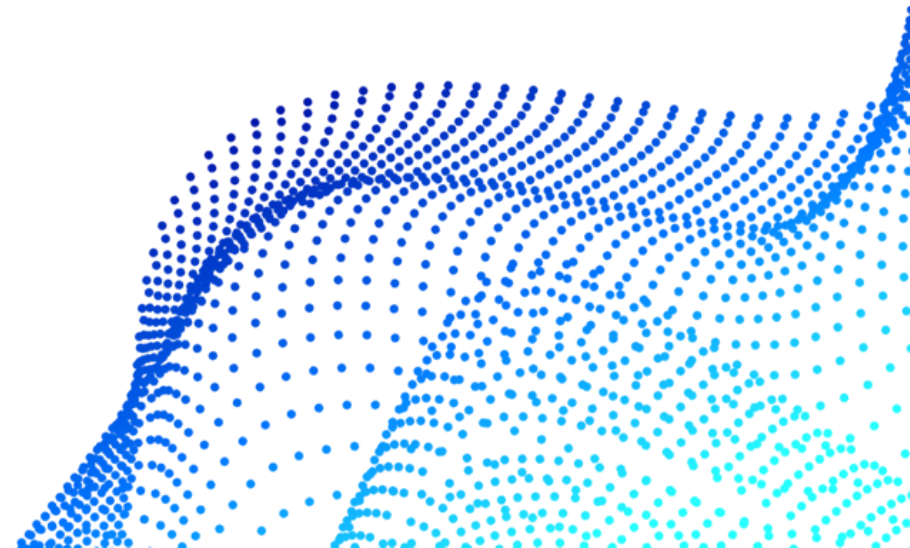
CoARA

**COALITION FOR
ADVANCING
RESEARCH
ASSESSMENT**

Mercredi 15 Novembre 2023

Open science Days@UGA

Laurence El Khouri, directrice adjointe DDOR, CNRS



AGREEMENT ON REFORMING RESEARCH ASSESSMENT



<https://coara.eu/agreement/>



UN MOUVEMENT GLOBAL VERS LE CHANGEMENT

May 2013



<https://sfdora.org>

Nov 2013



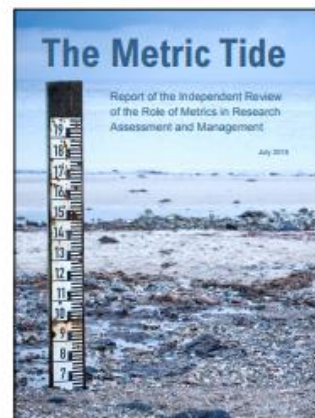
Science in Transition

Mar 2015



Leiden Manifesto

Jul 2015



Metric Tide Report

Sept 2018



Plan S

Nov 2019



Netherlands initiative

Nov 2019



FOLEC

Jul 2020



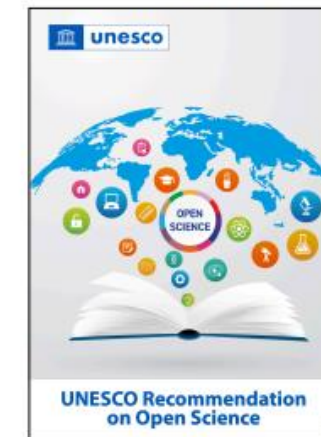
Hong Kong Principles

Nov 2020



Report for GRC meeting

Nov 2021



UNESCO Recommendations

Nov 2021



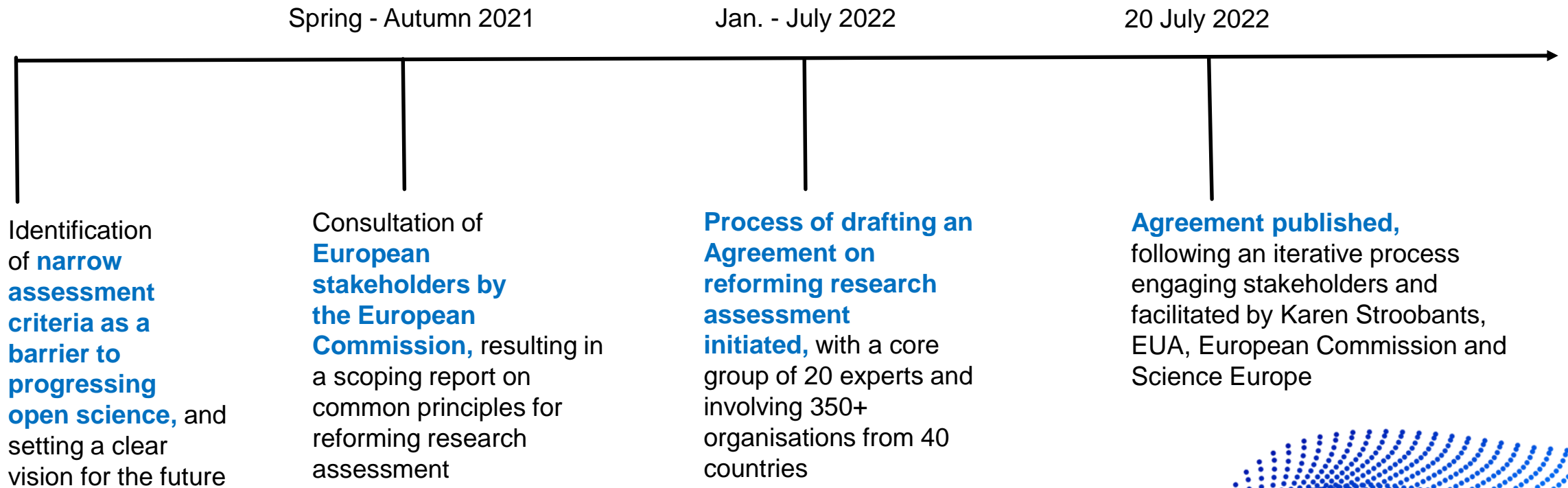
EC Scoping Report

Dec 2022



CoARA

AGREEMENT DRAFTING PROCESS



FAIRE ÉVOLUER LES CRITÈRES

RETHINKING RESEARCH ASSESSMENT
DEBIASING COMMITTEE COMPOSITION AND DELIBERATIVE PROCESSES



It is generally recognized that more diverse decision-making panels make better decisions; including more perspectives reduces bias, increases transparency, and exposes more individuals to how decisions are made. But old habits die hard, and increasing the diversity of committees demands behavioral change. Here are some strategies that can help.

Diversify across characteristics to support a range of perspectives
 While increasing social and gender representation is critically important, people from other less-represented groups—like first-generation or early career academics, or those with cross-disciplinary experience—can also invite new and valuable perspectives.

Taking a portfolio view
 Keeping the bigger picture in mind can protect against the common tendency to make individual decisions, each reasonable in isolation—the so-called “siloed choice effect”—that collectively undermines familiar norms or standards of decision-making.

Overcome “two-kenism” tendencies
 Research indicates that committees stop seeking diversity after selecting two underrepresented individuals, feeling like they’ve “checked the box.” Making diverse representation less like a quota to be filled can also reduce the perception that those individuals must represent entire segments rather than their personal expertise.

Fostering true diversity of opinion
 Non-traditional participants may fear judgment or feel a need to check themselves when making suggestions that run counter to established or commonly held views. More inclusive processes deliberately create space to consider all viewpoints, with shared goals in mind.

Connect committee composition to outcomes through representation of those who will be affected
 Deliberately involving perspectives from those who will be on the receiving end of policy or directly impacted by decisions ensures that issues which might otherwise go unseen have the chance to be addressed.

Transparency invites trust
 When decisions about who’s included (and who’s not) are decided upon behind closed doors, even well-meaning intent can seem mysterious. In contrast, transparent and consistently applied criteria create a baseline and build a foundation of credibility.

Expanding a sense of what’s possible
 Biases and historical norms are sticky in part due to a perceived lack of other alternatives. Gaining exposure to new options by seeing what others have done can help overcome “the way things are done around here.”

Relying on self-identification or selection by leadership can reinforce existing biases
 Research shows that making selection opt-out rather than opt-in can help limit inclusion of those who less comfortable with self-promotion, or those who may not seem like “obvious” choices.

Question the norms about who is qualified to participate or contribute
 When traditional or overly narrow forms of inclusion and exclusion—like seniority or rank—are used as criteria too early, they may leave out individuals who can provide important alternative points of view.

Broadening who is expected to processes can promote equity of opportunity
 The ability to see behind the curtain may be especially useful for first-generation researchers or those new to the field. But recognize when committees become a form of added burden in the form of “invisible labor” for those already expected to pull more than their fair share.

Debiasing deliberative processes can also reduce “business as usual” decision-making tendencies

Reducing leadership bias

- **Conflict and document “pre-briefs.”** Spending time upfront collaboratively with the “rules of the road” for committee work can create alignment and serve as a shared touchpoint that everyone can refer to when their role of severity—can justify if things go awry.
- **Make all votes count.** Seeing how others are voting can sway when we put our own chips. Techniques like anonymous voting can help reduce tendencies to conform to reflect views or confirm safe choices rather than express true preferences.

Reducing individual bias

- **Question what we think we know.** Asking committee members to explicitly map through their thought processes and assumptions can surface and counteract “confirmation bias,” or the tendency to prioritize data that reinforces existing presumptions.
- **Level the playing field.** Consider strategies to reduce advantages of circumstance, providing interview questions in advance can equalize candidates, and using relative measures—such as progress from a starting point rather than judging absolute accomplishments—can gauge applicant quality more fairly.

Increasing systems thinking

- **Identify bias at a system level.** Efforts to reduce general bias can put the burden on individuals to change, and can ignore how systems themselves are often designed to reinforce “hidden-in-plain-sight” biases.
- **Think downstream.** Improving diversity through hiring will fall flat without equal investment in mentorship and retention.
- **Use structure to provide consistency.** Structured approaches—like interview protocols and pre-determined systems—can increase confidence in comparison without resorting to overly quantitative measures.



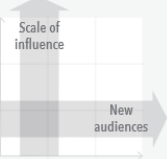
Scale of influence

Scaled magnitude resulting in significant reach, scope, or stature

Collaborative and advisory roles through partnerships and shepherding others' work

Direct contributions through deep disciplinary expertise

Two dimensions to illustrate “impact”
 Broadening the definition of scholarly “impact” against two dimensions—the scale of contributions’ influence and new types of audiences—can help institutions recognize and reward a wider variety of academic achievements and outcomes.



Researcher Katalin Karikó's work on mRNA immunogenicity was repeatedly dismissed by elite journals and funders, yet became key to the development of Covid-19 vaccines.

While non-academic works and social media lack the rigor of peer review, communicating the value and importance of scientific advances to wider audiences makes scholarly knowledge more approachable and meaningful.

New audiences
 Reaching audiences outside of disciplinary or academic peers can broaden the societal value derived from scholarly work.

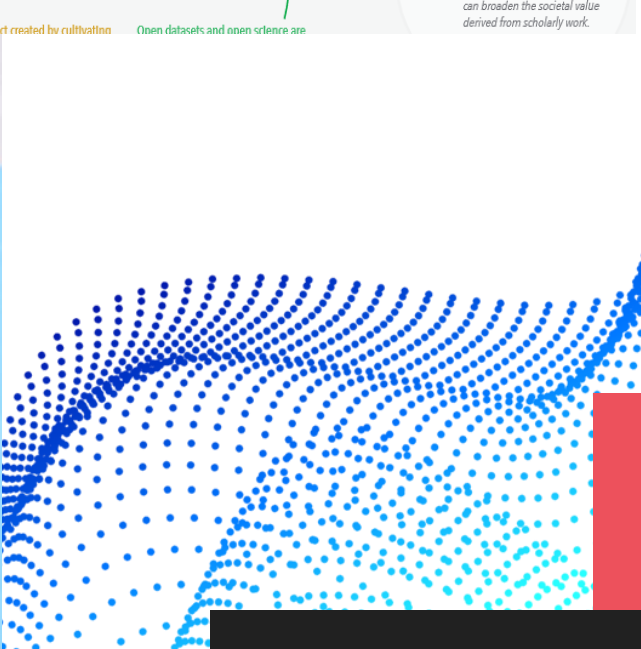
Publications **Invited talks/media**
Impact (e.g. policy) **Successful grants/funding**
New products/services **Data sharing**
Awards and prizes **Reduced costs**
Leadership **Increased sales/exports/profits/IP protection**

Emergent leadership **Data access/preparation/curation**
Management **Team working**
Building collaborations/stakeholder relationships **Accessibility, inclusivity, integrity initiatives**
Peer review **Co-creation of priorities/plans**
Mentorship and supervision **Finding, accessing and working with research users**

Public Engagement **Unsuccessful grants/papers/funding/impact (efforts)**
Efficiencies in products/services/speed to market **Reduced carbon**
Developing expertise

Visible vs invisible skills and experience

UKRI UK Research and Innovation



4 CORE COMMITMENTS (WHAT)



1. **Recognise the diversity of contributions** to, and careers in, research, in accordance with the needs and the 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 the inappropriate uses in research assessment of journal- and publication-based metrics**, in particular the inappropriate uses of journal impact factor (JIF) and *h*-index.
4. **Avoid the use of rankings of research organisations** in research assessment.

(COARA) – SUPPORTING COMMITMENTS:



5. **Commit resources** to reforming research assessment as is needed to achieve the organisational 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 the Coalition**
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

TIMEFRAME

Agreement includes touch-base points in years 1 and 5 after signature to communicate progress, based on **self-assessment**.

- **By year 1** signatories share how their organisation **has started the process of reviewing or developing criteria, tools and processes**.
- **By year 5** signatories have regularly **demonstrated progress towards reviewing, developing and evaluating criteria, tools and processes** that fulfil the core commitments.



The Agreement is **only the starting point!**
Changes to be developed and implemented by the Coalition members.

WHO CAN SIGN THE AGREEMENT?



The Agreement is open for signature to **organisations from across the world**:

- Universities, and their associations;
- Research centres, research infrastructures, and their associations;
- Academies, learned societies, and their associations, and associations of researchers;
- Public or private research funding organisations and their associations;
- National/regional authorities or agencies that implement some form of research assessment and their associations;
- Other relevant non-for-profit organisations involved with research assessment, and associations.

Organisations without legal personality can also sign and join the Coalition.



539 validated signatories as of May 4th 2023

565 validated signatories as of Oct 26 2023

**COALITION FOR
ADVANCING RESEARCH
ASSESSMENT
(CoARA)**

 <https://coara.eu/coalition>

THE COALITION IN A NUTSHELL



- **The Coalition offers a space for its members to learn from others' experiences**, to advance the process of research assessment reform in Europe and beyond.
- **Signatory organisations**, having subscribed to the Overarching Principles and Code of Conduct, are invited to become members of the Coalition
- The **Constitutive Assembly**, the first meeting of the General Assembly of members of the Coalition, took place on 1 December 2022
- Coalition members are invited to be involved in **Working Groups** and other Coalition activities.
 - First call for Working Groups launched on March 28, 2023!

VISION & MISSION

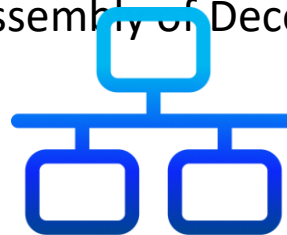
- **Vision:** In line with the Agreement, CoARA's vision is that the **assessment of research, researchers and research organisations** recognises the diverse outputs, practices and activities that maximize the quality and impact of research.
- **Mission:** **Enable systemic reform of research assessment** on the basis of common principles and commitments within an agreed timeframe, as set in the Agreement on Reforming Research Assessment. Through exchange of information and mutual learning between all those willing to improve research assessment practices
- To effectively facilitate the achievement of this goal, member organisations of the CoARA **subscribe to the Guiding Principles** that underlie and steer the conduct and evolution of the initiative.

CORE PRINCIPLES

- **Openness** – to signatories of agreement; globally; accessible outputs
- **Responsibility** – general assembly responsible for rules and procedures of operation
- **Collaboration and mutual support** – supportive environment; mutual learning and collaboration; also with other initiatives
- **Inspiration** – inspire organisations inside and outside the Coalition
- **Commitment and autonomy** – supports implementation; respect autonomy
- **Voluntary and community-driven** – volunteer members; driving force
- **Dialogue** - in research and academic communities and beyond; representation
- **Inclusiveness** – global; different levels of progress
- **Trust** – self-assessment, action plan shared publicly
- **Funding** – voluntary in-kind; potential contributions from members
- **Non-profit** – no commercial activities; open and re-usable outputs

CoARA GOVERNING BODIES

- **General Assembly of Members - All Members.** Represents all members of the Coalition. The highest-level decision-making body, meets annually.
 - The **Constitutive Assembly**, the first meeting of the General Assembly of members of the Coalition, took place on 1 December 2022.
- **Steering Board – Elected.** Responsible for the overall oversight, success, strategy, business plan and sustainability of the Coalition.
 - The first elections for the Steering Board were held at the Constitutive Assembly.
 - The second elections will be held at the General Assembly of December 2023



STEERING BOARD



**Prof. Rianne
Letschert**
NL, Chair



**Dr. Elizabeth
Gadd**
UK, Vice-Chair



**Dr. Karen
Stroobants**
BE, Vice-Chair



**Dr. Lidia Borrell
Damián**
BE



**Prof. Paul
Boyle**
UK



**Dr. Yensi
Bueso**
IE



**Prof. Matthias
Koenig**
DE



**Dr. Eva
Méndez**
ES



**Prof. Menico
Rizzi**
IT

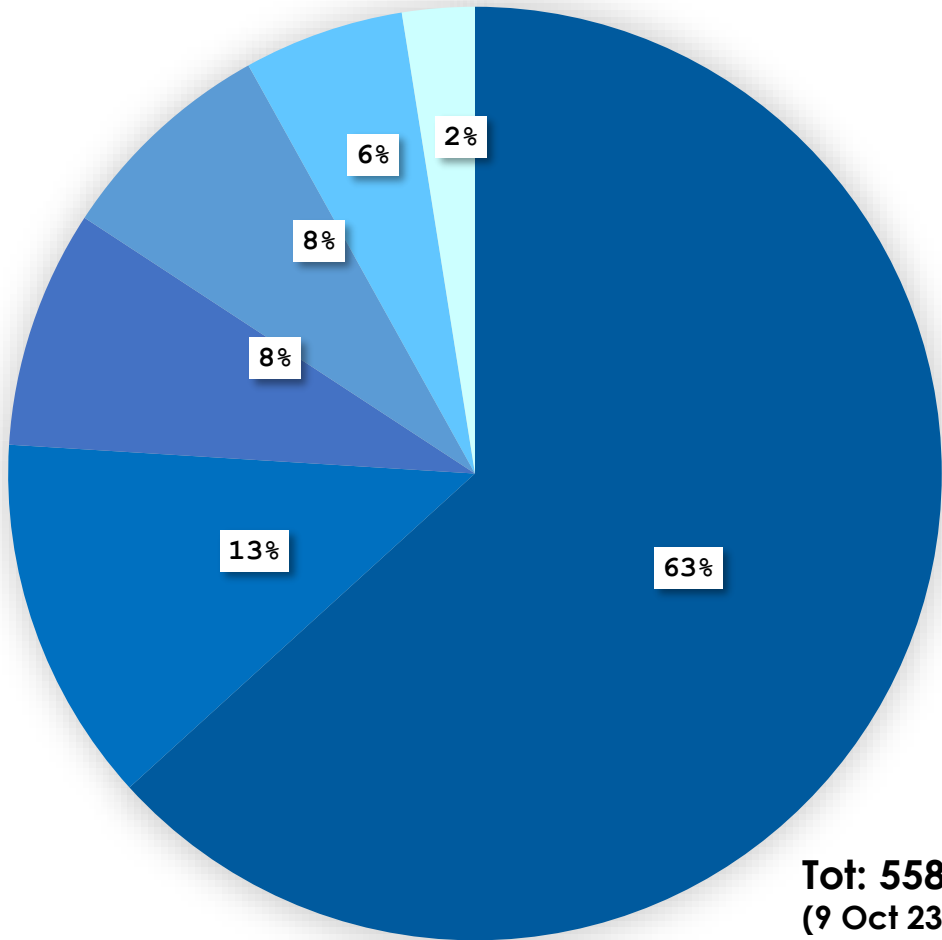


**Dr. Sylvie
Rousset**
FR



**Prof. Toma
Susi**
AT

CoARA MEMBERSHIP BY TYPE OF ORGANISATION



Universities and their associations

In descending order of total share:

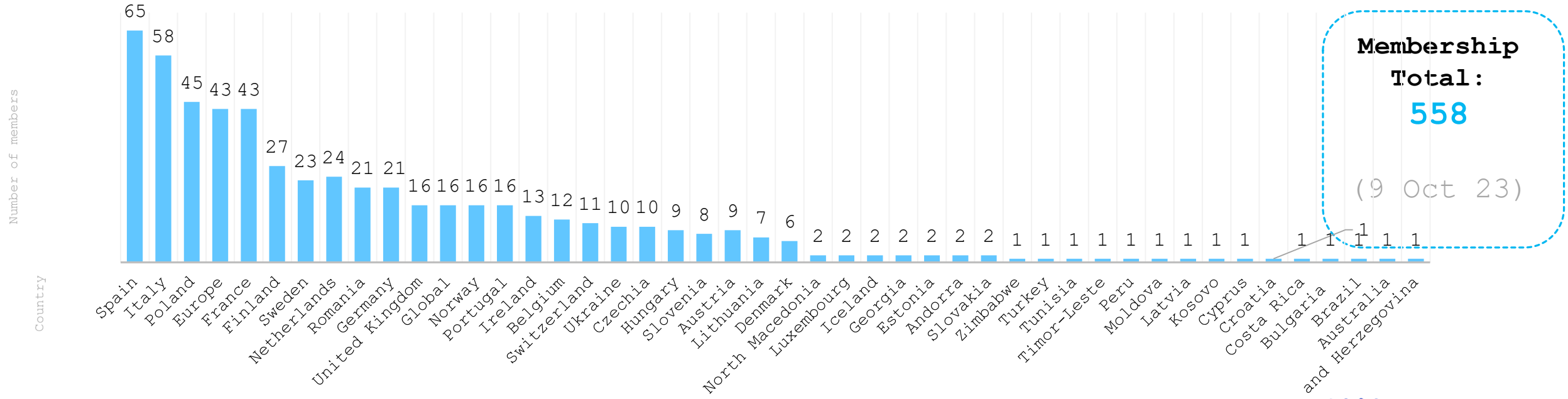
- Research centres, research infrastructures, and their associations
- Academies, learned societies, and their associations, and associations of researchers
- Public or private research funding organisations and their associations
- Other relevant non-for-profit organisations involved with research assessment, and their associations
- National/regional authorities or agencies that implement some form of research assessment and their associations

558 member organisations

637 signatories

(9 October 2023)

CoARA MEMBERSHIP BY COUNTRY



WHY JOIN THE COALITION?



BENEFITS OF MEMBERSHIP

- **Support the reform** of research assessment
- **Exchange knowledge**, test and pilot ideas, find support from peers, and work together to advance reforming research assessment through **participation in working groups**
- **Initiate and benefit** from communities of practice on subjects of your choice
- Help members less advanced in the reform, or at an early stage in this process, to **identify and learn** from successful ideas and practices in organisations that are further advanced
- **Give a platform** those with more advanced assessment practices to share their expertise
- Support the development of a **coherent assessment ecosystem** and **keep improving evaluation methods**

A COALITION

- Enables systemic reform by empowering organisations in their process of research assessment reform.
- Allows building a critical mass of stakeholders to interact with national and regional authorities, incl. ERA Forum, to tackle any legal or administrative barriers that limit the implementation of changes to research assessment by research organisations.
- Seeks to avoid potential contradictions between different research assessment practices and frameworks, for the benefit of the broader research and academic community, and especially young researchers.



HOW TO COMMIT (CoARA)



<https://coara.eu/coalition>



MEMBERSHIP PROCESS

- Organisations **first sign the Agreement** through an authorised representative and can explicitly express interest to become a member.
- Expression of interest to join CoARA can also be made after signature by request to the Secretariat by authorised representative.
- Membership requests are subject to **approval by the Steering Board**.
- All member organisations will be invited to **participate in Working Groups**, attend **General Assembly meetings** according to when they signed the Agreement, as well as other **events and activities**. Their logo will be displayed on CoARA's website.
- Members may leave the Coalition **at any time**.

WORKING GROUPS

- Members are to be invited to submit and/or participate in thematic Working Groups.
- Working Groups aim to **exchange** knowledge, **learn** mutually, **discuss and develop** outputs to advance research assessment and **help** implement members' commitments.
- They operate as '**communities of practice**', providing mutual learning and collaboration. Working Groups are identified and proposed **bottom-up** by members
 - Three types: **Interest**, **Discipline**, and **Institution** Communities.
- The procedures and criteria for working groups are developed by the Steering Board.
- **First call for WG Launched in March 2023**, announcement sent to Coalition members.
 - Initially 8-10 Working Groups to be launched.

NATIONAL CHAPTERS



- Members are also invited to form/participate in **National Chapters** (NCs).
- National Chapters will contribute to CoARA work by facilitating the **exchange of knowledge**, **mutual learning** and **discussions** on CoARA-relevant issues specific to different types of organisations of a **given country or group of countries**.
- **National Chapters proposed at the initiative of CoARA members.**
 - Participation from members is voluntary.
 - Any CoARA member from the given country can participate in call for National Chapter.
- **First call for NCs launched 28 March 2023**, announcement sent to Coalition members.
 - No limit on the number of National Chapters that can be approved.
 - No more than one National Chapter approved per country/group.

FIRST BATCH OF EXPRESSIONS OF INTEREST

- Call process discussed and defined by the **CoARA Steering Board** with support from the 'Extended Secretariat'
- **First call** – We learn by doing and flexibility
- **32 Expressions of interests for WG**
 - 21 Countries represented + international/umbrella organisations
- **6 Expressions of interests for National Chapters**
 - Finland, France, Ireland, Norway, Poland, Spain
 - Eols not mandatory for NCs

BROKERAGE EVENT

- **Objective:** disseminate information about Expressions of Interest submitted, initiate exchange and discussion towards **full proposals**
- Addressed to the wider CoARA community, not only to Eol proposers
- National Chapters discussed earlier
- 30 Eols presented around four sessions – one plenary meeting to allow information sharing –
Soft clustering for the event

BROKERAGE EVENT

- Each session will be followed **by 20' exchange with the presenters**
 - Focus on synergies between ideas presented, complementarities with existing initiatives...
- Full details of the EoI have been compiled into **a single catalogue available** through the online knowledge sharing platform
- **Many thanks to organisations supporting the CoARA secretariat**

TOWARDS FULL PROPOSALS

- Expressions of Interest should be considered as **‘starting points’** to feed WG elaboration process
- Proposers are encouraged to consider **merging/integrating Eols with similar or complementary coverage**
- It is important to check existing initiatives and demonstrate how WGs proposed are **different and/or complementing** these
- Do not hesitate to **be innovative and creative**, pursue novel approaches and ambitious aims
- WGs are expected to **be inclusive and balanced** in terms of:
 - Types of organisations, inc. experience levels
 - Geographical areas –**Reach organisation beyond Europe**
 - Career stage of members

TOWARDS FULL PROPOSALS

- CoARA members not involved in Eols can express interest to participate to full proposals – Contact proposers
- Need for a **convincing membership structure**, including co-chairs, and a robust plan and convincing mechanisms to ensure that other CoARA member organisations interested in the topic and the work of the WG can contribute to and benefit from its work (e. g. through surveys, dedicated consultation, webinars.)
- The Working Groups should define their **duration according to the nature of their outputs/deliverables** - maximum allowed duration for Working Groups is two years.

OVERVIEW OF THE FIRST WAVE WORKING GROUPS



Towards Open Infrastructures for Responsible Research Assessment



Multilingualism and language biases in research assessment



Experiments in Assessment – Idea generation, co-creation, and piloting



Reforming Academic Career Assessment



Responsible metrics and indicators



Improving practices in the assessment of research proposals



Towards Transformations: Transdisciplinarity, Applied/Practice-Based Research, and Impacts



Early- and mid-Career Researchers (EMCRs) – Assessment and Research Culture

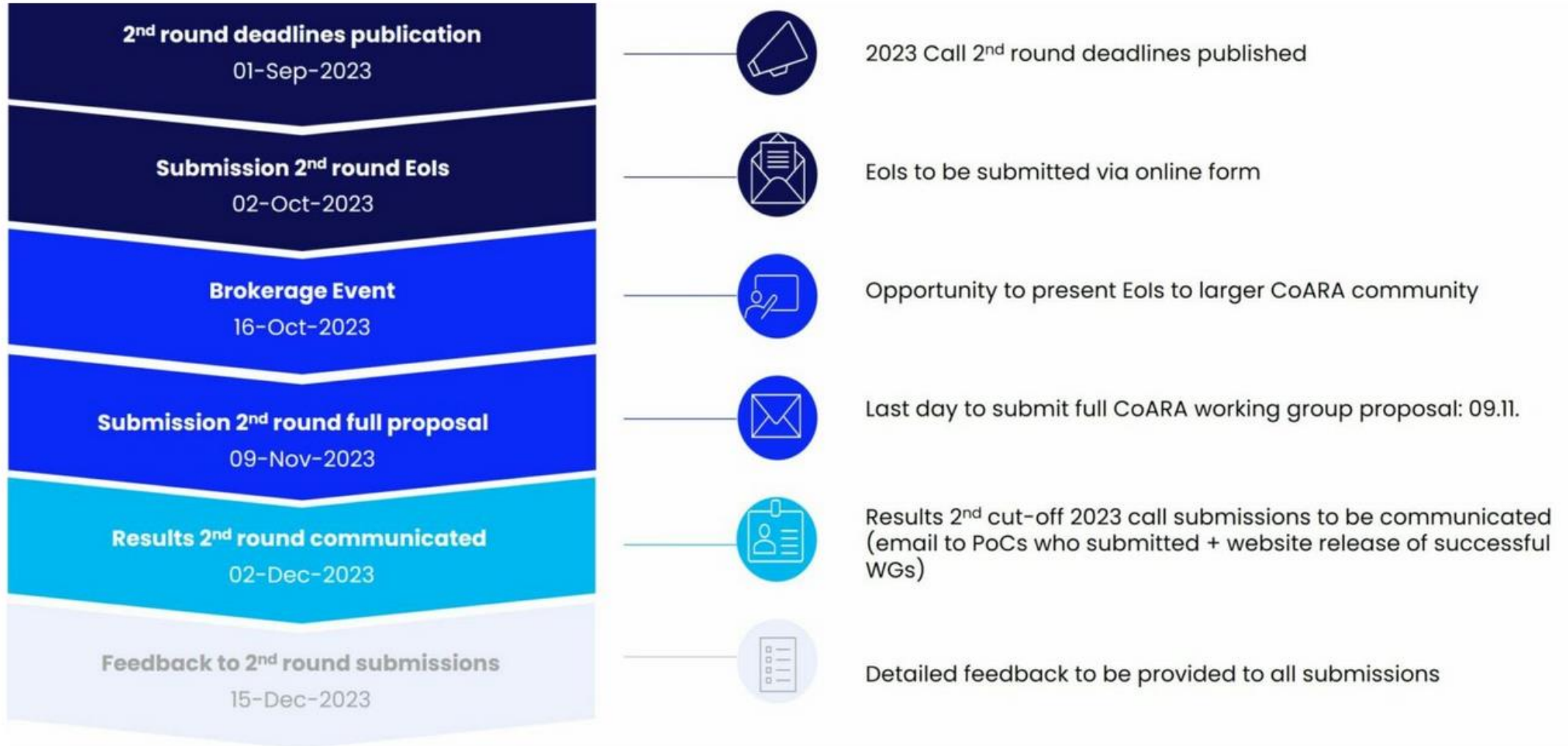


Supporting the alignment of research assessment systems with CoARA in biomedical disciplines through administrative reforms and governance



Recognizing and Rewarding Peer Review

WHAT'S NEXT? 2ND CALL FOR WORKING GROUPS DEC 2023



- All information, including FAQ available on CoARA website <https://coara.eu/coalition/working-groups/>
- CoARA [Rules of Procedure for Working Groups](#) available for details on WG
- Contact: workinggroupcall@coara.eu

ACTION PLANS



Provision of guidance and templates to support Coalition members' year 1 self-reporting (Summer 2023)

Zenodo community dedicated to CoARA action plans

October 25, 2023 (1.0) Report Open

CoARA Action Plan 2023. University of Oulu, Finland

Kallio, Miki; Rauhala, Marika; Sipola, Tiina

The University of Oulu signed the Agreement on Reforming Research Assessment and joined the Coalition for Advancing Research Assessment on November 2022. The University of Oulu is that the assessment of research and researchers recognize all types of research outputs, practices and activities, and take into account

Uploaded on October 25, 2023

October 4, 2023 (1.0.0) Other Open

Eurodoc Statement on "Commitments to Developing a Eurodoc CoARA Action Plan"

Pil Maria Saugmann ; Hannah Schoch ; Sebastian Dahle

The European Council of Doctoral Candidates and Junior Researchers (Eurodoc) signed the Agreement on Reforming Research Assessment (ARRA) and joined the Coalition for Advancing Research Assessment (CoARA) on September 29th, 2022, thereby being among the group of early signatories. Eurodoc is committed to working on the Eu...

Uploaded on October 4, 2023

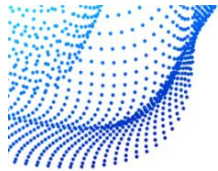
October 18, 2023 (v1) Publication Open

Reforming Research Assessment at Strathclyde: A five-year CoARA action plan

Murkett, Grace ; Young, Helen

As a socially progressive and values-led institution, Strathclyde believes that world-leading research must be underpinned by a positive research culture that promotes research integrity and supports the career development of researchers. This action plan outlines Strathclyde's coordinated approach

Uploaded on October 30, 2023



Action Plan Guidelines

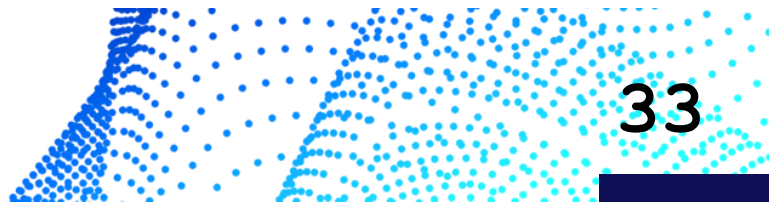
CoARA

Coalition for Advancing Research Assessment

Guiding Questions

The guiding questions are organised into two sections: the first block reflects on the organisational context and baseline for implementing the Core Commitments while the second block contains Guiding Questions for each of the Core Commitments.

Phase	Reflection Point	Guiding Questions
	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?



COARA BOOST

(OCT 2023–SEPT 2025)

- Strengthening **the operational support** to the coalition, including the sharing of information and knowledge, awareness raising
- Cascading grant mechanism to **contribute to institutional changes to a significant number of organisations** of different types and across geographical areas; around 50 projects will be funded from a total budget of 2.75 million €
- **Contributing to the implementation of institutional changes for reforming research assessment, including supporting signatories** in compiling and executing on their action plans towards the achievement of the agreed 10 commitments
- **Providing assistance to Working Groups** in their exploration of new models of research assessment
- **Expanding the outreach of European efforts** to reform research assessment by growing the membership of CoARA globally and enforcing international cooperation on evolutions in research assessment







CoARA Boost factsheet:

Duration	36 months
Resource volume	5.000.000 EUR
Funded under	HORIZON-WIDERA-2023-ERA-01 (enhancing the European Research & Innovation system)
Coordinated by	European Science Foundation (host of the CoARA secretariat)

kick-off meeting in Brussels
7-8 December 2023

Documentation

-  User Guide CoARA Knowledge Sharing Platform
-  Rules Of Procedure
-  Call Document For Working Groups And National Chapters
-  Expressions Of Interest Catalogue

Directory


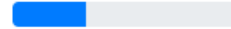
-  Points Of Contact

Discussion Boards: Expressions of Interest

-  Eo1: Challenges Of The Research Assessment Reform In The European University Alliances
-  Eo2: Experiments In Assessment – Idea Generation, Co-Creation, And Piloting
-  Eo3: Assessment Practices Of Research Funders
-  Eo4: Researcher Career Assessment
-  Eo5: Assessment Of Early-And-Mid-Career Researchers (EMCRs)
-  Eo6: Alternative Modes Of Research Assessment
-  Eo7: Reforming Academic Career Assessment
-  Eo8: Assessment Of



Latest ▾



Profile Completion: 33%
[Update Profile](#)

Proposers are encouraged to follow the discussion thread

Welcome to CoARA's Knowledge Sharing Platform

Welcome page 1 months ago

Welcome to CoARA's Knowledge Sharing Platform!

This platform provides you with the needed information to reach out to your counterparts in member organizations, and enables you seeking potential collaborations on proposals.

At a later stage of the call proposal process, this platform continues as a hub for information, you will find submitted Expressions of Interest here, and boards where proposals can be discussed, common interest and collaborations found.

A [directory](#) with all contacts can be found on your left-hand side in the menu.



JOIN AND ENGAGE!

Useful links:

- CoARA website
<https://coara.eu>
- The governance documents
- The Agreement full text
- Sign the Agreement
- CoARA News
- FAQ

Follow us!



@CoARAssessment



A question?

Contact us at

secretariat@coara.eu