

# CoARA Action Plan

Swiss Academies of Arts and Sciences

## Preamble

The Swiss Academies of Arts and Sciences is a research institution for networking and dialogue in accordance with the Federal Act on the Promotion of Research and Innovation (RIPA). They operate and promote the early identification of socially relevant topics in the areas of education, research and innovation, connect the scientific communities, are committed to the perception of ethical responsibility in research and teaching, and shape the dialogue between science and society to promote mutual understanding. The Swiss Academies of Arts and Sciences represent the largest academic network in Switzerland.

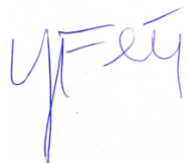
## CoARA Action Plan

The Swiss Academies have been a member of the Coalition for Advancing Research Assessment since January 2023. By signing the CoARA Agreement the Academies commit themselves to implementing the ten core commitments. The Academies Action Plan incorporates existing Reforming Research Assessments practices, outlines further actions, and defines milestones. According to the profile of the Swiss Academies, only some commitments will be realized within the entire organisation, and some members will be in a leading position for certain activities. Furthermore, the action plan is to be understood as a 'living document' which will be updated annually by the AG Open Science.

The Swiss Academies promote the following aspects of Reforming Research Assessment:

- Provide Resources
- Review and develop criteria, tools and practices
- Raise awareness
- Share practices and experiences
- Communicating progress
- Open Science

Bern, April 2024



Prof. Dr. Yves Flückiger  
President of the Swiss Academies



Dr. Marianne Bonvin  
Managing Director of the Swiss Academies



Dr. Beat Immenhauser  
Delegate for Open Science / General Secretary in Co-Lead, SAHS

## Swiss Academies Action Plan: 2024 and Beyond

Starting Point		
Reflection Point	Action	Milestones
<b>Reflect on your strategy and change approach</b>	<p>AG Open Science functions as working group for co-creation of action plan, milestones and assessment guidelines</p> <p>Proposals will be drafted in consultation with the administrative board and board of directors</p>	First Version of Action Plan by spring 2024
<b>Involve your institutional community in the change process</b>	<p>Organising dialogue with member institutions and associations (discussions &amp; meetings)</p> <p>Early Career Researchers are involved through the Swiss Young Academy</p> <p>Good practices will be shared through factsheets, reports, lectures, events and workshops</p>	Networking events for different research communities in an annual mode
<b>Identify key challenges to address</b>	-	-
Operational action plan for a 5-year time frame		
Core Commitments		
<b>Recognise the diversity of contributions to, and careers in, research in accordance with the needs and nature of the research</b>	<p>Establish a Gender Equality Plan</p> <p>Implement Narrative CV's</p>	<p>Publication of a Gender Equality Plan by the end of 2024</p> <p>Narrative CV's will be implemented by at the latest the beginning of 2026</p>
<b>Base research assessment primarily on qualitative evaluation for which peer review is central, supported by responsible use of quantitative indicators</b>	-	-
<b>Abandon inappropriate uses in research assessment of journal- and publication-based metrics, in particular inappropriate uses of Journal Impact Factor (JIF) and h-index</b>	<p>Use alternative metrics</p> <p>Review of prize regulations</p>	Develop proposals for a revised framework that incorporates alternative metrics; review of prize regulations and adaption by end of 2025

<b>Avoid the use of rankings of research organisations in research assessment</b>	-	-
<b>Commit resources to reforming research assessment as is needed to achieve the organisational changes committed to</b>	Develop a resource allocation plan and ensure membership of relevant working groups	Resource allocation plan will be set into force by the beginning of 2025
<b>Review and develop research assessment criteria, tools and processes</b>	Integrate alternative assessment criteria, tools, and processes into the recruitment committees	Develop a first draft to incorporate alternative assessment criteria and processes by the end of 2024  Implement a toolbox into the recruitment committees by the end of 2025
<b>Raise awareness of research assessment reform and provide transparent communication, guidance, and training on assessment criteria and processes as well as their use</b>	Provide trainings, guidance and support with member organisations	Develop a schedule for webinars and training sessions during 2024
<b>Exchange practices and experiences to enable mutual learning within and beyond the Coalition</b>	Co-lead the Swiss National Chapter together with the Swiss National Science Foundation (SNSF) and actively participation in CoARA Membership activities	Kick-off meeting of the Swiss National Chapter held on 11 December 2023. Regular meetings are planned every three months
<b>Communicate progress made on adherence to the principles and implementation of the Commitments</b>	Use communication channels of the Academies to disseminate information about progresses and outcomes (reports, website, social media, events)	Provide a centralized webpage with the information and the links to one and other national initiatives and documents
<b>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</b>	Perform an annual monitoring and evaluation of practices.	Conduct a survey and organise a presentation of the results by the end each year. Implement changes and updates