

CoARA Action Plan 2024 - 2027

Metropolia University of Applied Sciences



Preamble

Metropolia University of Applied Sciences promotes the Responsible Research Assessment both nationally and internationally, and this document clarifies its commitment to fair and comprehensive research assessment.

Metropolia is committed to the principles of Open Science by signing The Declaration for Open Science and Research 2020 - 2025 [<https://avointiede.fi/en/policies/declaration-open-science-and-research-2020-2025>] The recommendations under that Declaration outlines principles for example, for the responsible evaluation of a researcher [<https://edition.fi/tsv/catalog/book/170>]

Metropolia is committed to good research practices in accordance with the Research Integrity Guidelines [<https://tenk.fi/en/research-misconduct/responsible-conduct-research-rcr>] as well as The Finnish National Board on Research Integrity TENK's recommendations of authorship for research publications [https://tenk.fi/sites/tenk.fi/files/TENK_suositus_tekijyys.pdf].

Metropolia actively participates to the policy work for promoting responsible assessment in Finland:

- Member of the Steering Group of Responsible Assessment in Finland
- Co-chair leading the CoARA National Chapter Finland NC11
- Members of Open Science Expert Panels and their respective working groups, which contribute actively to the making of national policies and recommendations
- Member of Finn-ARMA Research Evaluation, which is currently sharing best practices on responsible evaluation focusing in particular on institutional level assessments
- Member of Finn-ARMA Publication metrics, which is currently maintaining the Finnish national guide to publication metrics and sharing best practices on responsible use of publication based metrics

Metropolia signed the Agreement on Reforming Research Assessment and joined the Coalition for Advancing Research Assessment (CoARA) in December 2022. By joining CoARA, Metropolia commits itself to reviewing and developing the criteria, instruments and processes of responsible research assessment (RRA).

Metropolia is committed to the following CoARA commitments:

Key commitments

- Recognising the diversity of contributions to and careers in research
- Qualitative assessment as the basis for research evaluation
- Avoid inappropriate use of journal and publication-based metrics
- Avoid the use of rankings

Support commitments

- Provide resources
- Review and develop criteria, tools and processes
- Raise awareness

- Share practices and experiences
- Communicating progress
- Evaluate practices, criteria and tools
- Open Science

CoARA Action Plan integrates existing Responsible Research Assessment (RRA) practices and outlines further actions to implement the CoARA commitments in Metropolia’s everyday work and how this implementation supports the effectiveness of research outputs and the quality of research. Implementation of the Action Plan will begin in 2024. The implementation of the RRA will be evaluated and the plan updated annually by the “Open Science in Metropolia” steering group. The progress is reported to the Management Group of Metropolia.

Metropolia’s Action Plan for Responsible Research Assessment 2024 - 2027

Promotion of Responsible Assessment			
Action	Step/ Milestone	When?	Who is responsible?
Policy for responsible assessment of research and researcher	Establish the Metropolia-specific RRA policy	2024	“Open Science in Metropolia” steering group
	Commitment of resources to reforming research assessment	2024	Metropolia’s Management Group
Assessment reform project	Establish the promoting of RRA to “Open Science in Metropolia” steering group	2024	RDI Director
	Launch of the multidisciplinary Working Group on Responsible Assessment	2024	“Open Science in Metropolia” steering group
	Involve institutional community in RRA	2024	“Open Science in Metropolia” steering group
	Identify key challenges to address	2024-2025	RRA Working Group
Researcher Assessment			
Action	Step/ Milestone	When?	Who is responsible?
Implement of Career Path Model for Researchers at Metropolia	Establish the UAS-specific researcher profile within the organisation	2024	“Open Science in Metropolia” steering group
	Create UAS specific career path model	2024	“Open Science in Metropolia” steering group

	Piloting	2024	One of Metropolia's Innovation Hubs
	Implement RRA criteria, tools, and processes into the recruitment process	2025	HR Unit
	Implement RRA criteria, incentives, tools and processes into the biannual performance evaluation and rewarding	2025	HR Unit
	Implement RRA criteria, incentives, tools, and processes into the talent promotion in the Researchers Career Path	2025	HR Unit
	Guidelines for evaluators	2024	"Open Science in Metropolia" steering group
	Provide communication, guidance and training on RRA criteria, processes and their use	2024 - 2027	RDI and Project Services
Professional Doctorate Program	Development of UAS specific Doctorate Program	2024 - 2026	RDI and Project Services
	Review and develop the Researcher Career Path by following national and international recommendations and tools (for example, Finnish Career Assessment Matrix (FINN-CAM))	2024 - 2027	RDI and Project Services
Career Path Model for RDI Administrative staff	Create the criteria for different levels	2024 ->	RDI and Project Services
	Implementation of Career Path	2025	HR Unit

Research Assessment			
Action	Step/ Milestone	When?	Who is responsible?
Commitment to the INORMS More Than Our Rank initiative [https://inorms.net/more-than-our-rank/]	Write the More Than Our Rank Institutional Statement and Impact Stories	2024	RDI Manager
Include RRA in Quality Assurance of RDI	Create an evaluation framework	2024	RDI and Project Services
	Implement evaluation framework into Project Management System	2024	RDI and Project Services
	Training how to use the evaluation framework	2024	RDI and Project Services
	Evaluation and development of evaluation framework	2024 ->	RDI and Project Services
	Utilisation of Quality Data for improvement of RDI effect and impact	2025	RDI and Project Services
Share our best practices and tools (and lessons learned)		2024 - 2027	RDI and Project Services

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