

## **ISGlobal's Research Assessment Reform Action Plan 2024 - 2027**

### **1. Background**

ISGlobal approved its procedure for Researchers Evaluation and Promotion in August 2018 including the endorsement of the San Francisco Declaration on Research Assessment (DORA) and its commitment to the Leiden Manifesto for Research Metrics. The procedure includes the criteria, requirements and process to evaluate tenure and tenure-track group leaders at ISGlobal. Since then, ISGlobal has had two rounds of evaluation for promotion (2020 and 2022) and after each round, the ISGlobal's Core Scientific Committee reviewed and introduced improvements to the procedure.

In October 2022, ISGlobal signed the Agreement on Reforming Research Assessment and joined the Coalition for Advancing Research Assessment (CoARA), following the approval of its Core Scientific Committee and ISGlobal's directorate in September 2022. As an initial step the Self-Assessment template used for the evaluation of researchers was updated in September 2022 to be in line with the vision of the Agreement that the assessment of researchers should recognize the diverse outputs, practices and activities that maximize the quality and impact of research, and that assessment should primarily be based on qualitative judgement, for which peer review is central, supported by responsible use of quantitative indicators,

ISGlobal endorsed the creation of the CoARA Spanish National Chapter in April 2023 and aims to be actively involved in its activities.

The proposed action plan has been discussed with all research faculty and the Core Scientific Committee and Direction Committee has discussed and approved the Action plan in April 2024.

### **2. ISGlobal Action Plan for Research Assessment Reform**

Objective	Action	Indicator	Responsible	Calendar
<b>1. Lead, develop and monitor the Research Assessment Reform at ISGlobal through the creation of a targeted working group</b>	1.1 The Core Scientific Committee will lead and appoint a Working Group - the Research Assessment WG (RA-WG) - including researchers across all career stages and disciplines as well as HR staff and research support personnel to develop and monitor the actions described in this action plan	ToR Research Assessment WG	Core Scientific Committee (CSC)	3 Q 2024
	1.2 The RA WG will ensure participation and input from researchers and research support personnel through different engagement activities: targeted meetings, seminars, workshops...	· Seminars and workshops organized · Discussions and minutes from Plenary Scientific Committees and other committees such as People Development Commission, PhD and postdoctoral committees	Research Assessment WG	Ongoing basis
	1.3 Annual monitoring of the implementation of the ISGlobal research assessment reform action plan and discussion at the Scientific and Direction Committees	· Annual internal self-assessment monitoring report of this action plan · Scientific and Direction Committee minutes · Public progress reportings	Research Assessment WG	4Q 2027
<b>2. Align all ISGlobal's research assessment policies and procedures with CoARA commitments:</b>  · Recognise the diversity of contributions to, and careers in, research · Base research assessment primarily on qualitative evaluation for which peer review is central, supported by responsible use of quantitative indicators · Abandon inappropriate uses in research assessment of journal-and publication based metrics specially JIF and h-index · Avoid the use of rankings of research organisations in research assessment	2.1 Review the Researchers Evaluation and Promotion Procedure	Researchers Evaluation and Promotion procedure updated	Research Assessment WG to propose, CSC to approve	3Q 2025
	2.2 Review recruitment procedures criteria for researchers and research support personnel	Recruitment procedures updated	Research Assessment WG to propose, CSC and DirCom to approve	4Q 2025
	2.3 Review the Prioritization Criteria for Competitive Funding of Research Positions	Prioritization Criteria for Competitive Funding of Research Positions policy updated	Research Assessment WG to propose, CSC to approve	1Q 2025
	2.4 Review the Criteria for External and Internal Communication of research results	Criteria for External and Internal Communications updated	Communication Dept to propose, CSC and DirCom to approve	4 Q 2024
	2.5 Review the Professional Assessment guide and procedure	Professional assessment guide and procedure updated	Research Assessment WG to propose, CSC and DirCom to approve	3Q 2026
<b>3. Contribute to research assessment reform at national and international level</b>	3.1 Actively participate in the Spanish National Chapter and CoARA activities, to exchange practices and experiences for mutual learning	Meeting agendas and minutes	Scientific Coordinator	Ongoing basis
<b>4. Train and support researchers and any other staff involved in assessment</b>	4.1 Develop assessment guidelines for reviewers and staff involved in recruitment and evaluation of researchers	Guidelines developed	Research Assessment WG to propose, CSC and DirCom to approve	2Q 2026
	4.2 Train researchers across all career stages and research support personnel in updated research assessment procedures and criteria	Trainings organized	Internal Training and Research Assessment WG	1Q 2027