



University of Jyväskylä
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REFORMING RESEARCH ASSESSMENT

University of Jyväskylä's commitment to implement the European Agreement on Reforming Research Assessment – Action Plan 2024-2027

The principles of responsible researcher assessment are central to JYU's strategy and documented policies, but they are underpinned by a number of national and international principles and initiatives that guide responsible assessment and to which the University is committed. Based on these principles, the JYU Principles for Responsible Researcher Assessment have been formulated, which are:

- **Openness:** Assessments should aim at maximum transparency.
- **Equality and non-discrimination** of researchers are taken into account in assessment.
- **Flexibility:** Assessment recognises the special characteristics and culture of different disciplines.
- **Competence:** Assessment is based on impartiality and reliable information.
- **Diversity:** Qualitative assessment, peer assessment, and responsible quantitative indicators support well-rounded assessment of researchers' activities and merits.

As part of its dedication to supporting and implementing responsible research evaluation principles, University of Jyväskylä formally endorsed the European Agreement on Reforming Research Assessment in 2022. In its effort to fulfill the commitments outlined in this Agreement, University of Jyväskylä has developed an action plan to guide its forthcoming activities in the domain of research assessment. University of Jyväskylä's Responsible Assessment Steering Group approved the GAP-analysis and Action Plan on April 22nd 2024.

GAP-analysis University of Jyväskylä			
	Commitment in the <i>Agreement on Reforming Research Assessment</i>	Situation at University of Jyväskylä in March 2024	Objectives and actions 2024-2027
1	Recognise the diversity of contributions to, and careers in, research in accordance with the needs and nature of the research	<p>Embedded in the university's JYU Principles for Responsible Researcher Assessment</p> <p>https://uno.jyu.fi/en/current/archive/2024/01/university-of-jyvaskyla-invests-in-fair-assessment-of-researchers-2013-jyu-principles-for-responsible-researcher-assessment-approved</p> <ul style="list-style-type: none"> - Implemented in the JYU Tenure Track Career model and evaluation policy for professors (2019) https://www.jyu.fi/en/research/tenure-track-at-the-university-of-jyvaskyla - Implemented in the evaluation procedures organized by the Human Resources - To be integrated in the career frameworks for other academic staff (2024) https://uno.jyu.fi/en/hr-handbook/forms-of-employment/jyus-different-forms-of-employment-and-members-of-the-work-community - Additional activities and policies to support researchers in their different roles (e.g., leadership training for young researchers, JYU Lead etc.) - In addition to academic citation databases, JYU has also acquired access to citation data in policy documents (Overton -database) . 	<p>University of Jyväskylä is partly meeting this commitment.</p> <p>Objective: Further actions will be developed in this regard in the period 2024-2027.</p> <p>Action: Reviewing and streamlining evaluation processes.</p> <ul style="list-style-type: none"> - WP 1. 2024: Evaluate current assessment practices in terms of alignment with the Principles and Commitments Re-evaluate
2	Base research assessment primarily on qualitative evaluation for which peer review is central, supported by responsible use of quantitative indicators	<p>Embedded in the university's JYU Principles for Responsible Researcher Assessment</p> <p>https://uno.jyu.fi/en/current/archive/2024/01/university-of-jyvaskyla-invests-in-fair-assessment-of-researchers-2013-jyu-principles-for-responsible-researcher-assessment-approved</p> <p><u>Responsible use of quantitative indicators</u></p> <ul style="list-style-type: none"> -Existing Guidelines for the use of quantitative indicators in the evaluation of research <p>https://openscience.jyu.fi/en/responsible-publication-metrics</p> <p>Online solution JYUcite made available for all to get time- and research-question -normalized academic citation impact metrics on most article publications.</p>	<p>Objective: Responsible use of quantitative indicators: make use of peer review efficient; reducing workload of academic staff and evaluators</p> <p>Action: Updating guidelines and information for evaluators</p> <p>Action: Updating calls for applications</p> <ul style="list-style-type: none"> - WP 2. 2024 - 2026: Develop existing and design new assessment criteria, tools, and processes with assessors and those that are assessed
3	<p>Abandon inappropriate uses in research assessment of journal- and publication-based metrics, in particular inappropriate uses of Journal Impact Factor (JIF) and h-index (as proxies for quality and impact)</p> <p>'Inappropriate uses' include:</p> <ul style="list-style-type: none"> • relying exclusively on author-based metrics (e.g. counting papers, patents, citations, grants, etc.) to assess quality and/or impact; • assessing outputs based on metrics relating to publication venue, format or language; • relying on any other metrics that do not properly capture quality and/or impact. 	<p>Embedded in the university's JYU Principles for Responsible Researcher Assessment</p> <p>https://uno.jyu.fi/en/current/archive/2024/01/university-of-jyvaskyla-invests-in-fair-assessment-of-researchers-2013-jyu-principles-for-responsible-researcher-assessment-approved</p> <p>Existing Guidelines for the use of quantitative indicators in the evaluation of research</p> <p>https://openscience.jyu.fi/en/responsible-publication-metrics</p> <ul style="list-style-type: none"> - Signatory of San Francisco Declaration on Research Assessment (DORA) - Implemented in recruitment procedures, evaluations organized by the HR etc. - Journal names, placing in journal rankings, h-index, and JUFO-rankings are explicitly excluded from research 	<p>Objective: Make responsible use of quantitative indicators</p> <p>Action: Updating the Guidelines for the use of quantitative indicators</p> <ul style="list-style-type: none"> - WP 2. 2024 - 2026: Develop existing and design new assessment criteria, tools, and processes with assessors and those that are assessed <p>Action: Implementing the updated Guidelines (Faculties and Units)</p> <ul style="list-style-type: none"> - WP 3. 2025 - 2026: Implement developed and new assessment criteria, tools, and processes according to the Principles <p>Action: Implementing the principles of responsible use of quantitative indicators into the job and grant</p>

		analytics results created for researcher assessment purposes. The rationale for these exclusions is also displayed for end users of analytics results.	<p>application forms</p> <ul style="list-style-type: none"> - WP 3. 2025 - 2026: Implement developed and new assessment criteria, tools, and processes according to the Principles <p>Action: Integrating the principles of responsible use of quantitative indicators into the guidelines for evaluators</p> <ul style="list-style-type: none"> - WP 2. 2024 - 2026: Develop existing and design new assessment criteria, tools, and processes with assessors and those that are assessed <p><u>Action: Create and streamline process firewall designs to enable the abandonment of inappropriate assessment paradigms.</u></p>
4	Avoid the use of rankings of research organisations in research assessment	<ul style="list-style-type: none"> - University of Jyväskylä already adopts a critical stance towards rankings since the 2023 research assessment - Rankings are not used in research(er) assessment 	University of Jyväskylä is already substantially meeting this commitment. No additional actions will be developed in this regard in the period 2024-2027.
5	Commit resources to reforming research assessment as is needed to achieve the organizational changes committed to	<ul style="list-style-type: none"> - Expertise is already available inside the university's administrative units, in particular Open Science Center, Legal and Administrative Services, Communications and HR 	<p>Objective: Involving more resources in the development of responsible assess</p> <p>Action: Involving researchers from all levels in the reform process: as members in committees, commenting guidelines etc.</p> <p>Project: communication, participation and cultural change: <i>Communicate your intention to reform</i> (2024 – 2027)</p>
6	<p>Review and develop research assessment criteria, tools and processes CRITERIA FOR UNITS AND INSTITUTIONS</p> <p>With the direct involvement of research organizations and researchers at all career stages, review and develop criteria for assessing research units and research performing organization, while promoting interoperability CRITERIA FOR PROJECTS AND RESEARCHERS</p> <p>With the direct involvement of researchers at all career stages, review and develop criteria, tools and processes for the assessment of research projects, research teams and researchers that are adapted to their context of application.</p>	<ul style="list-style-type: none"> - Open Science Center is actively involved in the development and implementation of evaluation policies and practices and tools: <p>Existing Guidelines for the use of quantitative indicators in the evaluation of research</p> <p>https://openscience.jyu.fi/en/responsible-publication-metrics</p> <p>Ongoing development of several tools, see oscsolutions.cc.jyu.fi</p>	<p>Objective: Developing criteria for the evaluation of societal impact</p> <p>Action: Developing an evaluation framework for the assessment of societal impact.</p> <ul style="list-style-type: none"> - WP 2. 2024 - 2026: Develop existing and design new assessment criteria, tools, and processes with assessors and those that are assessed <p>Action: Implementing and supporting the evaluation of researchers at faculties and units</p> <ul style="list-style-type: none"> - WP 2. 2024 - 2026: Develop existing and design new assessment criteria, tools, and processes with assessors and those that are assessed
7	Raise awareness of research assessment reform and provide transparent communication, guidance, and training on assessment criteria and processes as well as their use	<ul style="list-style-type: none"> - Existing communication channels: Uno Intranet pages, website, New for JYU etc. - Several guidelines and frameworks already exist: - JYU Tenure Track Career model and evaluation policy for professors (2019) https://www.jyu.fi/en/research/tenure-track-at-the-university-of-jyvaskyla - Career frameworks for other academic staff (2024) https://uno.jyu.fi/en/hr-handbook/forms-of-employment/jyus-different-forms-of-employment-and-members-of-the-work-community 	<p>Objective: Make the university's vision on research assessment widely known</p> <ul style="list-style-type: none"> - Project: communication, participation and cultural change: <i>Communicate your intention to reform</i> (2024 – 2027) <p>Action: Further develop the webpages related to</p>

		- JYURRAS: JYU Responsible Researcher Assessment Symposium (2022)	<p>research evaluation</p> <p>Action: Making the university's vision on research evaluation known to applicants and evaluators</p> <p>Action: Increasing awareness regarding the responsible use of quantitative indicators; <i>Guidelines for the use of quantitative indicators in the evaluation of researchs</i></p> <p>Action: Organizing training and infos regarding the evaluation of researchers</p> <p>-Project: participation. <i>Engage those being assessed in the development and design of assessment criteria and processes. Also through working groups. (2024 – 2027)</i></p> <p>Action: Consider making JYURRAS into a recurring event, e.g. every three years.</p>
8	Exchange practices and experiences to enable mutual learning within and beyond the Coalition	- Knowledge exchange happens already with Finnish Universities in several working groups, e.g. The CoARA National Chapter and the Responsible Research assessment development group within the Open Science initiative.	<p>Objective: Sharing of knowledge and experiences in an organised manner</p> <p>Action: Networking also with international level in the Coalition for the Advancement of Research Assessment.</p> <p>Action: Consider making JYURRAS into a recurring event, e.g. every three years.</p>
9	Communicate progress made on adherence to the Principles and implementation of the Commitments		<p>Objective: Communicate about the implementation of the <i>Agreement on Reforming Research Assessment</i></p> <p>Action: Reporting to the University of Jyväskylä's Responsible Assessment Steering Group and JYU community (evaluation of the action plan)</p> <p>- WP 4. 2026 - 2027: Evaluate developed and new assessment criteria, tools, and processes</p>

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	- JYU data is already quite openly available: https://openscience.jyu.fi/en	<p>Objective: Contribute to research on research</p> <p>Action: Taking an active role in the <i>Coalition for the Advancement of Research Assessment</i>.</p> <p>Action: Networking nationally and internationally with other CoARA -universities and exchanging good practices.</p>
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