



ACTION PLAN 2024-2027

Within the framework of the

COALITION FOR ADVANCING
RESEARCH ASSESSMENT (CoARA)

JULY 2024

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Action Plan 2024-2027

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PREAMBLE

ABOUT ANECA

In response to the needs of society, the purpose of ANECA is the promotion and assurance of the quality of the Spanish university system. Through orientation, information, assessment, certification and accreditation processes, the aim is its continuous improvement and adaptation to the European Higher Education Area (EHEA), as well as contributing to guaranteeing levels of good governance and quality comparable to internationally recognised standards.

Within its scope of competence, ANECA is responsible for evaluating:

- The merits of those who aspire to the different categories of civil servant academic staff, as well as contract academic staff at Spanish universities.
- The research and knowledge transfer and exchange activities undertaken by academic staff of Universities and the civil servant research staff of Public Research Organisations.
- The teaching leading to obtaining official university degrees valid throughout the national territory.
- University and research institutions and centers.
- Foreign university degrees through homologation or equivalence procedures.
- The correspondence to the levels of the Spanish qualifications framework for higher education (MECES) of national university degrees prior to RD 1393/2007.

ANECA, since its creation as a Foundation and later as an Autonomous Organisation, has consolidated itself as an essential public body in the assurance and promotion of quality in the Spanish university system, complying with the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG). All of this has allowed ANECA to renew its membership as a full member of the European Association for Quality Assurance in Higher Education (ENQA) and the European Quality Assurance Register for Higher Education (EQAR), for which its independence is an essential condition, as recognised in its Law of creation and in its Statutes.

ANECA carries out its activity in accordance with the principles of legality and legal certainty, technical and scientific competence, objectivity, independence and transparency, taking into account the usual performance criteria for these institutions in the European Higher Education Area, ensuring and promoting the recognition of higher education in Spain in the international arena.

INTRODUCTION

On April 3, 2023, ANECA, as part of the debates that have been developing in the European and global context on the need to reform research evaluation models, joined the Coalition for Advancing Research Assessment (CoARA). As part of the commitment acquired is the preparation of a four-year institutional action plan that responds, in turn, to the commitments established in the Agreement on Reforming Research Assessment (ARRA), signed by ANECA on that same date.

This document presents ANECA's Action Plan, which was approved by ANECA's management on July 26, 2024, and informed to its Governing Council on July 30, 2024. The Plan includes the detail of actions and activities that ANECA commits to implementing during

the period 2024-2027 to advance towards a new assessment culture of research activity in all its diversity.

This plan has been developed taking into account the recommendations of the document Support for CoARA signatories in the preparation of action plans and after undertaking a consultation process with the members of the *Comisión de evaluación y seguimiento del sistema de acreditación estatal* (Commission for evaluation and monitoring of the state accreditation system), as well as ANECA's management team, Internationalisation and Studies Unit and the units in charge of assessing university academic staff and research staff.

INTERNATIONAL CONTEXT

In recent years, various initiatives have given rise to the generation of an international movement for the reform of research assessment. The aim is to rethink the way in which systems have until now addressed the difficulties inherent to assessing the knowledge generated by research. Assessment systems have focused on the use of bibliometric indicators on research production, based on the fact that scientific knowledge is expressed mainly in publications. In these systems, quality could be inferred from peer review and the influence derived from the citations that other researchers make of these published works.

Over time, the international scientific community has detected an excessive dependence on a small number of bibliometric indicators, which has led to certain limitations for this type of assessment. Since the San Francisco Declaration on Research Assessment (DORA) in 2012, the international community has taken a position in declarations and manifestos such as the Leiden Manifesto for Research Metrics in 2015, or the Hong Kong Principles in 2019, towards opening the debate on the way in which scientific production is evaluated and how it affects research activity, warning that the assessment of scientific production is performative, that is, it not only measures the results of research, but also modifies the behaviour of researchers.

The international movement for the reform of research assessment focuses this debate around the principles of: (i) **transparency and accessibility**, through greater openness and clarity in methods and criteria; (ii) recognition of the **diversity** of contributions and practices including articles, data, software, patents or dissemination activities, or the diversity in contributions between different disciplines; and (iii) the importance of **holistic approaches**, which incorporate multiple indicators, both qualitative and quantitative, so as to avoid excessive dependence on specific metrics and to obtain a more complete vision of the impact and quality of research. Underlying these three principles is the intention to promote research assessment systems that value academic performance, integrity and relevance to improve the quality of scientific research.

More recently, the reform of the assessment of scientific production has become part of the reform towards the new European Research Area (ERA) promoted by the European Commission since September 2020. Among the 17 priority actions agreed for the period 2022-2024, action 3 has focused on the reform of research assessment systems, with the aim of facilitating changes so that the quality, performance and impact of research and research staff is evaluated based on criteria and processes that are fairer, more inclusive and appropriate to the diversity of scientific contributions. In addition, it emphasises the recognition of open science practices in terms of openness in collaboration and data sharing, guidance also included in the UNESCO Recommendation on Open Science of 2021. It is also worth noting the commitment of the reform towards the new ERA in action 13, which highlights the necessary synergies between the ERA and the European Higher Education Area (EHEA). Along the same lines, in the Tirana Communiqué (2024) of the Bologna Process, the ministers with responsibility for higher education recall the importance of reviewing the criteria and metrics for the assessment of the academic career in a way that considers the diversity of education and research activities carried out in universities.

In line with this political commitment, at the end of 2021, the European Commission published the report Towards a Reform of the Research Assessment: Scoping Report, which explores the needs and sets out recommendations to reform research assessment in Europe. In this same sense and in confluence with the priorities established in the ERA, this report advocates for a significant transformation in the way in which research is assessed, promoting a fairer, more inclusive and representative approach to quality and to the technological, economic, cultural, environmental and social impact of scientific work beyond the academic field.

Following the publication of this report, the European Commission launched a co-creation process in January 2022 for the drafting of the Agreement on Reforming Research Assessment. The development and drafting of the agreement were coordinated by the European Commission, the European University Association (EUA) and Science Europe, which led the drafting work, together with a group made up of representatives of the research community from across Europe. The publication of the agreement in July 2022 was the result of collaborative work and the consultation process in which more than 350 organisations from more than 40 countries participated. This document sets the direction for change in assessment practices of research, research personnel and research organisations, with the ultimate goal of improving the quality and impact of scientific production, as well as creating an environment of more equitable and effective research, which promotes innovation and scientific progress.

Around this agreement, the Coalition for Advancing Research Assessment (CoARA) aims to create an inclusive and collaborative space that serves as a platform for testing and experimentation to advance the reform. Formally established on December 1, 2022, CoARA has as of July 25, 2024, 767 members that include research funding organisations, organisations that carry out research, national and regional assessment agencies, or scientific societies. This space aims to foster collaboration and facilitate the exchange of information and mutual learning among its members to jointly advance systemic reform based on shared principles. Currently, the coalition's work is organised around 13 working groups and 16 national chapters.

NATIONAL CONTEXT

In line with the movement and international initiatives described, at a national level the reform of research assessment is framed in the regulatory developments promoted since 2022, specifically, Spanish Law 17/2022, of September 5, that modifies Law 14/2011, of June 1, on Science, Technology and Innovation (LCTI), the Spanish Organic Law of the University System (LOSU), the Spanish National Open Science Strategy (ENCA) 2023-2027 and the Royal Decree 678/2023, of July 18, which regulates state accreditation for access to university academic bodies and the regulation for accessing positions in said bodies.

The LCTI incorporates the concept of open science in Article 37, and allows research results available in open access to be used by Public Administrations in their assessment processes, including the assessment of research merits.

The LOSU approved in March 2023 introduced a series of significant reforms in various aspects of the university system, including the assessment of research. These reforms seek to modernise the quality of higher education and research in Spain, aligning with best international practices. The LOSU focuses on the need for a continuous and multidimensional evaluation of research, which takes into account not only the number of publications or obtaining funding, but also other aspects related to the quality, relevance and impact of research results in various areas.

Likewise, the LOSU establishes the framework to expand and diversify assessment criteria to incorporate other factors as well as traditional indicators such as publications in high-impact journals and citations. On the other hand, issues such as knowledge transfer, innovation, patents or collaboration with companies and other institutions or social entities must be recognised. The new law highlights the importance of knowledge transfer and its impact on society, which is why the way in which the diversity of research contributes to solving social, economic and environmental problems must be evaluated more exhaustively.

In this process of change, the law promotes transparency and objectivity assessment processes, including the implementation of clear procedures and defined standards for evaluating the quality of research. Additionally, it considers the participation of independent and specialised assessment committees and recognises the diversity of merits and professional pathways, valuing both basic and applied research, and promoting a balance between both.

This legislative framework also encourages interdisciplinary collaboration, encouraging projects that integrate different disciplines to address complex problems from multiple perspectives. Likewise, it establishes specific measures to support young researchers, facilitating their integration into the research system and offering incentives to develop their academic and research careers. Finally, LOSU promotes the internationalisation of research through participation in international projects and collaboration with universities and research centers in other countries.

After the approval of the new LOSU in March 2023, the Spanish ENCA was established in May of that same year. This is a comprehensive framework that promotes openness and transparency in all stages of the research process, from the generation of knowledge to its dissemination and application. Within this strategy, research assessment plays a crucial role, as it seeks to promote fairer, more transparent practices that are aligned with the principles of open science. The strategy promotes the inclusion of new open science indicators in evaluation processes, experimentation in open peer evaluation, the recognition of new forms of contribution to research, collaboration and interdisciplinarity, open and accessible communication and dissemination of research results, and training in open science practices. This strategy seeks to align assessment processes with the principles of transparency, collaboration and accessibility of open science, with the aim of promoting more robust, relevant and socially responsible research.

Subsequently, and as part of the regulatory development of the LOSU, the Royal Decree 678/2023, of July 18, which regulates state accreditation for accessing university academic positions and the regulation for accessing positions within academic bodies establishes in Article 21.6 that:

“ANECA must guarantee that criteria and minimums of reference are supported by international standards, especially from the European Higher Education Area. Likewise, ANECA must guarantee the coherence of merits, competencies and criteria used in its various assessment procedures.”

In order to evaluate and monitor the state accreditation system defined in this Royal Decree, Article 26 establishes that ANECA will create an evaluation and monitoring commission made up of experts in public administration, public policy analysis, research analysis and assessment, scientific and higher education policy or bibliometrics to evaluate the benefits and costs of the procedures, propose ways of simplification and propose improvements to the accreditation procedure to ANECA's Management.

ASSESSMENT IN ANECA

ANECA is responsible for evaluating research merits in various programmes and through different evaluation commissions, including the ACADEMIA programme of state accreditation for the categories of civil servant academics, the PEP academic staff assessment programme for the categories of contracted staff, the assessment of the research activity by the *Comisión Nacional Evaluadora de la Actividad Investigadora* (CNEAI, National Commission for the Evaluation of Research Activity) or *Sexenios* (six-year periods) of knowledge transfer activity through the upcoming creation of the *Comisión Nacional Evaluadora de la Actividad de Transferencia Nacional* (CNEAT, Commission for the Assessment of Knowledge Transfer Activity). Through these programmes, ANECA guides, evaluates, certifies and accredits the merits of individuals who aspire to university academic civil servant positions, to academic contractual categories, or of requests for six-year periods of research or knowledge transfer activity.

It is important to note that these are programs have had a very high and growing demand in recent years (table 1), which require massive and systematic assessment systems. The three programs have seen a notable increase in this demand in the period 2018-2023, specifically, 210% in the ACADEMIA programme, 62% in the PEP programme and 25% in the *Sexenios* programme. This upward trend is especially noticeable in the latest data collected for 2023 and is key to understanding the reality in which ANECA initiates the process of reforming research assessment.

Table 1. Evolution of applications in ACADEMIA, PEP and Sexenios programmes (2018-2023)

	2018	2019	2020	2021	2022	2023
	2.170	2.486	2.569	3.136	3.696	6.730
	10.982	10.755	11.914	13.993	15.968	17.826
	12.127	11.129	11.664	14.344	12.294	15.112

Likewise, ANECA carries out scientific and technical evaluations of proposals submitted for funding from institutions and centers of the higher education and research system, with which it has signed collaboration agreements. ANECA also assesses the research performance of the personnel assigned to these institutions and centers, and carries out evaluations for different calls and research grants commissioned by the Spanish Ministry of Science, Innovation and Universities.

In April 2023, ANECA joined DORA and CoARA and, together with its previous adherence to the Leiden manifesto in 2021, acquired a renewed institutional commitment with the international research assessment reform movement. The reflection and reform work that ANECA has carried out since 2023 stands out through the initiatives and processes promoted by the agency and their value for being decisive steps to advance this commitment to transformation.

Since joining CoARA in April 2023, ANECA began its direct collaboration with the Conference of Rectors of Spanish Universities (CRUE) and the Higher Council for Scientific Research (CSIC) to promote, design and define the National Chapter of Spain in CoARA. With the support of the Spanish Ministry of Science, Innovation and Universities, the aim of this joint initiative is to support the reform process of research assessment in Spain, in line with the commitments of CoARA. Its conception and design is based on open and participatory collaboration with more than 80 national entities (evaluation and accreditation agencies, universities, research centers and scientific societies), both signatories and non-signatories of CoARA. After this participatory process, the three leading entities presented the proposal for the National Chapter of Spain in June 2023, which was approved by the CoARA Steering Committee in July 2023.

This initiative establishes a joint national work plan structured around three main lines: 1) Assessment criteria and methodologies; 2) Awareness and training; and 3) Addressing multi- and interdisciplinarity. Each of the three lines of work will be coordinated by one of the three leading entities of the chapter, with ANECA being responsible for coordinating line 1 on assessment criteria and methodologies. The launch event of the CoARA National Chapter took place on February 9, 2023, at the headquarters of the Spanish Ministry of Science, Innovation and Universities in Madrid, and was attended by around 130 people representing the participating entities.

In addition, ANECA established the Comisión de evaluación y seguimiento del procedimiento de acreditación estatal (Commission for assessing and monitoring of the state accreditation procedure) in September 2023. In compliance with Article 26 of Royal Decree 678/2023, this commission has been tasked with advising ANECA on the adaptation of the current assessment system to align it with the changes introduced by the Royal Decree, the LOSU and the ENCA, as well as with the commitments acquired with the agency's adherence to DORA and CoARA.

Finally, at the end of 2023 ANECA updated the principles and assessment criteria of research activity (known as *Sexenios* or six-year research periods). Published by Resolution of the Comisión Nacional Evaluadora de la Actividad Investigadora (CNEAI, National Commission for the Evaluation of Research Activity), the key aim of this reform is to adjust the evaluation criteria to the new LOSU, and to the provisions of Royal Decree 678/2023. In line with this reform, ANECA has also completely modified the assessment procedure and criteria for the accreditation of civil servant academic staff, which came into force on April 1, 2024. The update of the assessment models of both programs was shared for public consultation and strongly participated by the entire university and scientific community. It should allow the recognition of a greater diversity of profiles and academic and research careers, as well as a more qualitative and better contextualised assessment. ANECA will soon transfer this new assessment model to the accreditation programme for contracted academic staff and to the assessment of the knowledge transfer activities.

ACTION PLAN 2024-2027

This Action Plan of ANECA is defined within the CoARA framework for the period 2024-2027, and foresees the development of 18 actions organised around 6 action lines. This 2024-2027 Action Plan is a first proposal for internal and external activities to advance the reform and thus improve the assessment of scientific production in line with the CoARA commitments.

PRINCIPLES

The premises that will guide the reform of the criteria, tools and procedures for research assessment are:

A. Commitment aligned with CoARA.

All actions in the plan include commitments 1 to 4 of the CoARA Agreement, which are the core of the reform proposal:

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

B. Quality and impact.

The actions included in this Action Plan seek to promote the quality and impact of the research carried out, especially taking into account the dimension of ethics and integrity of research, as well as training and awareness about its impact.

The principle of ethics and integrity will focus on responsible conduct and adherence to ethical standards at all stages of the research process. This includes the planning, execution, evaluation and dissemination of research. It will be essential to ensure that the results are reliable and valid, and that the research process is transparent and fair.

At the level of training and awareness, the plan seeks to develop the capabilities and understanding of research staff about the importance of a research assessment that promotes an improvement in current practices and that cultivates a culture of rigor and responsibility in the research activity.

C. Diversity, equity and inclusion.

This plan is also guided by the principles of diversity and inclusion as essential to promoting a culture of equity and equitable access. In this sense, the plan recognises diversity and will promote inclusion in the following aspects:

- **gender**, with the transversal aim of addressing gender biases in research in all dimensions, including methodological design, to promote the equitable participation of women researchers in all areas and levels of the research career, as well as in the processes of assessment and decision-making.
- **discipline**, through the promotion and enhancement of inter- and multidisciplinary collaboration.
- **stages of the research career**, through participation in the reform process of researchers at all stages of the research career, especially the youngest members of the research community, to guarantee the continuity of the process and the quality of the research assessment of future research.
- **assessment levels**, taking into account the differentiation in the criteria, tools and assessment processes of research groups, research institutions or organisations, projects, or individual research personnel.
- **practices and results**, through the recognition of their diversity in scientific production.

D. Openness, collaboration and transparency

This Action Plan is based on the principles of openness, collaboration and transparency that are essential to promote trust in the process. It will be developed through a commitment to community participation, which involves the research community and other external actors, in order to ensure that the new criteria and processes are aligned and have a positive effect on scientific activity.

Furthermore, the actions of the plan will promote and encourage the exchange of good practices and experiences and knowledge both internally among ANECA staff and with the research community to improve the effectiveness of the reform. In its commitment to transparency, the plan is based on the clarity and openness of all actions and the entire reform process, from planning, to monitoring implementation and publishing the evaluation results.

E. Evaluation for continuous improvement

The plan includes continuous review and updating of its actions in order to ensure a relevant and transformative result. Through annual reviews of the plan and evaluation of its implementation, the plan seeks greater quality of the process, as well as its continuous improvement for the research community and society. In this sense, it contemplates detailed and constructive feedback from both the people who evaluate and those who are evaluated to improve the procedures and criteria. Through annual implementation reports of the Action Plan, the aim is to continuously update the annual work plans to improve the reform process and its development.

IDENTIFIED CHALLENGES AND APPROACH

In the process of initiating the reform of research evaluation in line with CoARA, specifically in the recent initiatives described in the previous section, ANECA has identified the challenges that this plan must address.

Firstly, the collective and aligned action of actors of the national and international science system is considered essential to advance this reform. Therefore, a key challenge will be to establish effective coordination and collaboration between interest groups in the reform. In accordance with CoARA commitment 8, the plan foresees a series of actions aimed at coordinating the process with other groups and stakeholders in an open and collaborative manner, based on the conviction that, for its implementation to be successful, it must have the support and participation of the actors involved in assessing scientific production.

In addition, raising awareness among the research community and society in general about the reform that ANECA will develop will be key. To address this challenge, a series of communication, dissemination and training actions are proposed in line with commitments 7 and 9 of CoARA. In this way, ANECA in this initial period, will disseminate the reform and the principles that guide it, and will transparently communicate the progress that is being made in each of the action lines.

Finally, a key challenge to advance this reform is to dedicate the necessary resources to implement the plan and update it, so as to ensure its relevance throughout these four years. To this end, following commitments 5 and 10 of the reform, ANECA has defined the governance of the plan and a process for monitoring, reviewing, updating and continuously improving it. The details of the governance and monitoring that ANECA will dedicate to this reform are detailed in the final section of this document.

In addition to the actions identified to address these specific challenges, given ANECA's responsibility in the design, review and development of assessment criteria, in line with commitment 6 of CoARA, this plan includes actions to study and analyse research assessment models at national and European levels, as well as a review of the current assessment system. Both will aim to design and develop new assessment criteria and to publish a proposal that can be previously tested within ANECA's assessment commissions.

PROPOSED ACTION PLAN

The priority actions of ANECA's 2024-2027 Action Plan are summarised in table 2. This includes the 18 planned actions, grouped into 6 action lines and aligned with the 6 supporting commitments of the CoARA Agreement. Likewise, for each action, an execution period is proposed and the responsible units and the results through which its achievement will be evaluated are identified.

Table 2. Detail of the priority actions included in ANECA's CoARA Action Plan (2024-2027)

CoARA Commitments	Line of action	Action	Term	Responsible	Expected results
5. Commit resources to reforming research assessment as is needed to achieve the organisational changes committed to.	LA1. Preparation, implementation and monitoring of the CoARA Action Plan in ANECA	1.1 Preparation, monitoring and evaluation of the CoARA Action Plan	2024-2027	ANECA Management and CoARA Working Group	Annual work plans, biannual monitoring meetings and validation of annual reports on the plan's implementation.
		1.2 Preparation of the annual budget for the execution of actions of the CoARA Action Plan 2024-2027	2024-2027	ANECA Financial Management	Annual monitoring report.
6. Review and develop research assessment criteria, tools and processes.	LA2. Design of criteria, methodologies, processes and procedures for evaluating the scientific activity of organisations, groups and individuals, with the direct participation of researchers at all stages of their professional careers.	2.1 Analysis of assessment models of quality agencies and other organisations of interest in different contexts	2025	ANECA Management	Map of assessment models at the European and national levels.
		2.2 Analysis of the current research assessment system of ANECA, including a map of criteria, tools and processes for evaluating activity and individual performance	2025	ANECA Management	Review of the current system implemented in 2023-2024 and analysis from the CoARA perspective. Review of the current assessment system in the PEP and six-year knowledge transfer and exchange programmes.
		2.3 Design and development of new assessment criteria for research units and organisations (universities, research centers, research infrastructures)	2026-2027	ANECA Management	Review of ANECA's Education and Institutions programmes (AICU, DOCENTIA, Títulos) from the CoARA perspective.

7. Raise awareness of research assessment reform and provide transparent communication, guidance, and training on assessment criteria and processes as well as their use.	LA3. Awareness and training of the professional team and staff who participate in the assessment of research activity at ANECA	3.1 Design of support, awareness and joint reflection actions on CoARA and its internal application	2024-2025	Technical Secretariat of the plan	Organisation of seminars, information and debate sessions on challenges, opportunities and specific needs of each unit.
		3.2 Training for ANECA staff and evaluators, reviewers and advisors	2024-2025	Technical Secretariat of the plan	Design of specific training with UNED, through a microcredential, based on the needs of ANECA staff, evaluators, reviewers and advisors to implement the reform.
		3.3 Development and definition of guides and protocols for ANECA staff, for evaluators and for the community	2025-2026	Technical Secretariat of the plan	Development and publication of specific guides in each of the modified calls.
8. Exchange practices and experiences to enable mutual learning within and beyond the Coalition.	LA4. External coordination with other national and international institutions	4.1 Co-leadership of the National Chapter of CoARA with CRUE and CSIC and coordination of the line of work on assessment methodologies and criteria	2024-2027	ANECA Management	Biannual summary of progress in the CoARA National Chapter.
		4.2 Participation in CoARA (General Assembly, national chapters, working groups)	2024-2027	ANECA Management	Annual summary of participation in CoARA.
		4.3 Strengthen institutional collaboration and mutual learning with relevant actors to align research assessment and procedures (evaluation agencies, funders, associations of young researchers, associations of women researchers and technologists, or other thematic associations)	2024-2027	ANECA Management	Biannual summary of actions carried out.

9. Communicate progress made on adherence to the Principles and implementation of the Commitments.	LA5. Communication and external dissemination strategy of the ANECA CoARA Action Plan 2024-2027 and its implementation	5.1 Creation of a specific space on ANECA's website for CoARA	2024	ANECA Communication	Space on ANECA's webpage (in English and Spanish) that groups all the activities and initiatives promoted within the framework of this CoARA Action Plan.
		5.2 Design and planning of a communication and external dissemination strategy	2025	ANECA Communication	Communication plan of the CoARA Action Plan 2024-2027 with special attention to the design of specific actions for young researchers.
		5.3 Publication of the CoARA Action Plan and implementation reports and presentation of progress in national and international forums	2024-2027	ANECA Communication	Publication of the results. Participation in national and international meetings and forums to present progress.
		5.4 Communication of ANECA's vision and leadership in the national reform process	2024-2027	ANECA Management	Interviews with key international and national actors on different aspects of the reform.
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.	LA6. Evaluation and continuous improvement of the reform	6.1 Monitoring the reform of research assessment within the European and national context	2024-2027	CoARA Working Group	Map and monitoring of key initiatives in other reforms at the European and national level.
		6.2 Evaluation of the implementation of the new models in ANECA's assessment commissions	2024-2026	CoARA Working Group	Publication of the results, including feedback from evaluators and people evaluated.
		6.3 Review of criteria, tools and processes for assessing research activity and publication results	2026-2027	CoARA Working Group	Analysis of the results of the experience and final evaluation of the changes implemented in the first years of the reform. Publication of the results.

GOVERNANCE AND MONITORING

The *Comisión de evaluación y seguimiento de la acreditación estatal* of ANECA, together with ANECA's management team, will form the **CoARA Working Group** and will be in charge of monitoring the implementation and evaluation of this plan, as well as supervising its annual review and update. This working group will be chaired by the management of ANECA. This monitoring process will be supported by ANECA's staff responsible for each action line, who will report on the progress of the implementation of their action lines every six months.

Therefore, the ANECA CoARA Working Group is conceived as a mixed group of experts and staff that will be made up of:

- ANECA Management
- *Comisión de evaluación y seguimiento de la acreditación estatal*
- Heads of ANECA units dedicated to evaluating programmes in which the reform will have an impact
- ANECA Financial Management Unit
- ANECA Communication Unit
- ANECA Internationalisation and Studies Unit

Likewise, other external experts may participate in meetings of this working group at the invitation of the president to support it in its functions of monitoring and evaluating the implementation of this CoARA Action Plan and/or advise on the communication and transparency of change processes.

The working group will agree on its internal organisation at its founding meeting in Autumn 2024. It may form specific working subgroups to monitor the different action lines of the plan. The members of the working group will participate in communication and awareness raising activities on the reform process, both internally and externally, and will provide support in the communication actions of ANECA's vision and leadership in the reform.

In the working group, a CoARA Technical Secretariat will provide the necessary support to ensure an optimal coordination and the achievement of its tasks. The Technical Secretariat of the plan will be assumed by the staff of the Internationalisation and Studies Unit of ANECA.

Monitoring, evaluation and updating of the Action Plan

The monitoring, evaluation and updating of the Action Plan will be done through biannual meetings and annual monitoring reports by the CoARA Working Group, with the support of the Technical Secretariat of the plan.

Biannual follow-up meetings

Every year, two meetings will be organised to monitor the implementation of ANECA's CoARA Action Plan. In these meetings, the units responsible for the implementation of each action line will present the progress made in the last six months. In addition, they will propose actions for the following six-month period, always in line with the annual work plan approved by the CoARA Working Group, which may suggest areas of improvement to ensure compliance with commitments and actions in a timely manner.



Annual implementation reports

Each year, a report will be prepared detailing the actions carried out and their degree of achievement. The CoARA Working Group will be responsible for preparing and validating these reports. As well as presenting details of the actions executed, annual implementation reports will review the actions of the plan and determine the appropriate revisions for the next annual period.

The annual implementation report will be accompanied by a work plan for the following year, which will be approved by the CoARA Working Group. Both the annual implementation report and the work plan for the following year will be prepared in English and Spanish and presented to ANECA's Governing Council. Likewise, they will be sent to CoARA.

In addition to this monitoring exercise, as a commitment to CoARA, after the preparation and publication of this Action Plan within the first year of signing the agreement, ANECA commits to delivering an evaluation report on the implementation of the Action Plan after its execution in 2028. A final evaluation report will be prepared that will report on the objectives achieved and define the Action Plan for the next period (as of 2027).



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