

Università Politecnica delle Marche

CoARA ACTION PLAN

2024-2027

Endorsed by the Academic Senate, 29 October 2024



The Coalition for Advancing Research Assessment (CoARA) was founded in December 2022, bringing together 632 research-performing organizations, research funders, policy actors, and research infrastructures from over 40 countries that join forces to implement the reform of research assessment across Europe and beyond. The vision is to enable a systemic reform of assessment of research, researchers, and research organizations that recognizes the diverse outputs and practices maximizing the quality and impact of research.

On November 17th, 2022, UNIVPM signed the Agreement on Reforming Research Assessment, thus agreeing on the need to reform research evaluation practices and committing to implement the principles of the Agreement. Since then, some initiatives to adhere to CoARA principles have been already undertaken and several additional actions have been planned. They are gathered in this document that has been approved by the Governance on October 29th, 2024.

ADHERENCE TO CoARA POLICY – General actions

Action	Timeframe
GA1. UNIVPM will make explicit reference to the CoARA principles on the qualitative and quantitative evaluation of merit <u>in all internal recruitment regulations and calls</u> , with recommendations to the Evaluation Committees to assess evaluation criteria based on such principles.	Fall 2025- Spring 2026
GA2. On August 30 th 2024, UNIVPM has been awarded of the “HR Excellence in research”. A specific Action Plan will be implemented over the next 2 years aiming at improving the implementation of the principles within the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. Among the planned action there is the preparation and the publication on the UNIVPM website of a document describing the UNIVPM recruitment strategy based on the principles of Open, Transparent and Merit-Based Recruitment. In such a document, explicit reference to the CoARA commitments in research assessment will be given.	Fall 2025- Spring 2026
GA3. UNIVPM will publish the CoARA Action Plan on the website once approved.	Fall 2024
GA4. UNIVPM will organize recurring informative events on different topics related to the CoARA Principles (Open Science, Research Integrity, Gender Equality...)	From 2025

CoARA COMMITMENTS - Specific actions

These actions concern the CoARA core and support commitments. They will enable a better recognition of the diverse practices and activities that maximize the quality of research, and they will guide us to move away from inappropriate uses of metrics. Moreover, they will enable UNIVPM to move towards new research assessment criteria, tools and processes, to promote inside the CoARA community mutual learning, progress communications and to ensure that new approaches are evidence informed.

Commitment	Action	Timeframe
<p>1. Recognize the diversity of contributions to, and careers in, research in accordance with the needs and nature of the research</p>	<p>SA1.1 In the UNIVPM Action Plan to be implemented within the HSR4R there is the preparation and publication on the website of a comprehensive guide related to the UNIVPM selection procedures (guide to OTM-R practices). The guide will recommend to the Evaluation Committees recognition of the various contributions to research, like peer-review, collaborations, teamwork, outputs beyond journal publications, leadership, supervision, training and mentoring.</p> <p>SA1.2 In 2024, UNIVPM allocated additional resources to fund researchers on the basis of their third mission activity. UNIVPM will make this initiative systematic.</p> <p>SA1.3 UNIVPM will financially incentivize researchers who publish in Open Access. To this aim, Departments will be recommended to include this indicator among those selected for the annual distribution of financial resources to individual researchers (RSA).</p>	<p>Spring 2026- Fall 2026</p> <p>From 2025</p> <p>Spring 2026</p>
<p>2. Base research assessment primarily on qualitative evaluation for which peer review is central, supported by responsible use of quantitative indicators.</p> <p>3. Abandon inappropriate uses in research assessment of journal- and publication-based metrics, in particular inappropriate uses of Journal Impact Factor (JIF) and h-index</p>	<p>SA2/3.1 In the guide to OTM-R practices related to UNIVPM internal selection procedures, the recommendation for responsible use of publication metrics will be included.</p> <p>SA2/3.2 UNIVPM will organize training courses to UNIVPM researchers involved in research evaluation on a responsible research assessment and a responsible use of metrics.</p>	<p>Spring 2026- Fall 2026</p> <p>From 2025</p>

<p>4. Avoid the use of rankings of research organizations in research assessment.</p>	<p><i>UNIVPM does not use ranking for evaluation purposes, but only as a reputational and promotional tool. It has recently joined the INORMS More Than Our Rank initiative.</i></p> <p>SA4.1 According to this CoARA commitment, an increased visibility of excellent research beyond rankings will be pursued making visible to the public, on the website, additional indicators to evaluate UNIVPM achievements, like outreach activities, high-quality publications in OA, prestigious research grants, and so on. To this aim a dedicated section will be organized in the UNIVPM international website</p>	<p>Fall 2025</p>
<p>5. Commit resources to reforming research assessment as is needed to achieve the organizational changes committed to</p>	<p>SA5.1. UNIVPM will continue to allocate human resources for the participation to the NC and CoARA working groups.</p>	<p>ongoing</p>
<p>6. Review and develop research assessment criteria, tools and processes.</p>	<p>SA6.1 UNIVPM will continuously review and adapt, where needed, criteria for the assessment of research performing units, Departments and internal infrastructures, in accordance with the principles.</p>	<p>From Fall 2024</p>
<p>7. Raise awareness of research assessment reform and provide transparent communication, guidance, and training on assessment criteria and processes as well as their use</p>	<p>SA7.1 UNIVPM will organize training courses to UNIVPM researchers involved in research evaluation on a responsible research assessment and a responsible use of metrics (see also action SA2/3.2)</p> <p>SA7.2 UNIVPM will provide the OTM-R guide to the Evaluation Committee members (see also actions SA1.1 and SA2/3.1)</p> <p>SA7.3 UNIVPM will commit resources to organize events on the research assessment reform (see also action GA4)</p>	<p>From 2025</p> <p>Spring 2026-Fall 2026</p> <p>From 2025</p>
<p>8. Exchange practices and experiences to enable mutual learning within and beyond the Coalition.</p>	<p>SA8.1 UNIVPM joined the Italian National Chapter of CoARa and plays an active role in two NC Tasks. It will continue its participation to share successes as well as challenges, and to communicate its experiences.</p>	<p>ongoing</p>
<p>9. Communicate progress made on adherence to the principles and implementation of the Commitments</p>	<p>SA9.1 A document reporting the effects of the CoARA Action Plan on the UNIVPM assessment policies and practices will be annually published on the website.</p>	<p>From Summer 2025</p>
<p>10. Evaluate practices, criteria and tools based on</p>	<p>SA10.1. Monitoring and evaluation of assessment criteria, tools and processes, as well as update of</p>	

<p>solid evidence and the state-of-the-art in research on research, and make data openly available for evidence gathering and research</p>	<p>the Action plan, will be carried out by the UNIVPM CoARA Working Group. The Working Group is composed by twelve researchers (one representative for each Department) and is coordinated by the UNIVPM Research Committee, composed by five researchers representing the five cultural areas of the University. The WG is chaired by the UNIVPM Rector or his delegate.</p>	<p>From 2025</p>
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