Researcher evaluation and career development

Room for everyone's talent
Towards a new balance in the recognition and rewards of academics

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Researcher career development

- Regular career development of researcher in the Netherlands: PHD – Postdoc – Tenure track – Permanent position (assistant / associate / full professor)
- Funding within the university insufficient -> grants / funds
- No guaranty for permanent contract + a long period of uncertainty
- Permanent positions in the Netherlands: always a combination of teaching & research
Researcher evaluation

- Researcher evaluation based on traditional indicators such as publications, citations, scientific qualities, etc
- Impact and social relevance (valorisation) getting more important
- 2020: Dutch Protocol for Research Assessment (SEP) revised
- New elements like vitalisation of career paths, emphasis on quality of work, focus on team performances, open science and high-quality academic leadership.
First step: position paper

- In November 2019 the Dutch Universities published the position paper ‘Room for everyone’s talent’

- In cooperation with Dutch public knowledge institutions and funders of research (VSNU, NFU, KNAW, NWO)

- 2020: implement & make it work
Why a change in recognition and rewards is needed

- To ensure that academia continue to be connected to society
- That the general public continues to value & support academia
- To ensure our organisations are healthy work environments
- To make the best use of all our talent
- Where current and future generations of excellent scientists and scholars will want to work
What do we want to achieve?

A better balance in:
- how we **recognise and reward academics**
- to help us achieve excellent **education, research & impact**
- plus the highest level of **patient care** in university hospitals
What do we want to change? (1)

1. Enable the diversification and vitalisation of career paths thereby promoting excellence in each of the key areas:
   - education
   - research
   - impact
   - leadership
   - patient care
What do we want to change? (2)

2. Acknowledge the independence, individual qualities and ambitions of academics, as well as team performances

3. Emphasise quality of work over quantitative results (such as number of publications)

4. Encourage all aspects of open science

5. Encourage high-quality academic leadership
Netherlands can’t do it alone - stronger together

International playing field and many interdependencies in our science system. So let’s move together:

- **change** the academic environment, so international career steps will remain possible
- **influence** European policies and ERC’s funding strategy and methodologies
- **learn** by sharing best practices
Does this encourage HRHR?

- Although this change in research evaluation helps to focus more elements like quality, teamwork and impact, it does not necessarily encourage novelty and risk-taking.
- Changing evaluation criteria might help to create more innovation in research, but as long as there is a risk of effect on a researcher’s career it is difficult to incorporate HRHR.
Thank you for your attention

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