Working Group:
Reforming Academic Career Assessment

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Introduction

Objectives:

The Working Group on Reforming Academic Career Assessment (ACA) is based on the premise that ACA systems should adequately reflect the different tasks, functions and roles academics fulfil over the course of their career. The aim is to broaden the reflection on research assessment to ACA, taking into account the full range of work conducted by academics in research, teaching and learning, innovation, management/leadership and service to society.

The WG brings together a critical mass of academic stakeholders to 1) define the objectives and principles of reforming ACA, from the perspectives of institutions and academic staff being assessed, and to 2) develop an adaptable toolbox for ACA, considering all university missions and the broad scope of activities, skills and competences of academic staff at different stages of their career. The toolbox will be flexible, sustainable and cater for different institutional profiles and national contexts. It will also provide room for a diversity of career focuses and trajectories.

This WG allows for comprehensive and systematic dialogue on the objectives and principles of reforming ACA, with a large number of organisations with different profiles, from different countries, with varying degrees of autonomy and at different stages in their career assessment reform. The group comprises over 30 members representing the diversity of stakeholders involved in reforming ACA (e.g. national and European university associations, individual universities, researchers' organisations, learned societies, research centres, agencies for the evaluation of universities, research institutes). This WG is a collegial and safe environment for organisations to share experiences, best practices, challenges and unexpected outcomes when reforming ACA.

The Working Group is co-chair by the European University Association (EUA) and the Young Academy of Europe (YAE).

List of all affiliated organisations

European University Association (EUA) – Europe

Young Academy of Europe (YAE) – Europe
University associations/networks:

Alliance of Rhine-Main Universities - Germany
Association of Swedish Higher Education Institutions (SUHF) - Sweden
Berlin University Alliance - Germany
Conference of Rectors of Academic Schools in Poland (CRASP) - Poland
Conference of Rectors of Spanish Universities (Crue) - Spain
European University Association-Council for Doctoral Education (EUA-CDE) - Europe
Flemish Interuniversity Council (VLIR) - Belgium
France Universités - France
Hungarian Rectors' Conference (HRC) - Hungary
Lithuanian University Rectors' Conference - Lithuania
swissuniversities - Switzerland
Universities Norway - Norway
Universities of The Netherlands (UNL) - Netherlands
Young European Research Universities Network (YERUN) - Europe

Individual universities:

Nicolaus Copernicus University - Poland
NOVA University Lisbon - Portugal
South East Technological University - Ireland
Ss. Cyril and Methodius University in Skopje - North Macedonia
Technical University of Braunschweig - Germany
Université Clermont Auvergne (UCA) - France
University Medical Center Groningen - Netherlands
University of Graz - Austria
University of Rijeka (UNIRI) - Croatia

**Associations of research centres:**

EU-LIFE, alliance of leading research institutes in the life sciences in Europe - Europe

**Associations of researchers:**

European Council of Doctoral Candidates and Junior Researchers (Eurodoc) - Europe

European Federation of Academies of Sciences and Humanities (ALLEA) - Europe

Global Young Academy (GYA) - Global

**Learned societies:**

Federation of Finnish Learned Societies (TSV) - Finland

**National/regional authorities:**

Italian National Agency for the Evaluation of Universities and Research Institutes (ANVUR) - Italy

**Other relevant not-for-profit organisations:**

CRAC-Vitae - Global