

Working Group:

Early-and-mid-Career Researchers (EMCRs) – Assessment and Research Culture

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Introduction

EMCRs working in different types of environments, including universities, research institutes or the private sector, are subject to precarity and hypercompetition, and are most strongly affected by research culture and by assessment practices. These assessments happen at a variety of occasions and for different purposes, including hiring and promotion, yearly cadre reviews and success evaluations, project applications, habilitation, defending a disposition or a doctorate, etc. Moreover, EMCRs particularly in earlier career stages face an uncertainty about the academic system, as there is little coaching and training on the existing requirements, an ongoing change that is hard to know what to expect and what will be expected, misaligned requirements by funders, universities etc. - and in some cases EMCRs encounter even hard contradictions between expectations from the outside world (e.g. regarding diverse outputs, new career pathways, open science practices) and what their culture realistically looks like (e.g. through departmental reward structures, lacking infrastructure and budget, or demands by the superior).¹ These pre-existing challenges may further become exacerbated through a change of the assessment practices, which needs to be voided and correspondingly represented by a shift in the basic academic research culture.

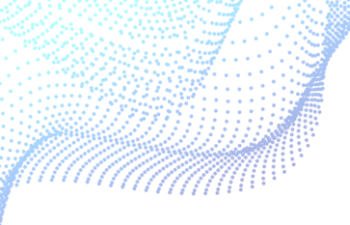
Objectives

Objective 1: Gather information and exchange experiences, collect good and best practices - and bad practices to avoid - from a range of different countries and organisations with different levels of implementation of the reform of research assessment and diverse types of institutions as well as different institutional autonomy levels about the impacts of different assessment procedures/methods on EMCRs career paths and the cultures of research systems they are active in.

Objective 2: Develop pilot actions to:

- (i) monitor the outcomes and impacts,
- (ii) support EMCRs during the change through training and consultation,

¹ See also: <https://eurodoc.net/news/2018/press-release-eurodoc-paper-on-junior-researchers>

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- (iii) instruct assessors of careers towards novel research assessment practices, and
 - (iv) implement an inclusive and positive culture (change)

Objective 3: Based on the gathered insights, develop guidelines, models and a toolbox for implementation, which will include monitoring templates, training recommendations, guidelines for EMCR assessment, and methodologies to drive an inclusive research culture change.

List of affiliated organisations

Adoc TM

Agence Nationale de la Recherche (ANR)

Complutense University of Madrid

DFG

Dutch Assistant Professors Network

EMBO

ENRESSH

EU-LIFE

EUA Council for Doctoral Education (EUA-CDE)

European Council of Doctoral Candidates and Junior Researchers (Eurodoc)

Federation of Finish Learnt Societies (TSV)

Global Young Academy

HuMetricsHSS Initiative

ICoRSA

Independent Research Fund Denmark

Initiative for Science in Europe

InOSiUA

Luxembourg National Research Fund

MCAA

NGO Innovative University

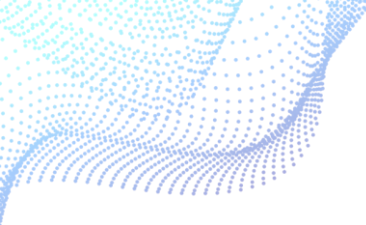
NOVA University Lisbon

Polish Rectors' Foundation

Research Council of Lithuania

SGH Warsaw School of Economics

UMC Groningen



Universitat Autònoma de Barcelona

University of Maribor

University of Rijeka

Vitae

Young Academy of Europe