



PUSHING  
THE FRONTIERS  
OF INNOVATIVE  
RESEARCH

# A Pathway towards Multidimensional Academic Careers

A LERU Framework for the Assessment of Researchers

LERU position paper

# Why this paper ?

- assessment of researchers is a core activity for universities
  - LERU wants to explore how the future may look like
- we want to do justice to the wide range of profiles and contributions needed in research today

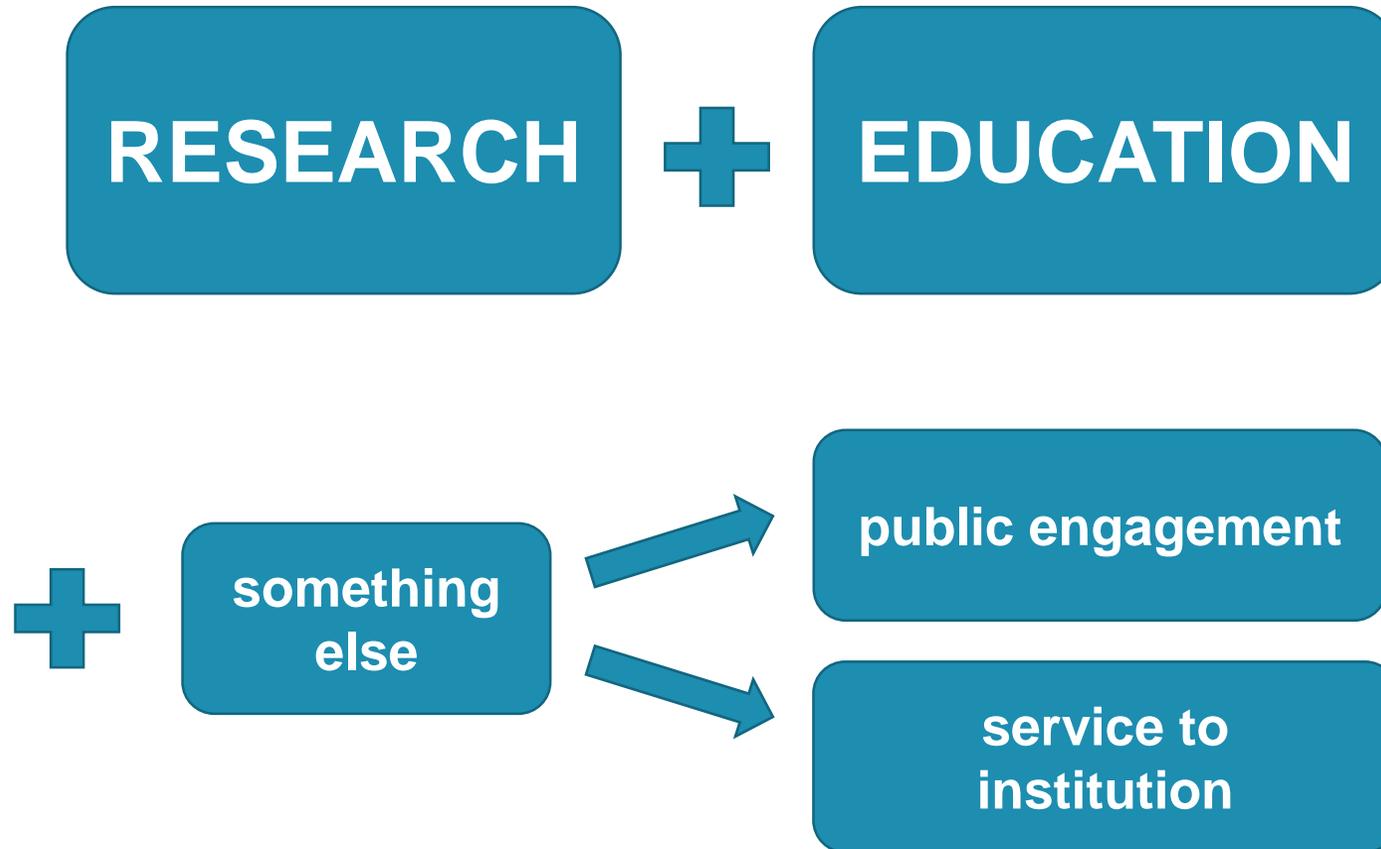
# Three perspectives in assessment

A multidimensional perspective

A developmental perspective

A contextual perspective

# 1. A multidimensional perspective



# Criteria for research

Contribution to the subject area through expertise, research output, scientific impact and influence

Recognition in the scientific community

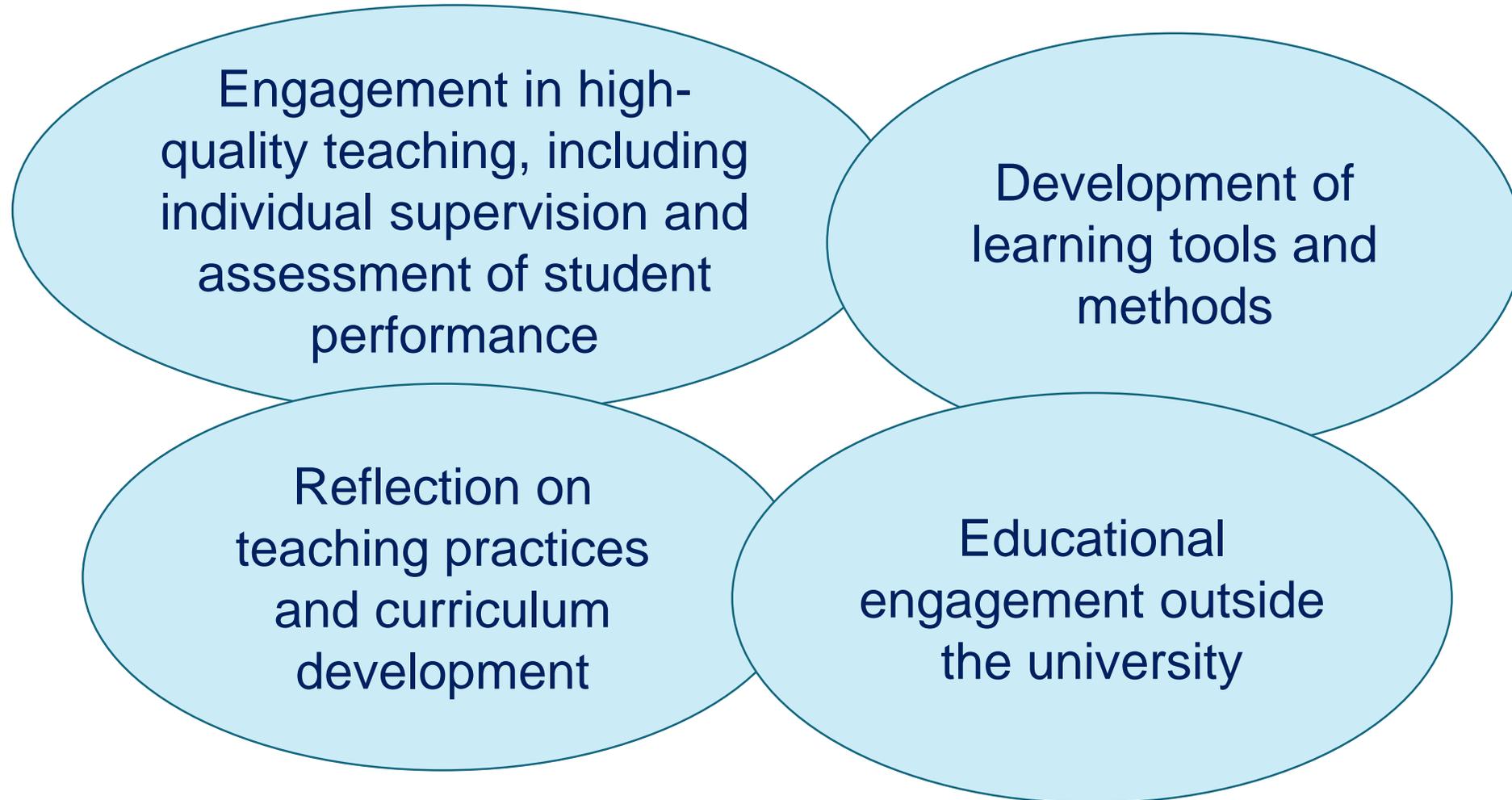
Track record in funding

Collaborations and interdisciplinarity

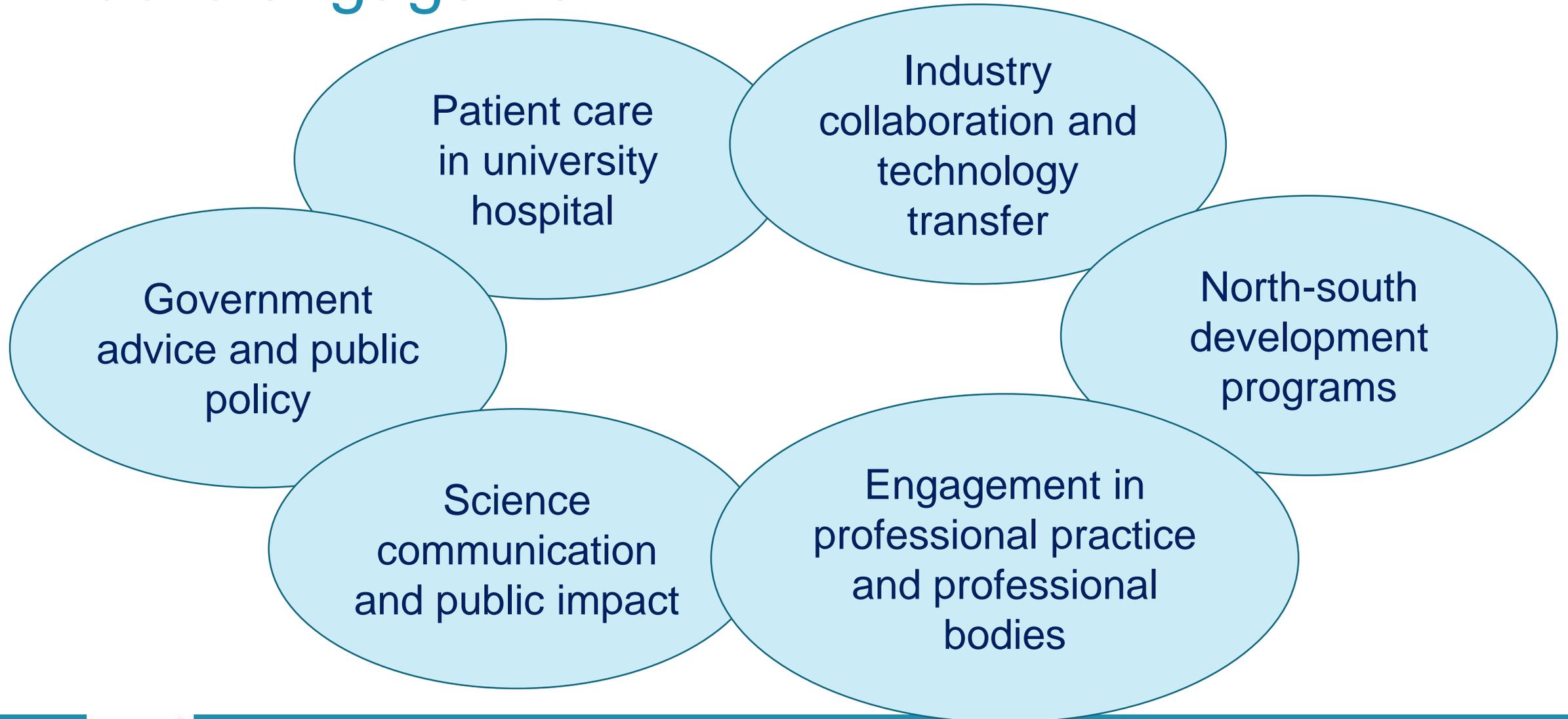
Research strategy

Advancement and enablement of junior researchers

# Criteria for education

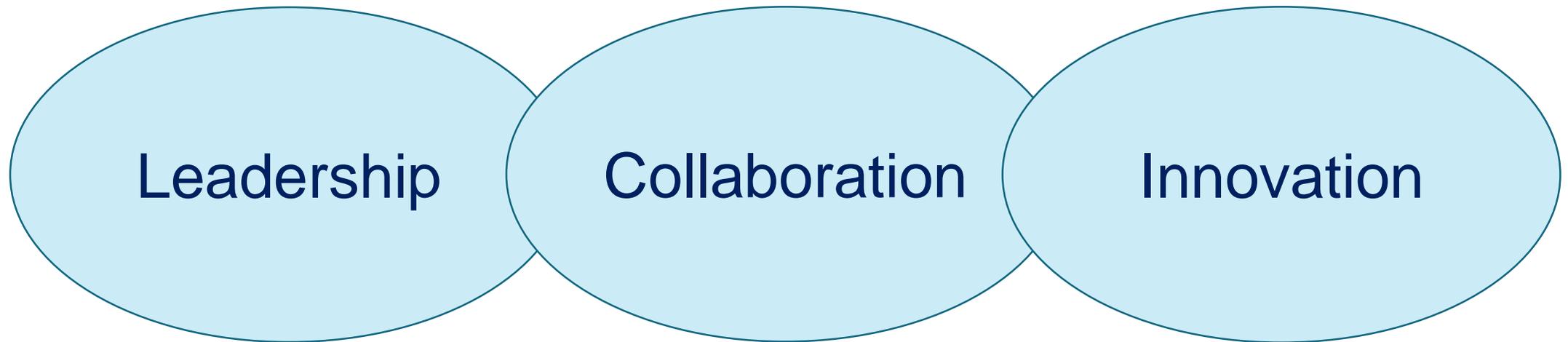


# Public engagement



## 2. The developmental perspective

- increasing organizational responsibilities and expectations
- requiring personal development and interpersonal skills



### 3. The contextual perspective

- assessment traditionally occurs as in a vacuum
- excluding context factors may lead to systematic bias
- this is known from an EDI perspective, focusing on the personal context of the researcher
  - we should also look at the academic context of a researcher

# Issues with a broader assessment

- you can't be good at everything
- it takes more time and effort from panels
- comparing different profiles is never easy
- how do you assess personal development ?
- will this new way of assessment have an impact on our international position ?

# Steps towards improvement

- review the career framework recognizing a diversity of contributions
  - get from numbers to narrative
  - collect data on leadership and collaboration
    - train panel members
- show engagement from the university governance

# Conclusion and key messages

- an inspiring wake-up call for (LERU) universities
- it's not simple: recognition of a diversity of contributions makes the assessment process complex, delicate and messy
- alignment and coherence is needed on the level of the broader (international) ecosystem