



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

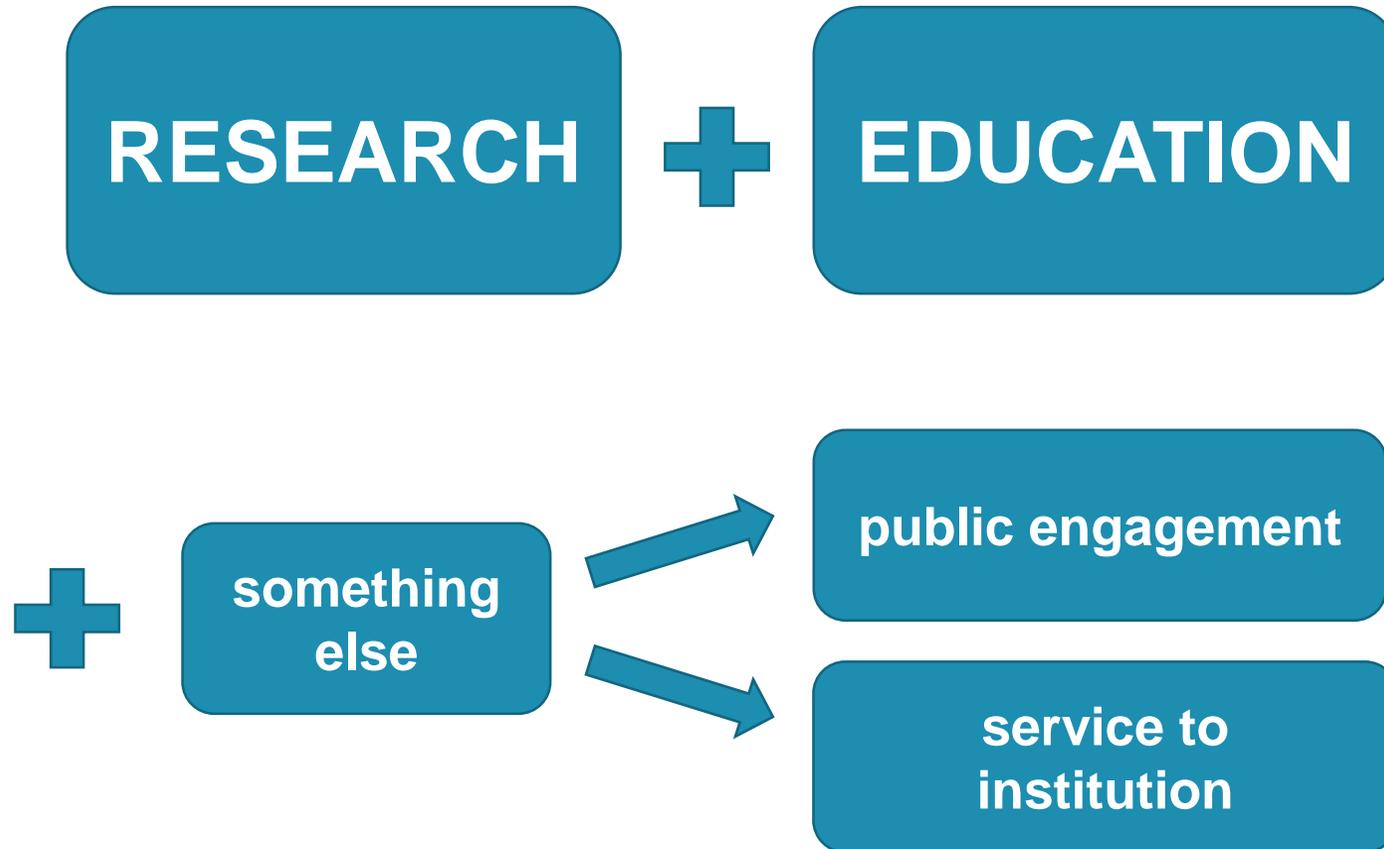
Three perspectives in assessment

A multidimensional perspective

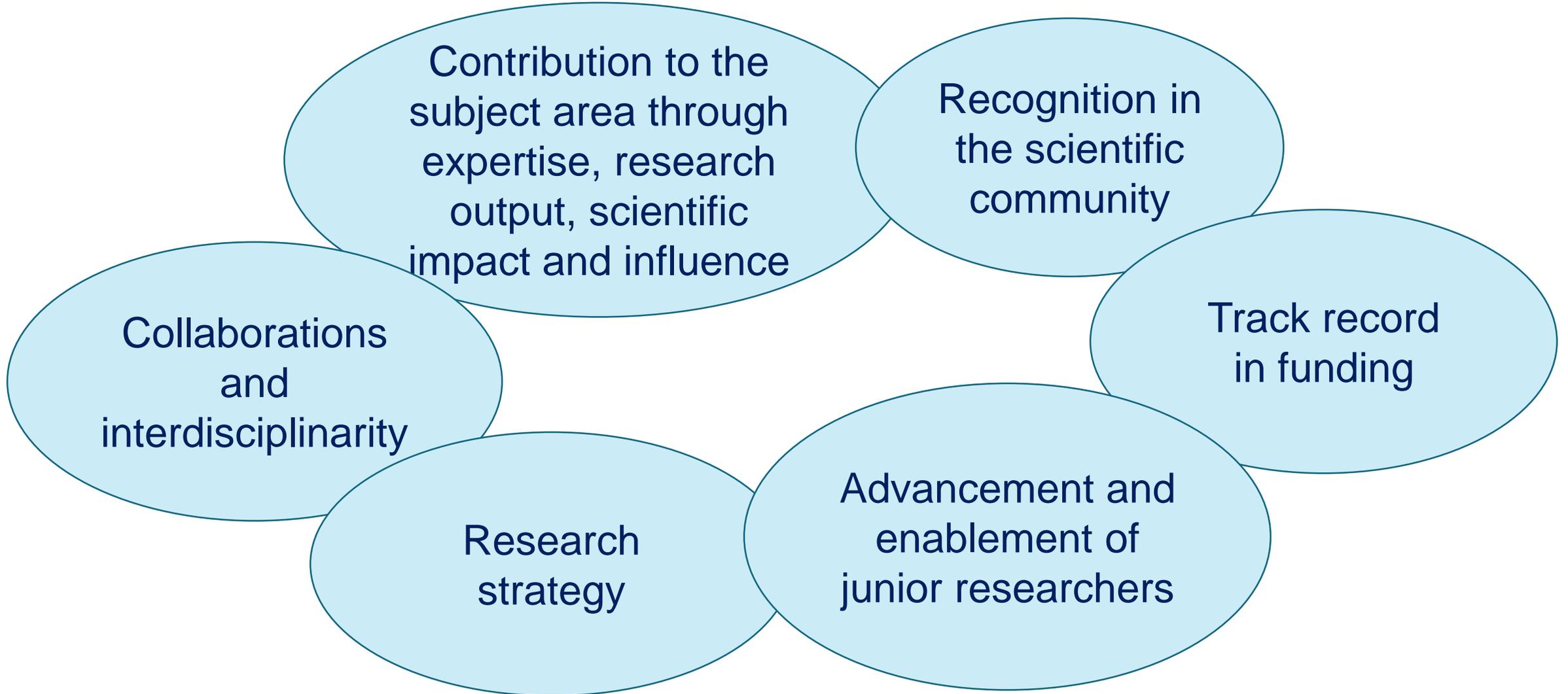
A developmental perspective

A contextual perspective

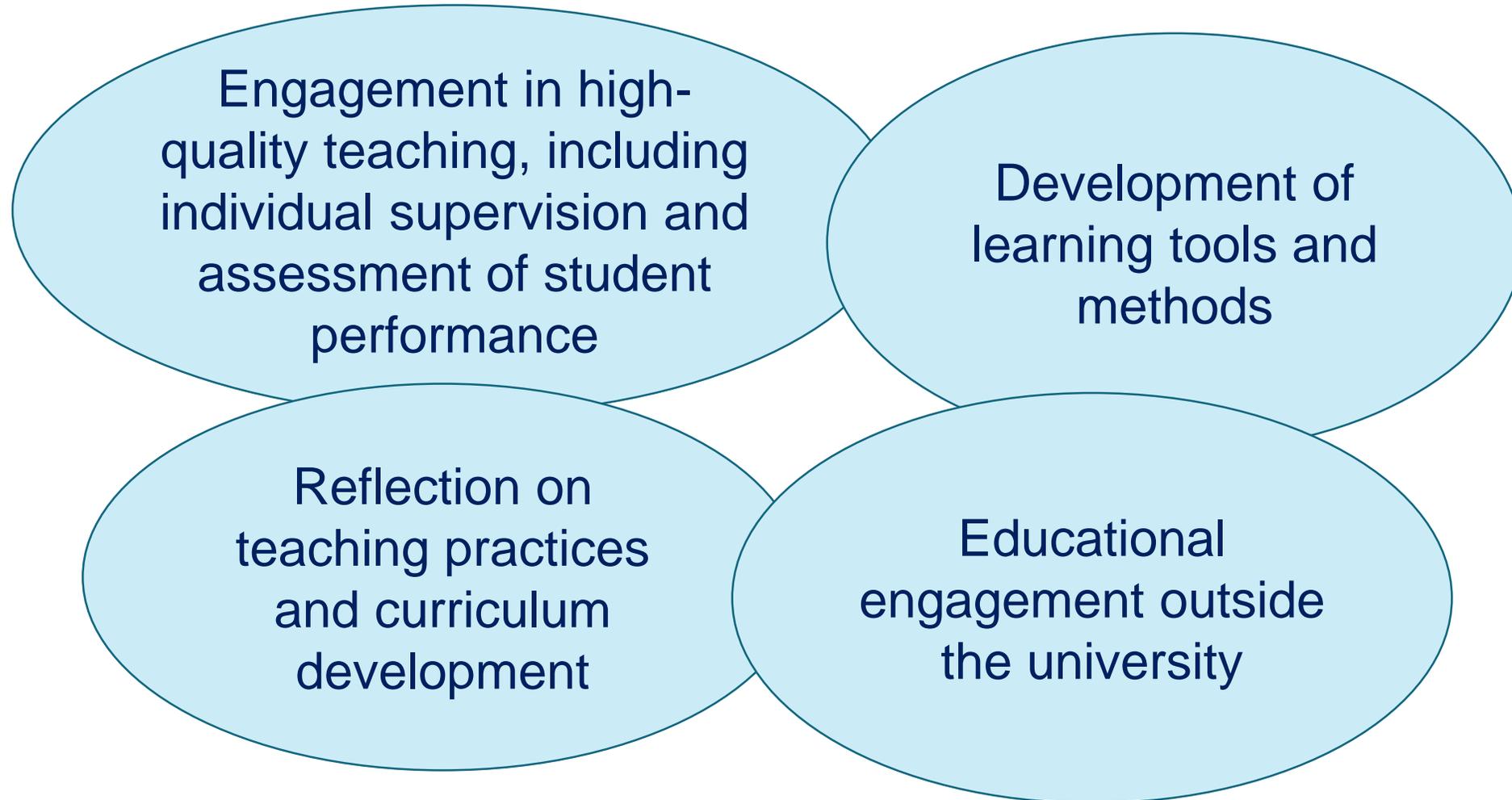
1. A multidimensional perspective



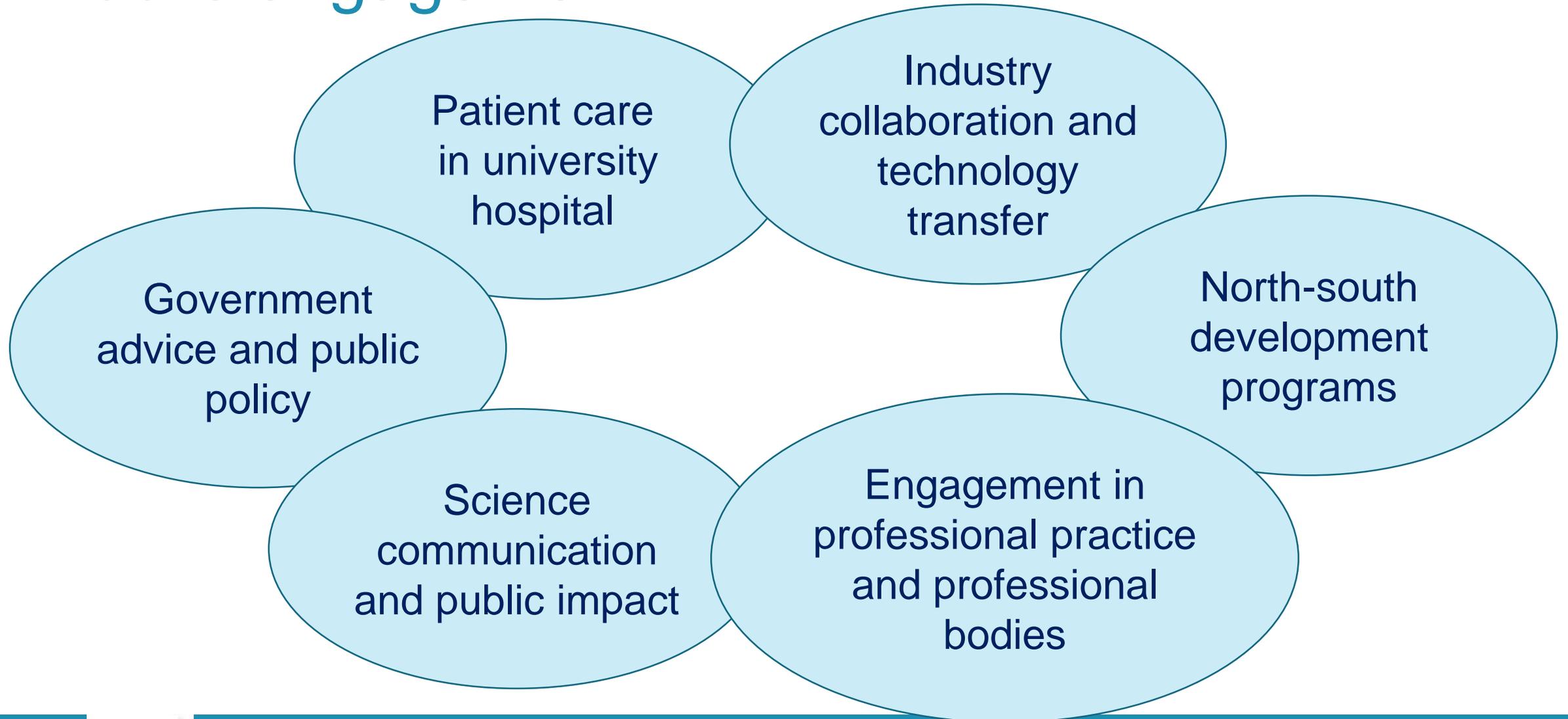
Criteria for research



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