From Evaluated Outputs to Values-Embedded Practices: The Power of Focusing on Process in Scholarly Communication

Nicky Agate, University of Pennsylvania
Munin Conference | Zoomtown, USA | November 19, 2020
@terrainsvagues @HumetricsHSS
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What do you mean the academy is toxic?

Why HuMetricsHSS?

From Evaluated Outputs to Values-Embedded Practices: the Power of Process
The Team

Co-PIs

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What if we took as a starting point that *what we value* as individuals and institutions, members of academic communities, should be embedded and encouraged and even evaluated in everything we do as scholarly practitioners—whatever form that doing takes?
GRADE ME! LOOK AT ME! 
EVALUATE AND RANK ME!
OH! I'M GOOD, GOOD, GOOD,
AND OH, SO SMART!
vimeo.com/179276376
Ghost Authoring: How Professors Steal the Work of Their Students

Joshua Krook on March 10, 2011

Ten rules for succeeding in academia through upward toxicity

 Universities preach meritocracy but, in reality, bend over backwards to protect toxic personalities, says Irina Dumitrescu

Watch out for cheats in citation game

The focus on impact of published research has created new opportunities for misconduct and fraudsters, says Mario Biagioli.

12 July 2016

P-hacking in clinical trials and how incentives shape the distribution of results across phases

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Always, always, in the hidden unconscious of the profession, there is this competition: for positions, for people, for resources, for acclaim. And the drive to compete that this mode of being instills in us can’t ever be fully contained by these specific processes; it bleeds out into all areas of the ways we work, even when we are working together.

IT'S THE DYSTOPIAN FUTURE
The Secret Sauce is in the Process
What do HSS researchers do again?
Developing the über framework
Realizing it’s not so über after all
What if we took as a starting point that *what we value* as individuals and institutions, members of academic communities, should be embedded and encouraged and even evaluated in everything we do as scholarly practitioners—whatever form that doing takes?
Researchers in the humanities and humanistic social sciences are just holed up in their garrets writing books, right?
Reverse Engineering: From Processes to Products (Via Practices)
Grouping Values

*Public Good*
- Holistic
- Generosity
- Equitable Access
- Empathy
- Authenticity
- Reproducibility
- Replication
- Kindness
- Accessibility
- Impact
- Intentionality
- Risk Taking
- Learning from Failure
- Originality
- Equity

*Enriching Scholarship*

*Values (to be encouraged)*

*Excellence*
- Equity
- Openness
- Collegiality
- Quality
- Community

*HuMetricsHSS.org — @humetricshss*
Values in Context: the Syllabus

- **Equity**: Pay attention to syllabus content
  - Attending to diverse perspectives
  - Paying attention to diverse perspectives
  - Providing accessible resources
  - Keeping costs down

- **Openness**: Share syllabus in open repository
  - Privileging OER
  - Being transparent about policies
  - Complying with open standards
  - Encouraging public writing

- **Collegiality**: Empower students with feedback
  - Peer-to-peer editing
  - Modeling generosity
  - Facilitating peer observation

- **Quality**: Provide regular and consistent feedback
  - Use rubrics
  - Institutional course design
  - Articulating a teaching philosophy

- **Community**: Share pedagogical resources
  - Facilitate service learning
  - Organizing discipline across disciplinary collaboration
  - Making student research public

**Teaching**

- Impact on other students (not your own)
Our team’s initial, very preliminary, very beta set of values & subvalues
The Secret Sauce is (still) in the Process
Grouping Values

- **Public Good**
  - Holistic
  - Generosity
  - Generosity
  - Generosity
- **Authenticity**
  - Empathy
  - Empathy
- **Reproducibility**
  - Open Process
  - Open Process
- **Redeplication**
  - Originality
  - Originality
- **Kindness**
  - Open Source
  - Open Source
- **Accessibility**
  - Innovation
  - Innovation
- **Impact**
  - Soundness
  - Soundness
- **Intentionality**
  - Imagination
  - Imagination
- **Risk Taking**
  - collegiality
  - collegiality
- **Learning from Failure**
  - accountability
  - accountability
- **Originality**
  - integrity
  - integrity

**Our Values (To Be Encouraged)**

- **Equity**
  - inclusivity
  - public good
  - social justice
  - equity
  - accessible
  - learning from failure
  - transparency
  - open source
  - open process
  - candor
  - accountability
- **Openness**
  - ethical imagination
  - kindness
  - generosity
  - empathy
- **Collegiality**
  - replication
  - soundness
  - pushing boundaries
  - creative
  - originality
  - advancing knowledge
  - intentionality
  - reproductibility
- **Excellence**
  - network
  - holistic
  - attunement
  - leadership
- **Quality**
  - leadership
  - leadership
  - leadership
- **Engagement**
  - community
Grant Two

Collaboration and Conversation
Institutional Workshops
DIY Toolkit
Grant Two: Research Interviews

Member Universities

- University of Illinois
- Indiana University
- University of Iowa
- University of Maryland
- University of Michigan
- Michigan State University
- University of Minnesota
- University of Nebraska-Lincoln
- Northwestern University
- Ohio State University
- Pennsylvania State University
- Purdue University
- Rutgers University-New Brunswick
- University of Wisconsin-Madison
Grant Two: Workshops
Workshop Breakdown

1. What You Do, Love, Care About—& What Counts
2. From Product to Process: Breaking Down Outputs into Practices
3. Defining Terms, Negotiating Values
4. Values in Action
5. Making it Legible

humetricshss.org/your-work/workshop-kit/
Defining Terms, Negotiating Values (or, the most perilous part of a HuMetricsHSS workshop)
1. What You Do, Love, Care About—& What Counts
2. From Product to Process: Breaking Down Outputs into Practices
3. Defining Terms, Negotiating Values
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humetricshss.org/your-work/workshop-kit/
“I’m chairing our Retention, Tenure, and Promotion committee this year and am deploying HuMetricsHSS all over the place: a rubric for evaluation that focuses on mentoring and evaluative statements, discussion about value statements in candidate narratives, lauding when candidates articulate that through-line among teaching, research, & service... I wanted to let you (and all the HuMetrics team) know that that workshop was massively valuable and is giving returns some two years later in this super important service work to support upwards of 20 junior & associate faculty in their professional development!”
It works. Ha Ha. It woorks!
Follow along...

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