

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

Nicky Agate, University of Pennsylvania
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@terrainsvagues @HumetricsHSS
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LENAPE NATION OF PENNSYLVANIA

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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



@terrainsvagues

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The Team

Co-PIs

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Logistics & Cat Herding

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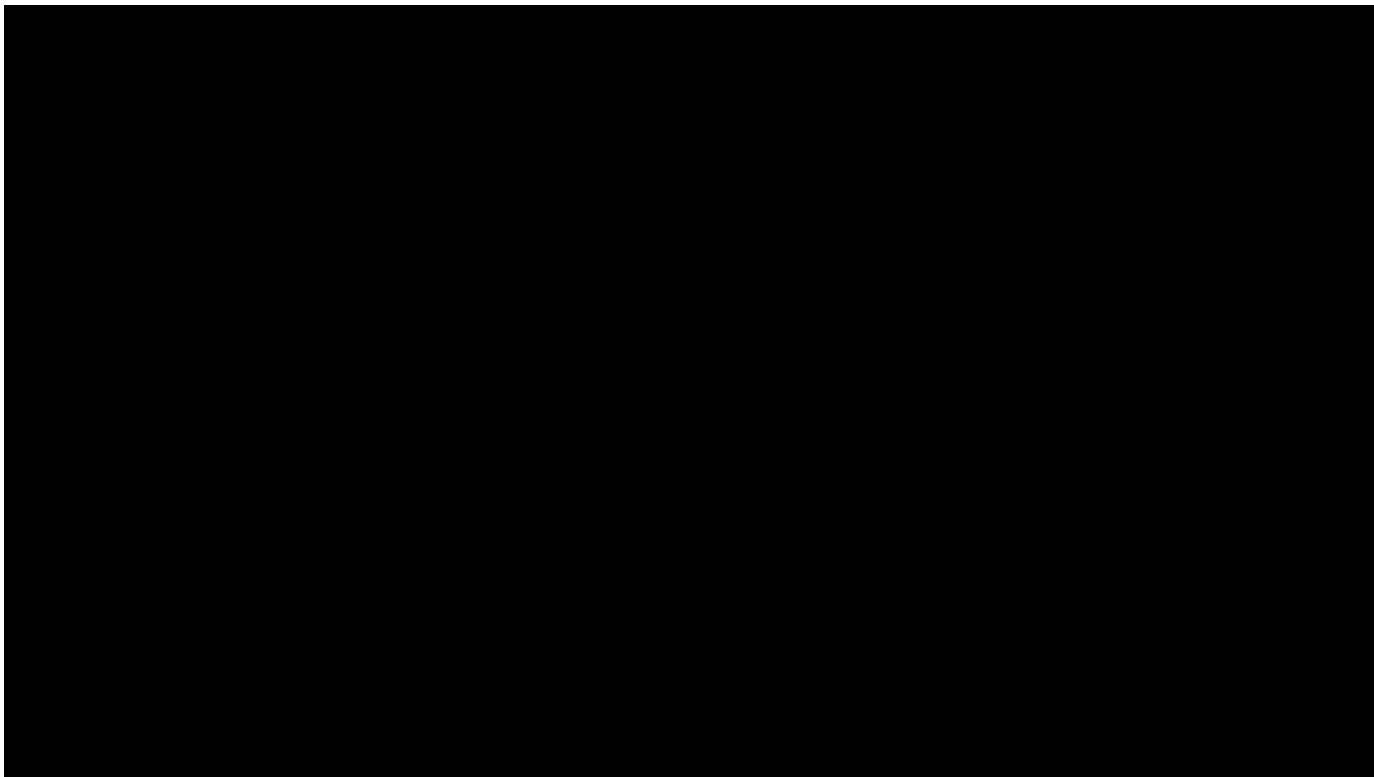


What if we took as a starting point that *what we value* as individuals and institutions, members of academic communities, should be embedded and encouraged and even evaluated in everything we do as scholarly practitioners—whatever form that doing takes?



Zachary Kaiser, “Our
Program” (2016)

vimeo.com/179276376



What an Audacious Hoax Reveals About Academia

Three scholars wrote 20 fake papers using fashionable jargon to argue for ridiculous conclusions.

OCTOBER 5, 2018

Yascha Mounk

Contributing writer at *The Atlantic*

Ghost Authoring: How Professors Steal the Work of Their Students

 Joshua Krook on March 10, 2018

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

NATURE | COLUMN: WORLD VIEW



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



EDUCATION

Beware the Gilderoy Lockharts of the University

Any professor who makes students buy his own book is probably an egomaniacal twit.

By REBECCA SCHUMAN

AUG 20, 2014 • 11:48 PM

RESEARCH ARTICLE

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

 Jérôme Adda,  Christian Decker, and  Marco Ottaviani

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.

Kathleen Fitzpatrick, *Generous Thinking: A Radical Approach to Saving the University* (Baltimore: Johns Hopkins University Press, 2019), 26–27.



The Secret Sauce is in the Process



From Meeting One to Grant One

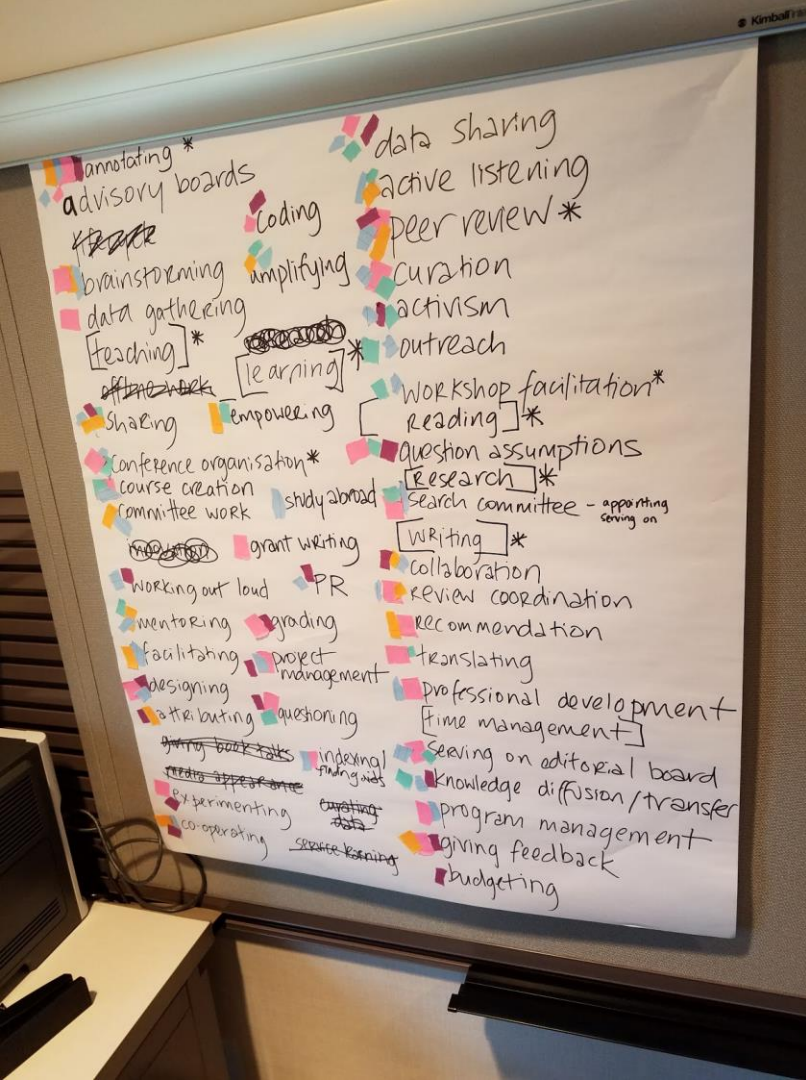
What do HSS researchers do again?

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	<p style="color: red;">Enriching Scholarship</p>  <p style="color: red;">OUR VALUES (TO BE ENCOURAGED)</p>
AUTHENTICITY	GENEROSITY	
REPRODUCIBILITY	EQUITABLE ACCESS	
REPLICATION	EMPATHY	
KINDNESS	ATTUNEMENT	
ACCESSIBILITY	OPEN PROCESS	
IMPACT	QUALITY	
INTENTIONALITY	SOCIAL JUSTICE	
RISK TAKING	SELF CARE	
LEARNING FROM FAILURE	COMMUNITY	
ORIGINALITY	ENGAGEMENT	
EQUITY	NETWORK	
	INCLUSIVITY	
	TRANSPARENCY	
	OPEN SOURCE	
	INNOVATION	
	SOUNDNESS	
	CANDOR	
	IMAGINATION	
	COLLEGIALITY	
	ACCOUNTABILITY	

EXCELLENCE

- ▶ EQUITY
 - inclusivity
 - public good
 - social justice
 - equitable access
 - accessibility
- ▶ OPENNESS
 - learning from failure
 - transparency
 - open source
 - open process
 - candor
 - accountability
- ▶ COLLEGIALITY
 - ethical imagination
 - kindness
 - generosity
 - empathy
 - self care
- ▶ ~~EXCELLENCE~~ QUALITY
 - replication
 - soundness
 - pushing boundaries
 - creativity
 - originality
 - advancing knowledge
 - intentionality
 - reproducibility
- ▶ COMMUNITY
 - engagement
 - network
 - holistic
 - attunement
 - leadership

IMPACT!

Values in Context: the Syllabus

<u>EQUITY</u>	<u>OPENNESS</u>	<u>COLLEGIALITY</u>	<u>QUALITY</u>	<u>COMMUNITY</u>
Pay attention to syllabus content	Share syllabus in OA repository	Empower caring feedback	Provide regular + consistent feedback	Share pedagogical resources
Attending to diverse perspectives	Privileging OER	Peer-to-peer editing	Use rubrics	Facilitate service learning
Paying attention to diverse perspectives	Be transparent - grading - policies	Model generosity	Intentional course design	Organize cross-disciplinary collaboration
Providing accessible resources	Complying w/open standards		Articulate a teaching philosophy	Making student research public
Keeping costs down	Encourage public writing		Facilitate peer observation	Enable public humanities projects
			Develop self review	
			Encourage student feedback	
			Map teaching outcomes to disciplinary objectives	
				IMPACT ON OTHER STUDENTS (NOT YOUR OWN)

TEACHING

IMPACT ON OTHER STUDENTS (NOT YOUR OWN)

Our team's **initial,**
very preliminary, very
beta set of values &
subvalues

HUMANITIES VALUES



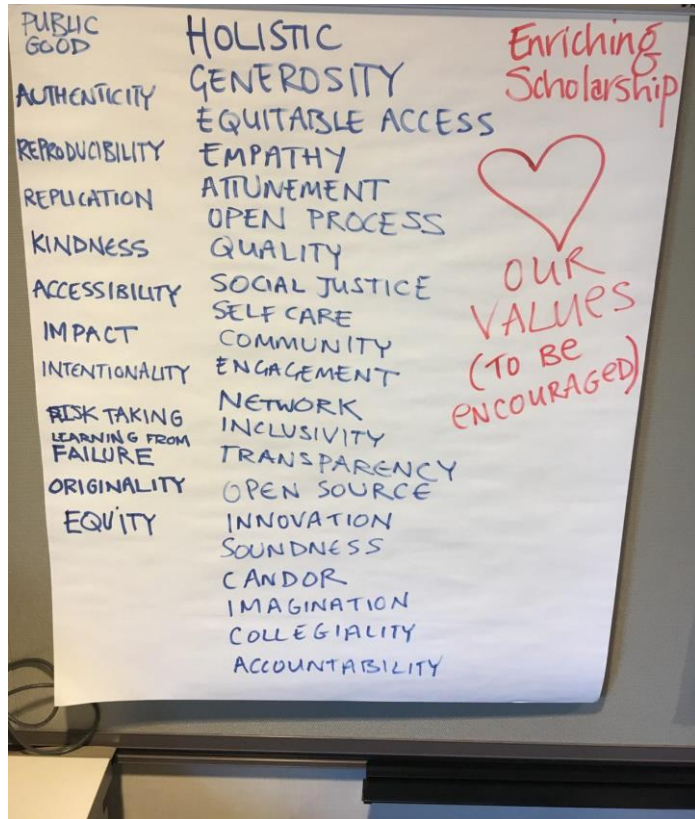
Nurturing fulfilling scholarly lives

- 1 EQUITY**
Inclusivity | Public Good | Social Justice | Equitable Access |
Accessibility
- 2 OPENNESS**
Learning from Failure | Transparency | Open Source | Open Process |
Candor | Accountability
- 3 COLLEGIALITY**
Ethical Imagination | Kindness | Generosity | Empathy | Self Care |
Respect
- 4 QUALITY**
Replication | Soundness | Pushing Boundaries | Creativity | Originality
| Advancing Knowledge | Intentionality | Reproducibility
- 5 COMMUNITY**
Engagement | Network | Holistic | Attunement | Leadership |
Preservation

The Secret Sauce is (still) in the Process



Grouping Values



Grant Two

Collaboration and Conversation
Institutional Workshops
DIY Toolkit

COKI

Let's change
what we value
in research.



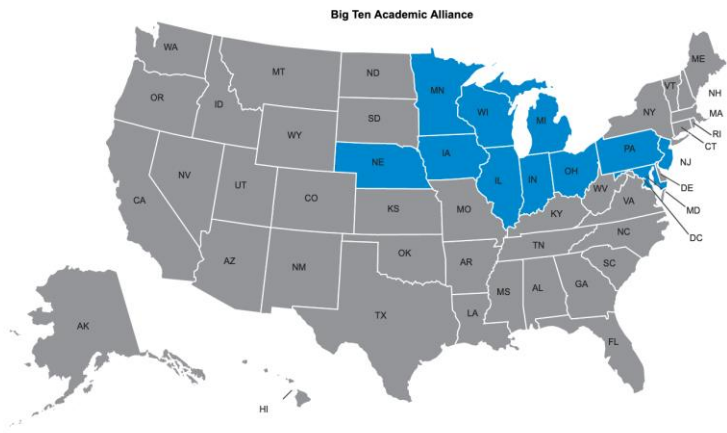
**Knowledge
Futures
Group**



inorms
Research Evaluation Working Group

@COKIproject
@DORAssessment
@INORMS_REWG
@InvestInOpen
@kfutures
#scholcommlab

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

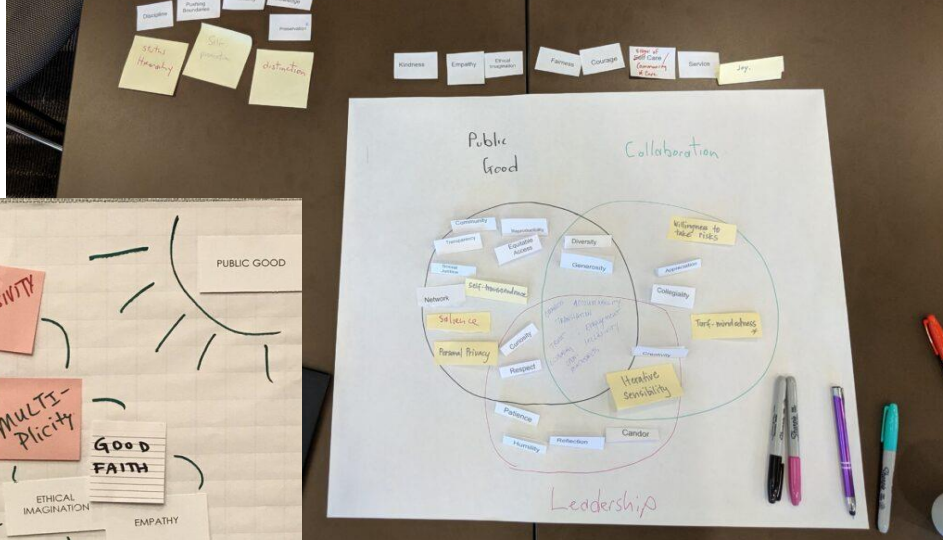
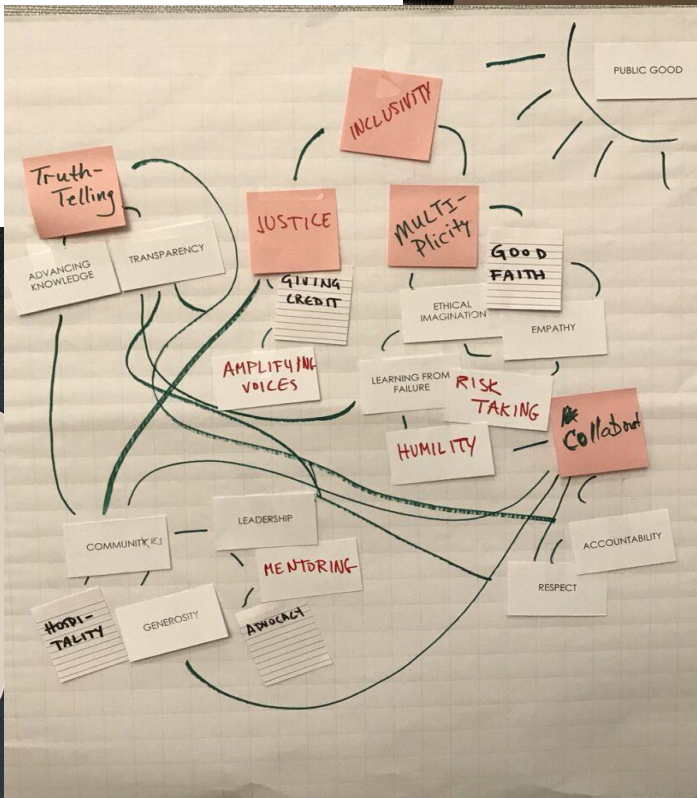
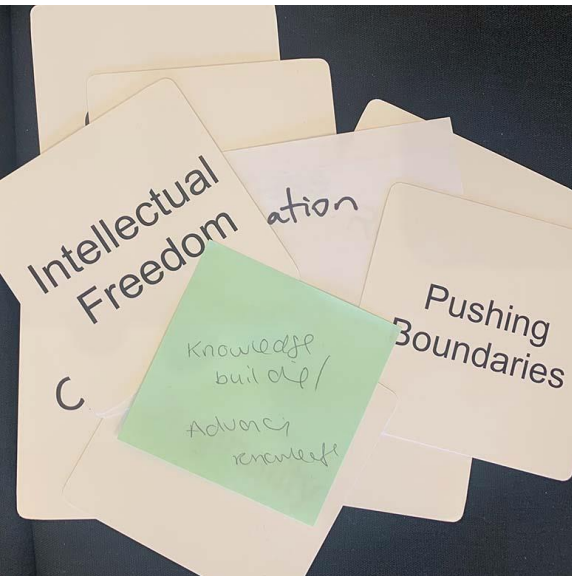
Pennsylvania State University

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/

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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!”



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