



Federation of Finnish
Learned Societies

Recommendation and implementation of good practice in researcher evaluation in Finland

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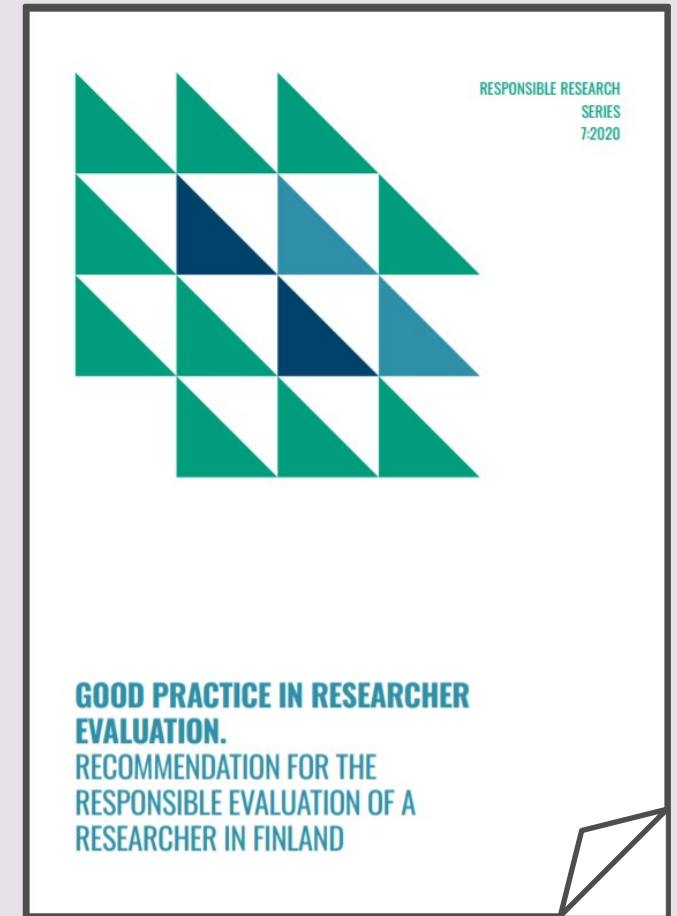
16th Munin Conference on Scholarly Publishing

16 November 2021



Good practice in researcher evaluation

- Recommendation for the responsible evaluation of a researcher in Finland 2020
- Research community effort
 - Open consultation process
- Goal is a responsible evaluation processes from start to finish
 - Both expert-based and metrics-based



General principles

- **Transparency:** objectives, criteria, methods, materials and results
- **Integrity:** honesty, diligence, accuracy, conflict of interest
- **Fairness:** equality, impartiality, relevant factors
- **Competence:** field, assessment methods and objectives
- **Diversity:** fields, research, outputs, impacts



A. Building the evaluation process

- 1. Objectives and criteria of the evaluation:** are relevant and available to everyone
- 2. Evidence used in the evaluation:** is comprehensive and fair
- 3. Selection of evaluators and evaluation guidelines:** support balanced evaluation process
- 4. Ensuring equality:** protects against discrimination



B. Evaluation of research

5. **Evaluation of scientific quality:** is supported by relevant metrics
6. **Open access to research:** is an important part of researcher's work
7. **Research ethics:** guarantees integrity



C. Diversity of activities

8. **Researcher as a teacher and a supervisor:** is building the future of research
9. **Societal impact and interaction:** is an essential part of research (including multilingualism)
10. **Activity in research and other communities:** builds stronger research
11. **Considering the characteristics of research fields:** is essential in fair evaluation



D. Researcher's role in the evaluation

12. Researcher self-evaluation: creates a holistic picture of research

13. Benefits of evaluation for researcher: supports career development



Implementation plan

1. Measure for capability and maturity in evaluation
2. Organizational implementation policies
3. A researcher portfolio model and service
4. Diverse research information knowledge base
5. Training on responsible evaluation
6. Recognition of expert-evaluation
7. Steering-group to update recommendations



Uptake and monitoring

- Adopted by
 - Academy of Finland (2020)
 - Finnish University Rector's Council UNIFI (2020)
- National policy and executive plan for open scholarship
 - In public consultation, to be published in Spring 2022
- Open Science monitoring exercise (biannual)
 - In public consultation, first round 2022





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Thank you for your attention!

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