



UiT The Arctic University of Norway

DORA in practice

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San Francisco Declaration of Research Assessment



DORA makes one general and 17 specific recommendations.

General recommendation:

Do not use journal-based metrics, such as Journal Impact Factors (JIFs), as surrogate measures of the quality of individual research articles, to assess an individual scientist's contributions, or in hiring, promotion, or funding decisions.

For Organizations That Supply Metrics

- Be transparent
- Provide access to data
- Discourage data manipulation
- Provide different metrics for primary literature and reviews

For Publishers

- Cease to promote journals by Impact Factor; **provide an array of metrics**
- Focus on article-level metrics
- Identify different author contributions
- Open the bibliographic citation data
- Encourage primary literature citations

For Research Institutions

- When hiring and promoting, state that scientific content of a paper, not the JIF of the journal where it was published, is what matters
- Consider value from all outputs and outcomes generated by research

For Funding Agencies


- State that scientific content of a paper, not the JIF of the journal where it was published, is what matters
- Consider value from all outputs and outcomes generated by research

For Researchers

- Focus on content
- Cite primary literature
- Use a range of metrics to show the **impact of your work**
- Change the culture!

- A promise from an institution to applicants applying for positions at this institution
- Gives no safety for their researchers in how they will be evaluated by funding bodies (or other institutions)
- In principle not difficult to implement in routines and practices
- Challenge to ensure compliance in process
- My two perspectives:
 - Institutional perspective
 - Committee chairman

What does it take formally to introduce DORA?

- Hiring processes
 - Evaluation of PhD theses
 - Sabbaticals
 - Distribution of research funding
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Hiring processes

Evaluation guidelines:

In evaluations used for hiring or promoting scientific staff, acceptance into PhD programs or in awarding research funding, emphasis is to be placed on the quality, relevance and impact, not on the channel for publication, in accordance with the principles of the San Francisco Declaration of Research Assessment (DORA).

Announcement texts:

UiT follows the principles of the DORA declaration for good research evaluations, and will assess the quality of research work rather than the channel in which they have been communicated.

“Culture eats strategy for breakfast”

- Need to ensure that the principles are adopted and actually used
- To some extent examine evaluations
- All committees have internal (administrative) members: Train the local committee members
- Not a solution for evaluations for prizes or project proposals

Recommendation: Prepare a small “instruction” video, at least for the chair of the meeting

Things to be mindful of as a chair

- Agree on the difficult questions at an early stage in the meeting, involve all panel members (define baselines)
- Stop discussions when line of argument contradicts the DORA principles:
 - Emphasis on selected publication channels
 - Metrics that have bias on career stage/subject field
 - Not evaluating quality/quantity of contributions against opportunities for realising research ambitions/ideas
 - Not acknowledging significant efforts of little publication value but of high scientific value
 - Value current scientific ideas against past funding success

The rewards (personal experience)

- Much more discussion of science
- Broader involvement of all committee members
- More equal/fair treatment of researchers at different career stage
- (Better quality of selected projects)

Open challenges

- Evaluating scientific quality of papers open peer review
- Evaluating quality of other scientific output (databases, software, etc.....)

Thank you for your attention!



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