

RESPONSIBLE ASSESSMENT OF RESEARCH AND RESEARCHERS AT THE UNIVERSITY OF JYVÄSKYLÄ

Introduction

Responsible assessment of research and researchers promotes ethical research of a high academic standard and impact as well as the wellbeing and career advancement of researchers.

The starting points for responsible researcher assessment are encompassed in the strategy and documented practices of the University of Jyväskylä. The University appreciates diversity and multifaceted competence. The practices for getting research merits as well as the assessment and recruitment procedures are non-discriminative, fair, just, and transparent, and are based on a holistic consideration of relevant merits.

National and international policies and initiatives

The principles of responsible assessment of research and researchers at the University of Jyväskylä are guided by several national and international principles and initiatives for responsible assessment that JYU is committed to following.

The most pivotal policies and initiatives are:

- [Good practice in researcher evaluation](#) (National Open Science and Research Coordination)

Recommendation for the responsible evaluation of a researcher in Finland (2020) provides instructions as to how researcher assessment is conducted responsibly throughout the assessment process. The recommendation is prepared by a broad-based working group established by the Federation of Finnish Learned Societies.

- [Declaration for Open Science and Research 2020–2025](#) (National Open Science and Research Coordination)

According to the Declaration for Open Science and Research 2020, responsible openness in the research community is part of daily research throughout the whole research process, and research organisations have assessment practices, incentives and services to support this. By signing the declaration, JYU is committed to complying with the principles of this declaration.

- [DORA declaration \(San Francisco Declaration on Research Assessment\)](#)

This international declaration, published in 2012, seeks to improve the quality of research outputs as well as their responsible assessment. Related recommendations are directed to academic institutions, individual researchers, and funders. By signing the DORA declaration, JYU is committed to comply with the principles of this declaration.

- [**European Agreement on Reforming Research Assessment**](#) and Coalition for Advancing Research Assessment ([CoARA](#))

The agreement published in 2022 determines new practices for research assessment. The agreement was created by the European Commission's initiative. The implementation of the agreement is promoted by the Coalition for Advancing Research Assessment (CoARA), formed by its signatories. At the heart of the agreement, there are measures to promote the diversity, openness and impartiality of research work and its assessment, while these measures also aim at enhancing the quality and effectiveness of science and research. By signing the agreement, JYU is committed to complying with the CoARA principles.

- **The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers** ([The Human Resources Strategy for Researchers, HRS4R](#)).

The European Charter for Researchers comprises a set of general principles and requirements, which define the position, rights and responsibilities of researchers as well as their employers and/or funders. The charter seeks to ensure that the relations between researchers and employers or funders are apt to promote the efficient creation, transfer, sharing and dissemination of knowledge as well as technological development and researchers' career development.

By signing the European Charter for Researchers, JYU is committed to promoting its principles.

Other principles for responsible research assessment:

- [Leiden Manifesto for Research Metrics](#) 2015
- [The Hong Kong Principles for Assessing Researchers](#) 2019

Principles for responsible assessment of researchers at the University of Jyväskylä

1. **Openness:** Assessments should aim at maximum transparency.
2. **Ethicality:** Equality and non-discrimination of researchers is taken into account in assessment.
3. **Flexibility:** Assessment recognises the special characteristics and culture of different disciplines.
4. **Competence:** Assessment is based on impartiality and reliable information.
5. **Diversity:** Qualitative assessment, peer assessment, and responsible quantitative indicators support well-rounded assessment of researchers' activities and merits.

Assessment situations and processes

The University of Jyväskylä complies with the principles of responsible assessment in all assessment situations and processes. The work of individual researchers, including doctoral researchers, is assessed in many different connections.

Examples of assessment situations:

- Recruitment
- Career advancement (assessment of academic merits)
- Assessments based on the tenure track model
- Goals discussions
- Performance evaluations
- Salary system (YPJ) discussions
- Application processes for supplementary funding
- Applications for internal funding
- Accreditations from a researcher's point of view
- Selection of experts
- Ethical review at JYU

Areas of assessment

The University of Jyväskylä has identified elements and activities belonging to different areas of assessment, which create a basis for researcher assessment.

The areas of assessment:

- Research output
- Research merits
- Teaching merits and pedagogy
- Impact
- Activity in the university community

The University develops models and tools to facilitate the monitoring of accumulating elements and activities.

Monitoring the responsible assessment of researchers

JYU has set up a steering group to monitor and guide the implementation of responsible researcher assessment and collect feedback from those participating in the process. The steering group ensures that there is sufficient coaching and guidance available at the University in order to make practices comply with the principles.

The steering group has representatives from at least three faculties and from Open Science Center and also experts from Communication Services, HR Services and Legal Services. The steering group's term of office is two years at a time.