



**KRECon 2023**

9-10th November 2023,  
National Technical Library, Prague

# **Researcher Perspective of Research Assessment**



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Marie Curie Alumni Association

# Declaration on Sustainable Researcher Careers - May 2019

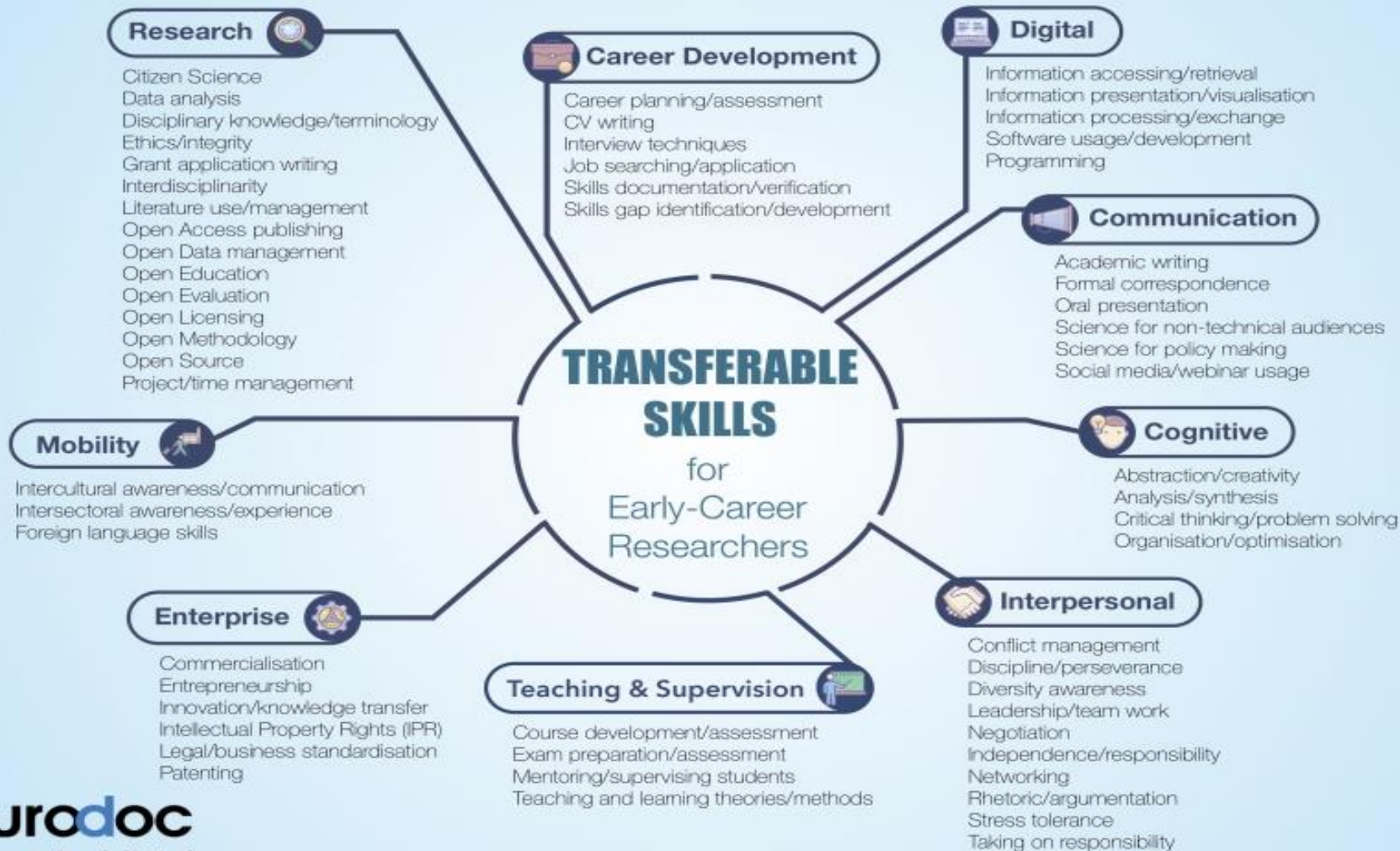


<https://zenodo.org/record/3194228>

## Declaration on Sustainable Researcher Careers - May 2019

1. Provide **sustainable career prospects** for researchers
2. Deploy **career management services** at organisations employing researchers
3. Put more emphasis on **transferable skills training** and **recognition**
4. Provide a wide variety of **networking options** and services **in- and outside of academia**

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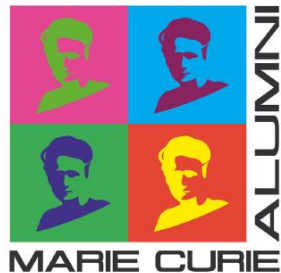
## Open Science Career Assessment Matrix

- 
- Research output
    - Research activity
    - Publications
    - Datasets
    - Open source
    - Funding
  - Research Process
    - Stakeholder engagement/citizen science
    - Collaboration & interdisciplinarity
    - Research integrity
    - Risk management
  - Service & Leadership
    - Leadership
    - Academic standing
    - Peer review
    - Networking
  - Research Impact
    - Communication & dissemination
    - IP (patents, licenses)
    - Societal impact
    - Knowledge exchange
  - Teaching and supervision
    - Teaching
    - Mentoring
    - Supervision
  - Professional Experience
    - Continuing professional development
    - Project management
    - Personal qualities

Slide presented by Conor O'Carroll at Eurodoc Conference 2020  
from **Evaluation of research careers fully acknowledging Open Science practices**, 2017, <https://doi.org/10.2777/75255>

# Towards Responsible Research Career Assessment, Dec 2019

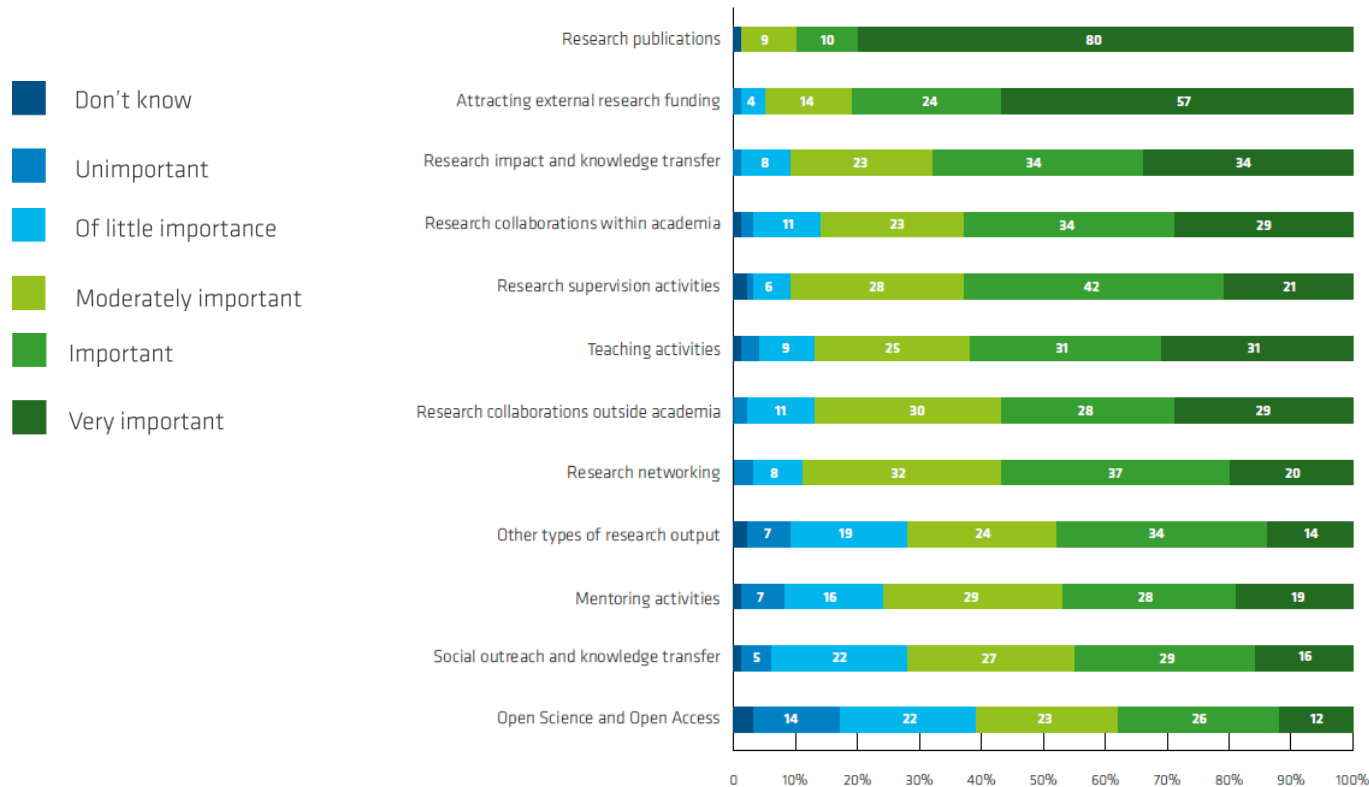
## Policy Brief Towards Responsible Research Career Assessment



1. **Broaden** current **evaluation criteria** of MSCA calls in order to enlarge and modernize the notion of excellence making responsible use of the options outlined in the declaration;
2. **Provide** (online) **training for evaluators** on **implicit bias** to reduce the risks of perpetuating narrow interpretations of research excellence in their evaluations;
3. **Offer training** within the MSCA programme to prepare researchers and organizations for **open and responsible, academic** as well as **non-academic careers**.
4. **Reward/showcase** MSCA grantees who excel in multiple dimensions of research, teaching, and service
5. **Support knowledge exchange** and **communities of practice** around **diverse and inclusive** forms of excellence.

<https://zenodo.org/record/3560479>

# Research Assessment in the Transition to Open Science, 2019



<https://eua.eu/resources/publications/888:research-assessment-in-the-transition-to-open-science.html>.

# Research Assessment in the Transition to Open Science, 2019



<https://eua.eu/resources/publications/888:research-assessment-in-the-transition-to-open-science.html>





## Mental health problems in PhD students



### Work organization and mental health problems in PhD students, Katia Levecque et al., Research Policy, 46, 868, 2017

**Table 4**

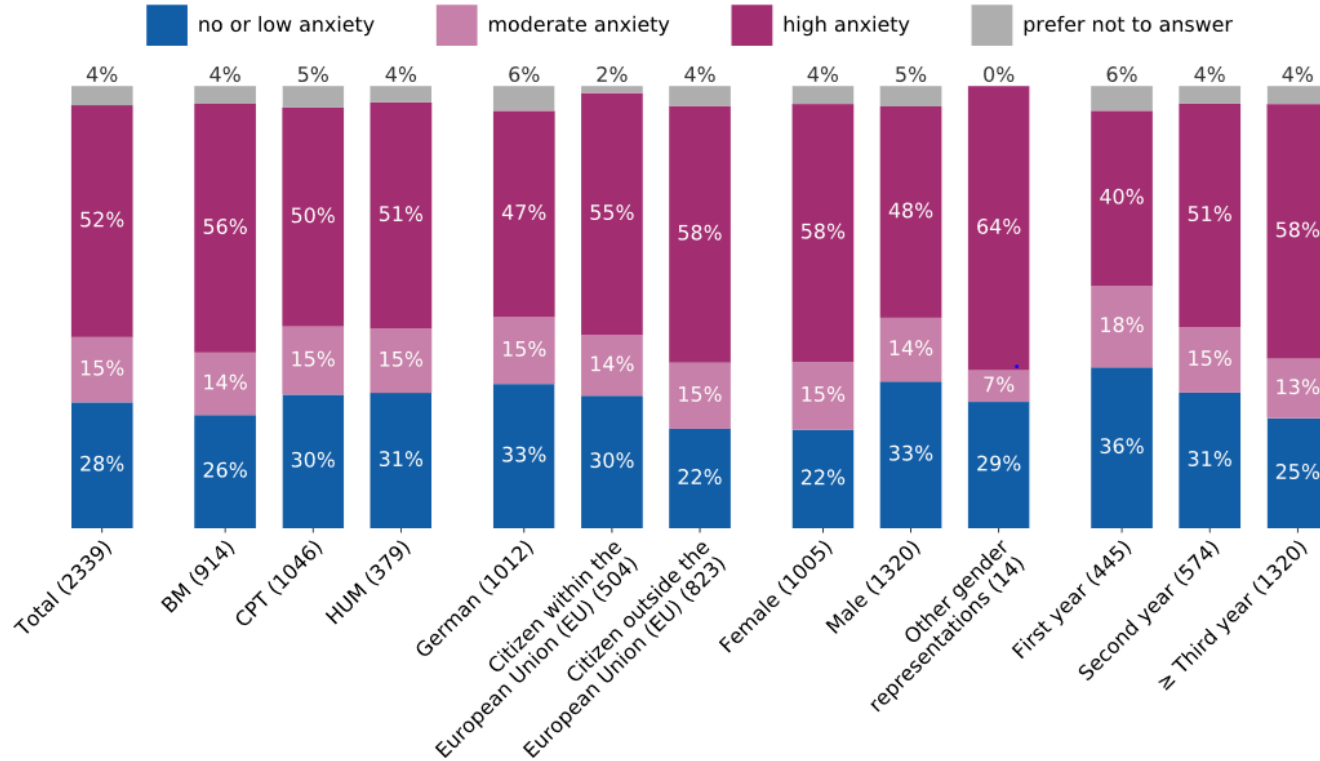
Prevalence of common mental health problems in PhD students compared to three comparison groups: confidence interval (CI).

Source Year of survey	PhD students	Comparison group 1: Highly educated general population		
	SJR 2013 N = 3659	HIS 2013 N = 769 <sup>a</sup>		
	%	%	RR	CI
Felt under constant strain	40.81	27.47	1.38	(1.18–1.62)
Unhappy and depressed	30.30	13.60	2.09	(1.65–2.65)
Lost sleep over worry	28.33	18.13	1.62	(1.32–2.01)
Could not overcome difficulties	26.11	12.00	2.36	(1.82–3.06)
Not enjoying day-to-day activities	25.41	13.07	2.21	(1.74–2.82)
Lost confidence in self	24.35	7.95	3.48	(2.52–4.79)
Not playing a useful role	22.46	9.20	2.33	(1.73–3.15)
Could not concentrate	21.74	10.67	1.94	(1.48–2.54)
Not feeling happy, all things considered	21.15	11.11	2.15	(1.64–2.81)
Felt worthless	16.17	5.30	3.40	(2.29–5.07)
Could not make decisions	14.95	6.00	2.74	(1.87–4.02)
Could not face problems	13.36	4.27	3.69	(2.39–5.68)

## Mental health problems in PhD students

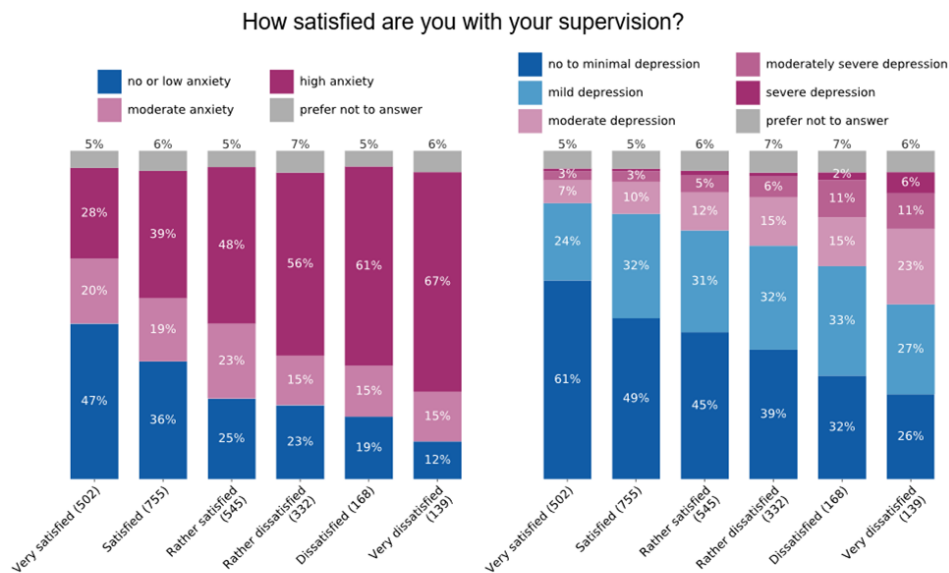
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# Demographic factors of anxiety

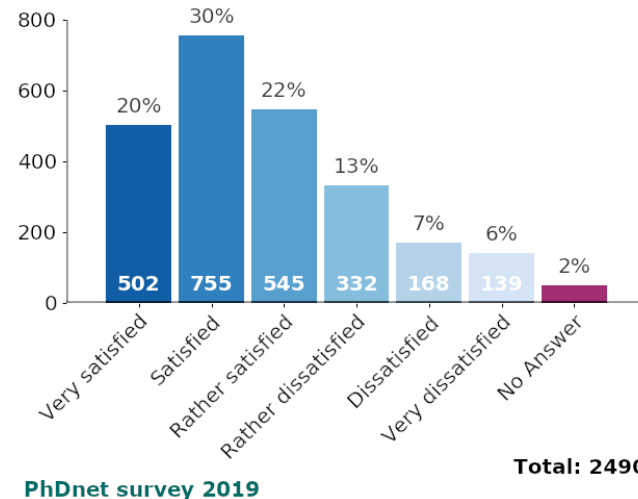


## Conflict with Supervisor

### Relation of anxiety and depression to supervision satisfaction



### How satisfied are you with your PhD supervision in general?





## SCIENTIFIC COMMUNITY

### New case of alleged bullying rocks the Max Planck Society

Colleagues say empathy researcher Tania Singer created an atmosphere of fear at her lab

By Kai Kupferschmidt, in Leipzig, Germany

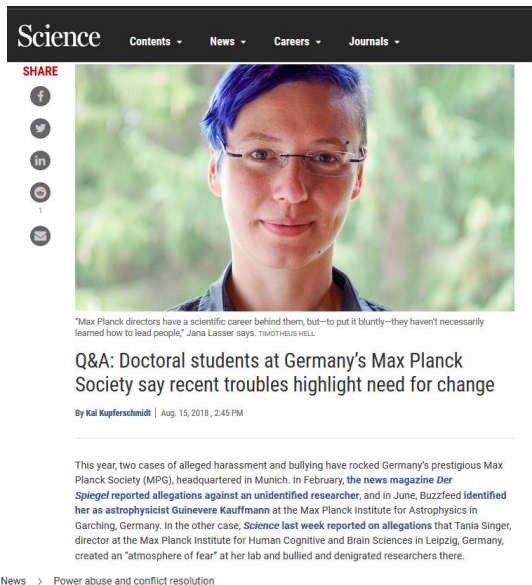
of the Max Planck Institute for Human Cognitive and Brain Sciences here—and one of

Tania Singer wants to show that meditation can make people more kind and caring.

tutes operate. MPG, which has an annual budget of €1.8 billion, invests heavily in recruiting top researchers from around the world, then gives them an unusual amount of freedom to run their labs. Some have suggested that creates the circumstances in which bullying can easily occur.

PhDnet, a network of Ph.D. students within MPG, said it would release a statement after *Science* went to press this week to propose ways to protect junior MPG scientists. The group will demand mandatory and regular leadership training sessions for anyone responsible for training early career researchers, for instance, and advisory committees to oversee Ph.D. theses, instead of just one senior scientist. Haakon Engen, a former lab member in Singer's group who now works at the University of Mainz, says he didn't have such a committee: "That's a really difficult situation to be in as it completely isolates you and puts you at the mercy of your [supervisor]."

An MPG spokesperson said the society could not answer questions about the scandals because both Stratmann and Vice President Bill Hanson are on holiday this week. But in a 7 August statement, MPG acknowledged it has been trying to address the Singer case for more than a year. And in a 14 July interview with German newspaper *Frankfurter Allgemeine Zeitung*, Stratmann said the Garching affair had shown that the society's procedures for dealing with complaints did not work well. "I have to concede that, and for this reason we will improve it," he said.



Home > News > Power abuse and conflict resolution

## Position Paper on Power Abuse and Conflict Resolution

PhDnet position paper by the [PhDnet Steering Group](#), August 2018

AUGUST 15, 2018

[Power Abuse](#)

As PhDnet we speak for the over 5000 doctoral researchers (DRs) currently associated with the Max Planck Society (MPS). Our primary goal is to advocate for the physical and mental health of DRs as well as the advancement of their careers. Furthermore we see ourselves as integral part of the MPS and want to help maintain its scientific excellence while striving to be an employer that acts in the best interest of all its employees.

## Max Planck PhDNet - Position Paper on Power Abuse and Conflict Resolution

### Causes

The problem is caused by

1. **steep hierarchies** and multi-dependencies of young researchers,
2. **high pressure to publish**
3. **lacking training in leadership and personnel development of scientific leaders.**

## Max Planck PhDNet - Position Paper on Power Abuse and Conflict Resolution

### Prevention - Assessment of Doctoral Theses:

Consistent implementation of Thesis Advisory Committees (TACs)  
Furthermore, binding guidelines on how TACs are established have to be implemented regarding:

1. independence of members,
2. number and function of members
3. number of meetings,
4. mandatory meetings without the supervisor present and
5. documentation.



## Max Planck PhDNet - Position Paper on Power Abuse and Conflict Resolution

### Prevention - Supervision

A clear definition of the role of the supervisor has to be established: the supervisor is not only there to lead and evaluate research, but also to help with career development and to ensure good mental and physical health of the DRs.

Scientific leaders who are responsible for the training of early career researchers must undergo **mandatory and regular leadership trainings** that include training on communication, conflict resolution and supervision as well as the recognition of behaviour that violates the code of conduct and occupational safety regulations.



## Max Planck PhDNet - Position Paper on Power Abuse and Conflict Resolution

### Prevention - Supervision

**DRs should be employed by institutions** rather than single PIs. Institutions as a whole have to be responsible to ensure their funding and supervision.

The supervisor alone must not be the only one to **decide over a contract extension**. This decision has to reside with the TAC for scientific reasons and the head of the personnel department for administrative reasons.

## Researcher Mental Health and Well-being Manifesto



UploadCommunities


brian.cahill@tib.eu


December 17, 2021

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 **Communities**















Researcher Mental Health COST Action

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Researcher Mental Health and Well-being Manifesto

 Gábor Kismihók;  Brian Cahill;  Stéphanie Gauttier; Janet Metcalfe;  Stefan T. Mol;  Darragh McCashin;  Jana Lasser;  Murat Güneş; Mathias Schroißen;  Martin Grund;  Katia Levecque;  Susan Guthrie;  Katarzyna Wac;  Jesper Dahlggaard;  Mohamad Nadim Adi;  Christina Kling

The ReMO COST Action is a network of stakeholders from all levels of the research community that has drafted a Researcher Mental Health and Well-being Manifesto that calls for the assessment of how the mental health and well-being of researchers can best be nourished and sustained through actions and initiatives at the policy, institutional, community and individual levels.

This manifesto calls for all stakeholders in the research ecosystem to engage in developing policies that monitor, improve, and maintain well-being and mental health in the research environment, delineating more encompassing metrics of success and quality, supporting work-life balance, inclusiveness, and family-friendly sustainable research careers.



<https://doi.org/10.5281/zenodo.5559805>

# Call for Transforming the Research Ecosystem to Benefit Mental Health and Well-being

- Creating an **inclusive platform** that fosters ongoing **dialogue** between **stakeholders**
- **Challenging, monitoring, and informing** national situations and priorities, through systematic and structured data collection
- Maintaining an open-access **Evidence Hub**
- **Revising** not only the **academic reward system**, but also the criteria by which **institutions** themselves are **accredited**
- Developing strategies for how EU and national project-based **research funding** can be **spent more sustainably**

# Fostering and Sustaining Mental Health and Well-being by Design: A Call for Institutional Change

- Institutions have to take ownership of their **impact** on their **employees' wellbeing**
- Creating and sharing a battery of **evidence-based institutional practices** that support researcher well-being and address the impact of working conditions on mental health and well-being.
- **Developing fair and personalized research assessment**
- Extending the **professionalisation of doctoral and academic staff training**

### Call for Researcher Empowerment

- Raise awareness of well-being at the individual level
- Promote bottom-up initiatives such as peer-to-peer mentorship
- Person-centred and evidence-based approach to training and career management
- Professionalisation of **supervision**: developing skills and models for supervision and recognition of 'academic services'

## STAIRCASE Survey on Sustainable Working Conditions in Academia



Funded by  
the European Union

**September 15th 2023 at 15:00 - 16:30 CET**

**Launch of the STAIRCASE Survey on Sustainable Working  
Conditions in Academia**



## SUMMARY

Research Assessment affects:

1. The future career prospects of researchers
2. Willingness to adopt Open Science practices
3. Doctoral Exam Process
4. Supervisory Relationships
5. Research Funding that is too short to complete doctorate



THANKS!

Any questions?

