



*»To advocate for positive change in the policies, culture, and environment that affect the quality of training, well-being, and employment conditions of early career researchers«*



**eurodoc**  
The European Council of Doctoral  
Candidates and Junior Researchers

# Research grant assessment for sustainable researcher careers

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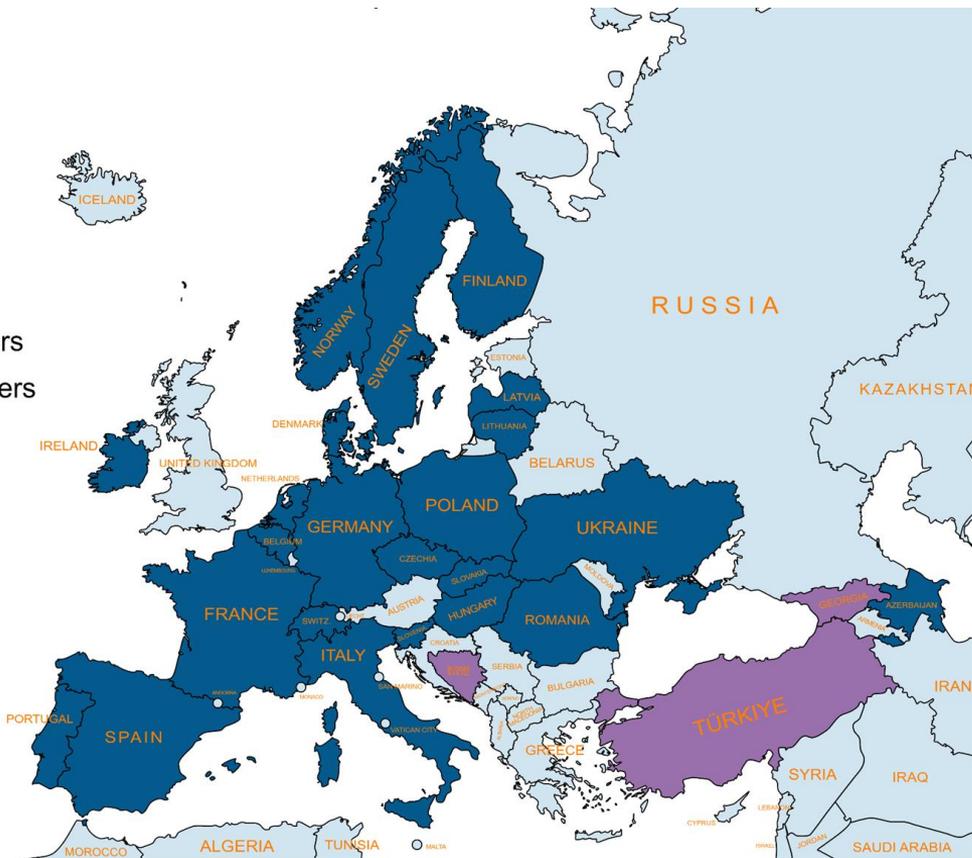
# Agenda

- Eurodoc
- Pretext
- CV and track record
- Best practice example
- Lotteries & Experimentations
- ECRs' concerns
- Training
- CoARA WGs



## Eurodoc

- Members
- Observers



ed with mapchart.net

- The European Council of Doctoral Candidates and Junior Researchers (**Eurodoc**)
- grassroots federation of 25 national associations of early career researchers (ECRs) from **23 countries across Europe**
- **established in 2002** and based in Brussels
- Eurodoc is run exclusively for and by ECRs in Europe



## Vision and mission

As a representative of doctoral candidates and junior researchers at the European level, Eurodoc engages with all major stakeholders in research, higher education, and innovation in Europe.

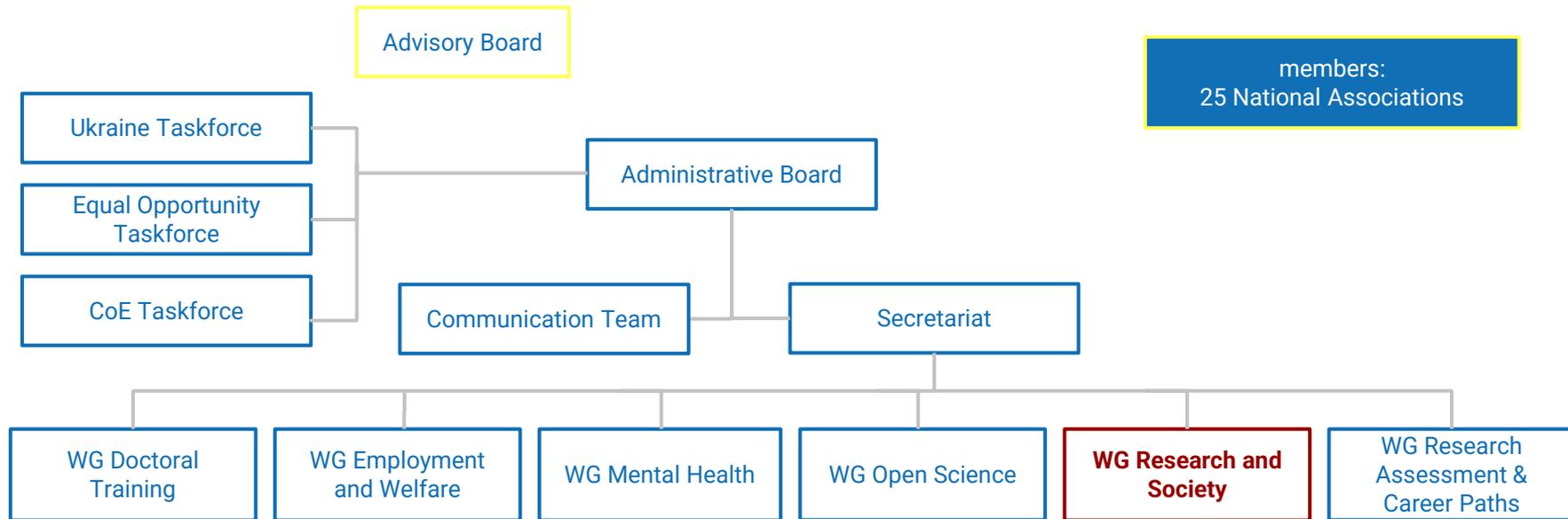
**Vision:** A fair and sustainable research culture where early career researchers are treated with respect and have access to long-term and stable career pathways.

**Mission:** To advocate for positive change in the policies, culture, and environment that affect the quality of training, well-being and employment conditions of early career researchers.

**Guiding Principles:** transparency, inclusiveness, democratic consensus-building, equality, diversity, professionalism, and mutual respect



# Eurodoc administrative structure





## ~~Journal Impact Factors~~

- No valid proxy for quality or excellence
- Possibility of gaming
- Correspondingly, derived metrics need to go, as well



## GOODHART'S LAW

WHEN A MEASURE BECOMES A TARGET,  
IT CEASES TO BE A GOOD MEASURE

IF YOU  
MEASURE  
PEOPLE ON...

NUMBER OF  
NAILS MADE

WEIGHT OF  
NAILS MADE

THEN YOU  
MIGHT GET

1000'S OF  
TINY NAILS

A FEW GIANT,  
HEAVY NAILS



Source: <https://sketchplanations.com/goodharts-law> sketchplanations



# Prestige

- Reputation in society: a mechanism of social control
- Academia – a prestige economy (still)
- Based on past performance and subjective perceptions
- Decouples decision making from (current) facts



# CVs and track records

**DFG** Deutsche Forschungsgemeinschaft

Research Funding | Funded Projects

Home > Funding > Principles of DFG Funding > Equal applications > FAQ on CVs

## FAQ on CVs

- Do certain requirements DFG introducing them?
- What happens to my CV?
- Do I have to use the DFG template to present myself and my research?
- Do I have to stick to the template?

DFG Form 53.200 – 03/23 Page 3 of 05

12/2020) or provide details relating to periods of parenting and child-raising (see [DFG form 50.02](#) and [DFG form 50.10](#) respectively).

[free text, please overwrite]

**Activities in the Research System** optional, free text

Here you can provide information on other activities you have pursued within the research system. This includes committee involvement, activities in the field of academic self-governance, organisation of academic events, activities in teaching and mentoring!

[free text, please overwrite]

**Supervision of Researchers in Early Career Phases** optional, free text

For proposals relating to the Research Training Groups Programme, these details are required.

Please provide information here on the supervision of researchers in early career phases in the last five years, specifically a list of supervised dissertations (with details of the duration of each doctorate and, as far as possible, the subsequent career path of the doctoral candidate). If you have specified delays as a result of birth and childcare under "Supplementary career information", the five-year period is extended by two years for each child!

[free text, please overwrite]

**Scientific Results** Part A required, Part B optional, free text

Please indicate here your most important published scientific results (see also "Guidelines for Preparing Publication Lists", [DFG form 1.91](#)). If available, please also provide persistent identifiers (e.g. DOI/Digital Object Identifier), preferably by stating the number, otherwise by naming the URL. Open access publications should be designated accordingly!

Details of quantitative metrics such as impact factors and h-indices are not required and are not considered as part of the review!

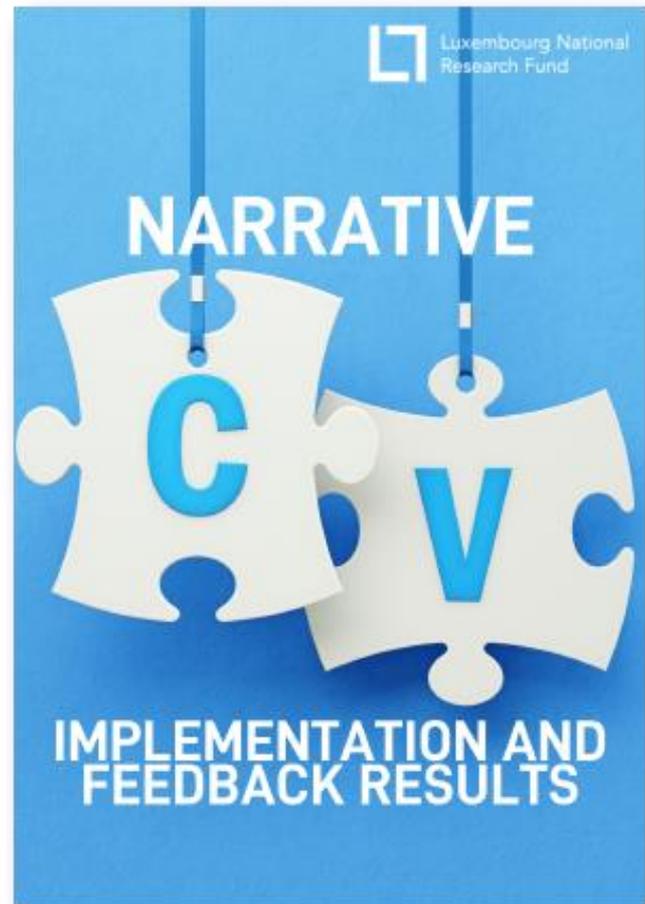
Please also explain – where possible – how you were involved in the published findings and/or explain why you have listed the publication or the academic contribution here!

These details fall into two categories:

**Category A** required, free text

In this category please enter articles in peer-reviewed journals, peer-reviewed contributions to conferences or anthology volumes, and book publications (see also [DFG form 1.91](#)). A maximum of ten items may be listed!

[free text, please overwrite]

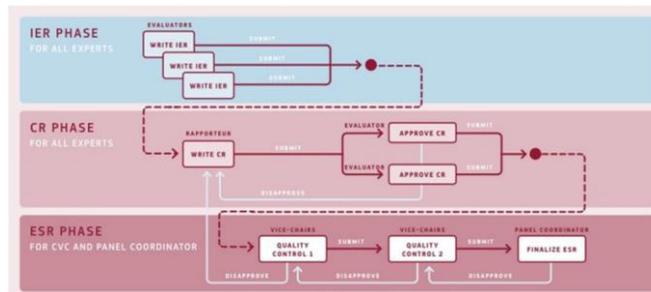
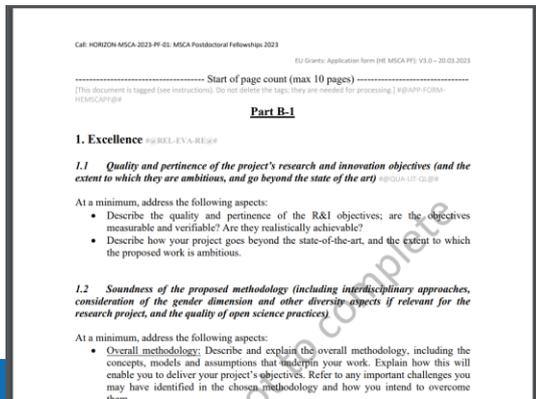


<https://www.fnr.lu/narrative-cv-implementation-and-feedback-results/>



# Best practice example – MSCA

- **Clear goal:** Enhance creative and innovative potential of excellent postdocs
- ↳ Reflected in very specific criteria
- ↳ Mandatory training of evaluators
- ↳ Streamlined evaluation process & continuous quality control



[https://www.horizontevropa.cz/files\\_public/elfinder/1281/PRESENTATIONS\\_WS\\_24%20June%20afternoon.pdf](https://www.horizontevropa.cz/files_public/elfinder/1281/PRESENTATIONS_WS_24%20June%20afternoon.pdf)

[https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/temp-form/af/af\\_he-msca-pf\\_en.pdf](https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/temp-form/af/af_he-msca-pf_en.pdf)

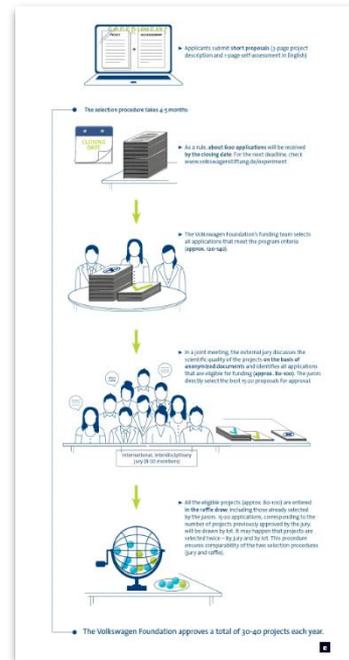


# Lotteries? And other experimentations.

- **Workload:** applicants and evaluators
- **Time & money** spent on unsuccessful proposals
- **Necessity of eligibility and quality checks!**



This is how it works: The *partially randomized selection process* within the initiative "Experiment!"





## ECRs' concerns

- Ensurance of objectivity  
– *An argument for quantitative metrics? (No!)*
- Overwhelming and ever-increasing bundle of requirements, responsibilities and duties
- Criteria not well representing reality of life





# Training

- **Training of future assessors:**  
Peer review and assessment crucial element for science  
– but not systematically included in (dr.) education
- **Renewed training for volatile aspects and alignment**  
(call specifics, biases, ...)



# Coalition for Advancing Research Assessment

Working Groups:



**Improving practices in the  
assessment of research proposals**



**Early-and-mid-Career  
Researchers (EMCRs) –  
Assessment and Research Culture**



# Thank You! Questions?

*Now Open!* **Eurodoc Short Survey on Multilingualism in Research Publishing 2023**

**eurodoc**  
The European Council of Doctoral Candidates and Junior Researchers



<https://ec.europa.eu/eusurvey/runner/eurodoc-survey-multilingualism-2023>