



**University of
Zurich** ^{UZH}

Gender Equality and Diversity

HI-FRAME

Professorial recruitment in an Open Science environment

Webinar, swissuniversities

28 April 2022, 2-3 pm

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[HI-FRAME](#) Project Co-Managers



Outline

- Open Science
 - Definition
 - Rewards and incentives
 - Equality, Diversity and Inclusion
 - UZH Open Science Policy
- HI-FRAME
 - General project information
 - Current status
 - Catalogue of questions
 - Outlook
- Q&A

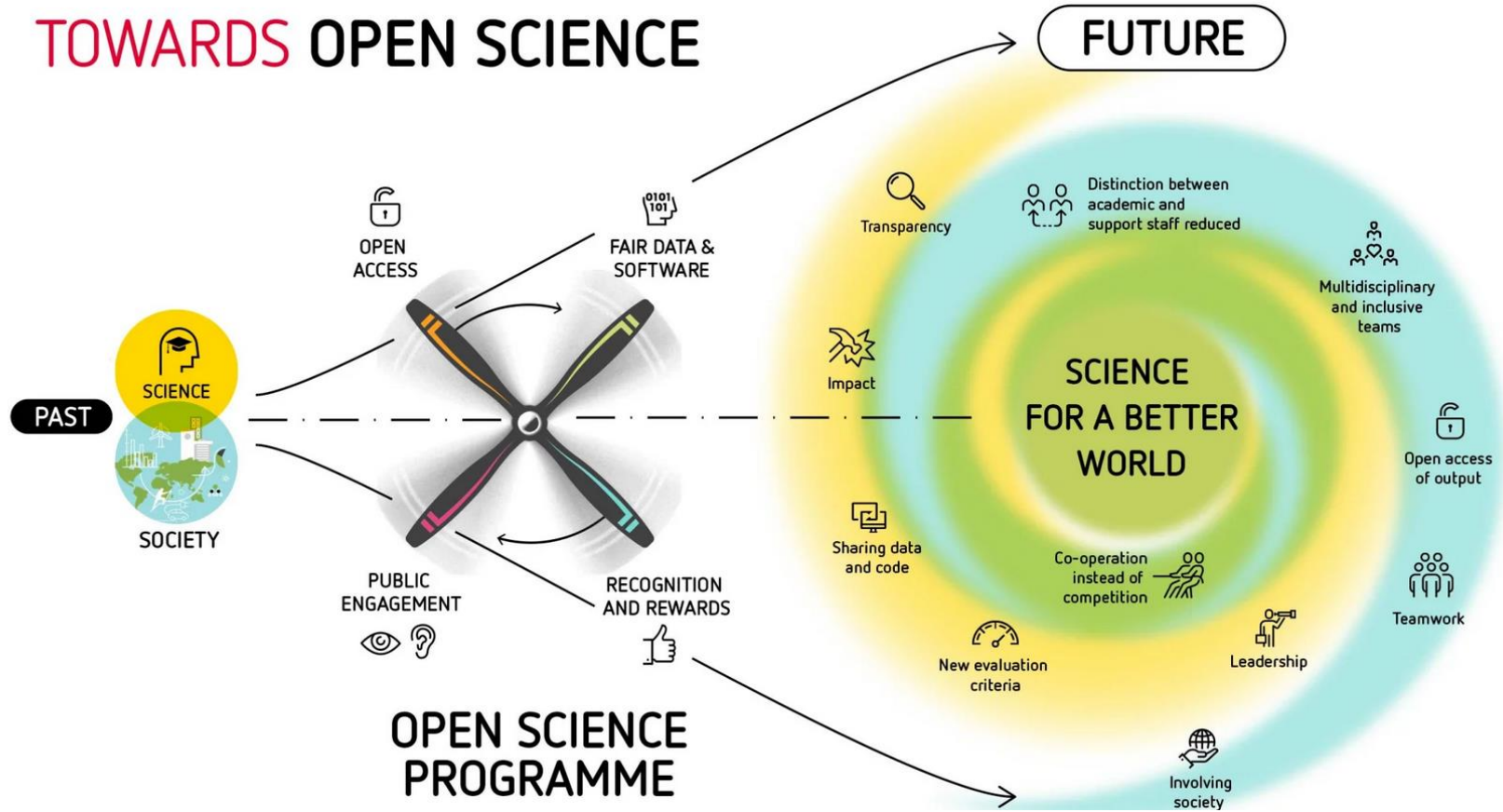


Open Science – Definition

- No generally agreed definition
- LERU definition: A movement consisting of 8 pillars ([LERU 2018](#))
 - FAIR Data
 - Research Integrity
 - Next Generation Metrics
 - Future of Scholarly Communication
 - Citizen Science
 - Education and Skills
 - **Rewards and Incentives**
 - EOSC

Open Science – Definition

TOWARDS OPEN SCIENCE





Open Science – Rewards and incentives

- Cross-cutting pillar of Open Science
- It's still about excellence, but....: 2 shifts
 - From «research focus» to «multi-dimensional focus» taking whole research process into focus
 - From quantitative to qualitative assessment
- Alignment of practices with values → we need to reward what we value → systemic/cultural change (slow and complex!)
 - Responsible research practices: no over-reliance on indices
 - Openness drives excellence and progress
 - Focus on impact, solving problems in society
- «[Reimagining research assessment](#)» DORA online repository for case studies of responsible academic career assessment

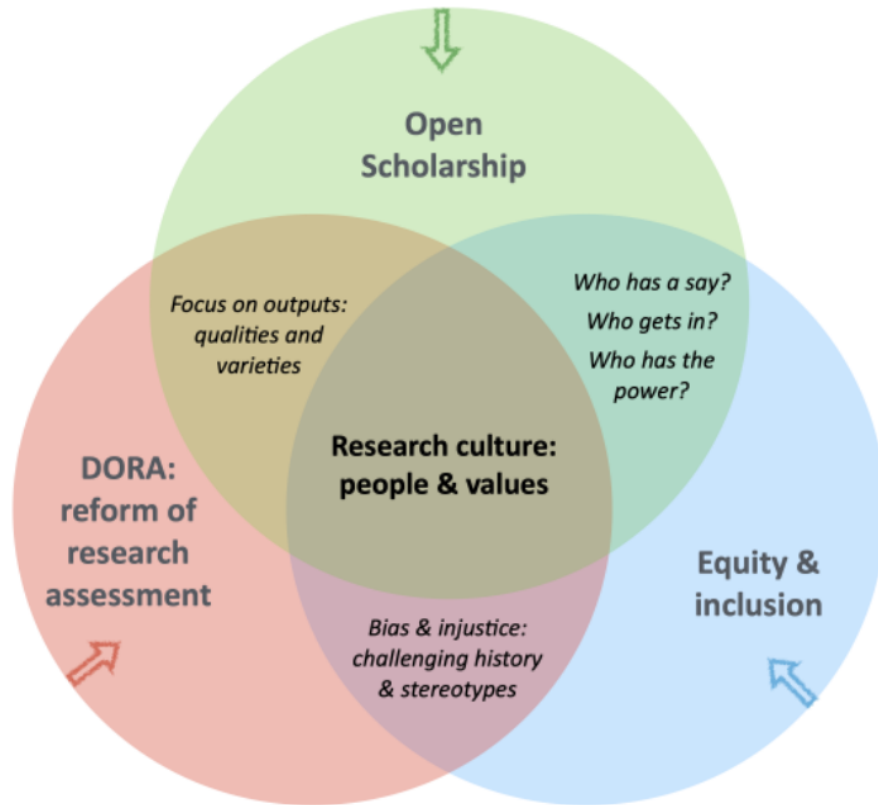


Open Science – Rewards and incentives

- Current initiatives (selection)
 - LERU: «[Framework for the Assessment of Researchers](#)» (2022)
 - European Union
 - «[European Agreement on Reform of Research Assessment](#)» (ongoing)
 - «[Paris Call on Research Assessment](#)» (2022)
 - EUA: «[Open Science Agenda 2025](#)» (2022)
 - Science Europe
 - «[Recommendations on Research Assessment Processes](#)» (2020)
 - «[Statement on Research Culture](#)» (2021)
 - UNESCO
 - «[Recommendation on Open Science](#)» (2021)
 - «[Global Call for Best Practices in OS](#)» (ongoing)
 - swissuniversities «[Open Research Data Strategy Action Plan](#)» (2022)

«NAD» – Not Another Declaration!

Open Science: Equality, Diversity and Inclusion



SF DORA

Equality, Diversity, Inclusion (EDI): key components of Open Science

Measurement of excellence

- What is academic excellence?
- How is it measured?

Access and opportunity

- Who has access and opportunity to be part of the scientific community?
- Why certain groups are more (less) represented?

Open Science: opportunity to advance and anchor EDI perspectives within academia



Open Science: UZH Open Science Policy



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The benefits of Open Science can only fully come to fruition when it becomes an integral part of research practice worldwide. UZH will, therefore, continue to advance Open Science and its legal framework on all levels: within the university, nationally and internationally. UZH will use this Policy to underpin its activities. The Policy is based on the Swiss National Strategy on *Open Access*² as well as the Open Science Roadmap of the League of European Research Universities (LERU)³.

This Policy describes a common vision and provides guidance on how to integrate Open Science practices into UZH scholarship.

[UZH Open Science Policy](#)



HI-FRAME: General project information

- Funded in federal program P5 Open Access
- Project title
 - «Measure what really matters: a framework for Open Science professorial hiring»
- Goal
 - To develop and pilot a tailor-made, flexible framework that systematically incorporates Open Science practices in the evaluation of candidates in professorial hiring at UZH
- Lifetime: 09/21 – 08/23
- Divided into 3 work packages
- Contributes to implementation of several UZH policies
 - Open Science Policy
 - Code of Conduct Gender Policy
 - Diversity Policy



HI-FRAME: General project information

- Advisory board
 - Prof. Stephen Curry, Imperial College London, Chair DORA
 - Dr. Laure Ogniois, University of Geneva, Director Research Services, Open Science Committee
 - Dr. Christiane Löwe (UZH), President IDEAS Inclusion, Diversity and Equality Association of Swiss Universities
 - UZH Stakeholders:
 - Open Science Office
 - Professorships Department
 - Division Research Development
 - Graduate Campus
 - Quality Management Education and Teaching
 - 3 participating UZH faculties: Theology, Vet-Suisse, Science



HI-FRAME: Current Status

- September 2021-February 2022
 - Mapping of existing best practices in Open Science hiring frameworks
 - Use best practices map to draft catalogue of questions about Open Science activities/practises
 - Invitations to all UZH faculties to participate in HI-FRAME
 - Meetings, presentations in other organizations, commissions, etc.
 - HI-FRAME included in «[Reimagining research assessment](#)»
 - HI-FRAME joined the European Coalition of Reform of Research Assessment for UZH
 - HI-FRAME request to join UKRI «[Alternative Uses Group](#)» (pending)
- **March 2022-February 2023**
 - **Participating faculties pilot HI-FRAME catalogue of questions v1 & give feedback**
- March – August 2023
 - «Lessons learnt» → v2



HI-FRAME: Catalogue of questions

- What is the HI-FRAME catalogue of questions?
 - A set of questions that address all main areas of academic activity from an Open Science perspective
 - Free-text replies with reference to CV
 - Hiring committees decide...
 - ...to use all or some of the questions in the hiring process
 - ...to request written answers to the questions from the candidates, or to ask the questions verbally in committee interviews
 - Questions are designed to generate answers that give evidence of Open Science activities
 - Must be integrated into all parts of the hiring process
 - Available in English and German

Areas:

Research

Teaching & learning

Academic culture

Service to university

Clinical activities

Support for ECRs

Impact/contributions to society



HI-FRAME: Catalogue of questions

- The UZH professorial hiring process - highly regulated – HI-FRAME is part of every step
 - Selection criteria and their relative weight are defined at beginning of process («Statement on professorial position») **Open Science activities need to be included here!**
 - Job ad reflects the selection criteria in «Statement on professorial position» **Open Science activities need to be included here!**
 - Applicants are asked to submit certain documents **The HI-FRAME questions are provided to the applicants, who are requested to submit their written answers!**
 - Hiring committee decides which candidates to invite **The answers to the HI-FRAME questions are taken into account in the selection in accordance with the «Statement on professorial position»**
 - Job talks, committee interviews etc. take place **Committee can ask questions about the HI-FRAME answers**
 - Hiring committee decides which candidates to rank 1, 2, 3 **The answers to the HI-FRAME questions are taken into account in the selection in accordance with the «Statement on professorial position»**



HI-FRAME: Catalogue of questions

Version 28 April 2022

- Research
- «How have Open Science practices enhanced the quality and/or impact of **your work as a researcher** in the last five years? Please answer with reference to specific research activities, as listed on the CV you submit with your application.»

Examples may include, but are not limited to:

- Open access publishing
- Sharing research data according to the FAIR principles
- Sharing tools such as software or code to analyze, curate and investigate data
- Sharing/publishing «negative» results
- Promoting other researchers' open access publications, data, software, code, etc. including correct citation
- Citizen science, Science communication initiatives



HI-FRAME: Catalogue of questions

Version 28 April 2022

- Teaching & learning
- «How have Open Science practices enhanced the quality and/or impact of **your work as an educator** in the last five years? Please answer with reference to specific teaching and learning activities, as listed on the CV you submit with your application.»

Examples may include, but are not limited to:

- Inclusion of Open Science skills in curricula, programs, etc., at all levels of study
- Development, use, and sharing of Open Educational Resources (OER)
- Train, support, and encourage early-career researchers in Open Science principles and practices



HI-FRAME: Catalogue of questions

Version 28 April 2022

- Academic culture
- «How have Open Science practices contributed to an **inclusive and stimulating academic environment** in the last five years? Please answer with reference to specific contexts, such as: project teams, working groups, supervision, and mentoring responsibilities, as listed on the CV you submit with your application.»

Examples may include, but are not limited to:

- Supporting a research culture in which all contributions within the team are fairly and appropriately recognized and attributed
- Building an inclusive working and learning environment for all
- Fostering a culture of appreciation that is conducive to the success of early-career researchers in your area



HI-FRAME: Catalogue of questions

Version 28 April 2022

- Service to university
- «How have Open Science practices enhanced the quality and/or impact of **your service to your university** and/or to the development of your discipline in the last five years? Please answer with reference to specific leadership roles as listed on the CV you submit with your application.»

Examples may include, but are not limited to:

- Membership of working groups charged with developing Open Science policy and practices within your institution, at national level, in learned societies or disciplinary networks, etc., including raising awareness of the Open Science aspects in key institutional processes such as hiring and promotion, stakeholder engagement and societal impact, etc.
- Fostering good scientific practice
- Organizing or supporting scientific, educational, cultural, or arts initiatives for the public
- Promoting Open Science in your role as mentor, supervisor, etc. for early-career researchers



HI-FRAME: Catalogue of questions

Version 28 April 2022

- Clinical activities
- «How have Open Science practices enhanced the quality and/or impact of **your work as a clinician** in the last five years? Please answer with reference to specific clinical activities as listed on the CV you submit with your application.»

Examples may include, but are not limited to:

- Any of the examples given in the other questions with application in a clinical context



HI-FRAME: Catalogue of questions

Version 28 April 2022

- Support for early-career researchers
- «How have Open Science practices enhanced the quality and/or impact of **your support for early-career researchers** in the last five years? Please answer with reference to specific information as listed on the CV you submit with your application.»

Examples may include, but are not limited to:

- Organization of or support for Open Science trainings, courses, summer schools etc. for MAs, PhDs, postdocs
- Integration of Open Science skills and practices into PhD supervision
- Modelling Open Science practices in your own work as a researcher, educator, academic leader, clinician, etc., to early-career researchers



HI-FRAME: Catalogue of questions

Version 28 April 2022

- Impact/contributions to society
- «How have Open Science practices enhanced the quality and/or impact of **your work in terms of its contribution to society**? Please answer with reference to specific research activities as listed in your CV and/or application.»

Examples may include, but are not limited to:

- Membership of advisory or expert policy groups for government agencies
- Industry collaboration
- Patents
- Technology transfer
- Educational, cultural, or arts initiatives
- Science communication initiatives



HI-FRAME: Outlook

- Project work packages
 - Pilot HI-FRAME in the 3 participating faculties
 - Finalize v2
- External activities
 - Will UZH sign European Agreement on Reform of Research Assessment?
 - Will there be DORA Community Engagement Grants 2022?
 - Foundation of Swiss CoP among DORA signatories as focal point for bottom-up nationwide initiative around Open Science/rewards and incentives
 - ORD national action plan Section D
 - How can experiences with HI-FRAME be useful?



THANK YOU

- If you want to find out more, please visit our website or get in touch



HI-FRAME

HI-FRAME

Measure what really matters: a framework for Open Science professorial hiring

HI-FRAME is an innovative project that promotes Open Science culture change at UZH and, in this regard, contributes to the implementation of the UZH Open Science Policy.

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Q&A

