



REFORM OF INDIVIDUAL ASSESSMENT AT CNRS

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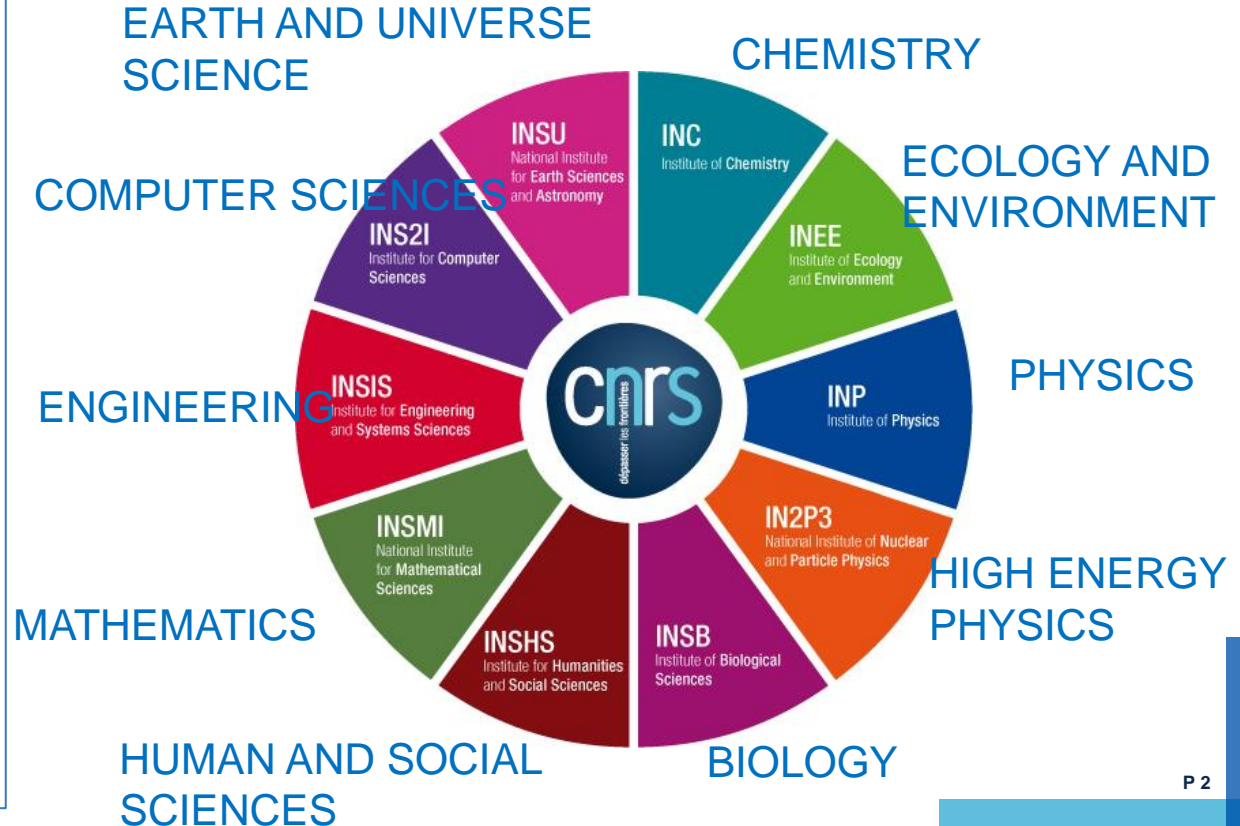
UEFISCDI CONFERENCE 2024

RETHINKING RESEARCH ASSESSMENT

BUCAREST, November 14th , 2024

CNRS AS A PLURIDISCIPLINARY RPO (RESEARCH PERFORMING ORGANISATION)

- 34 000 people
- 3,5 Billion of Euros
- 1000 research units
- 21 Nobel prize laureates and 12 Fields Medal
- 50000 articles per year (WoS) + 6500 (HSS)
- Largest pluridisciplinary RPO



OPEN SCIENCE IN FRANCE AND CNRS

1. **Creation of a National Open Archive HAL in 2001 by the CNRS**, now the Interconnecting French Network Institutional Archives with 137 Institutional Repositories (HAL Portal), 580000 documents,

2. **Digital Republic Law, October 2016, in France**

Publications : a new right to author - Article 30 : When a research is 50% publicly funded, the author retain the right to publish in open repositories 6 (STM) to 12 months (HSS) after publications

3. **First France's National Plan for Open Science PNSO1), announced in July 2018, by the French Minister of Higher Education, F. Vidal, at LIBER's annual conference.**

three keys commitments : (1) Open Access to Publications; (2) Sharing Research Data and make it available through open access; (3) Be part of a sustainable european and international open science dynamics

4. **Signature of Plan S in Septembre 2018: ANR (national research funding agency) with 10 other european funding agencies**

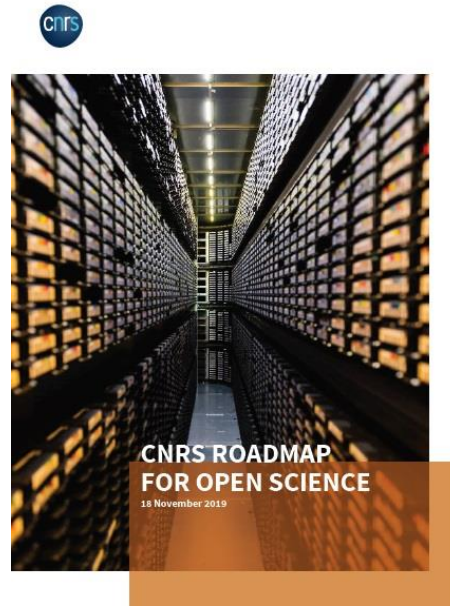
5. **Second National Plan for Open Science PNSO2, launched in July 2021**

6. **Launch of « Recherche Data Gouv », the National Platform for Sharing and Opening Research Data, in July 2022**



POLICY OF OPEN SCIENCE AT CNRS

**CNRS ROADMAP FOR
OPEN SCIENCE**
November 2019



**CNRS RESEARCH
DATA PLAN**
November 2020



<https://www.science-ouverte.cnrs.fr/>

Documents are accessible in French, English, or Spanish

CNRS OPEN SCIENCE ROADMAP

1. **100% of publications in open access and reusable**
2. **FAIR-ization of research data**
 - Findability, Accessibility, Interoperability, and Reusability
3. **Develop and promote the use of text and data mining tools**
4. **Evaluation of researchers**



INDIVIDUAL RESEARCH ASSESSMENT

2019 starting to change criteria at
CNRS

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EVALUATION AND OPEN SCIENCE

DORA SIGNED BY CNRS (JULY 2018)

For institutions



4. Be explicit about the criteria used to reach hiring, tenure, and promotion decisions, clearly highlighting, especially for early-stage investigators, that **the scientific content of a paper is much more important than publication metrics** or the identity of the journal in which it was published.

5. For the purposes of research assessment, consider the value and impact of **all research outputs** (including datasets and software) in addition to research publications, and consider a broad range of impact measures including qualitative indicators of research impact, such as influence on policy and practice.

NEW CRITERIA FOR RESEARCH ASSESSMENT AT CNRS

1. Results themselves must be evaluated and not that they have been published in a prestigious journal
2. For each output cited in their assessment reports, researchers must explain their scope, impact, and personal contribution: full list of productions is not required.
3. All types of output should be entitled for consideration in the review
4. Scientific productions cited in the assessment report must be accessible in an open archive

The exhaustive list of publications is not anymore required

CHANGES TO THE FORMAT OF RESEARCHERS' ASSESSMENT FILES

- The diversity of researchers' contributions is taken into account, and researchers or applicants are asked to situate themselves on four aspects of their activities:
 1. Contributing to the advancement of science
 2. Supervising students, teaching, disseminating research products
 3. Innovating, transferring, research results,
 4. Managing and/or taking on collective responsibilities

The issue of commitment to geographical, thematic or functional mobility is also directly addressed.

- The full list of "publications" is no longer required

Accompanying letter to the promotion assessment file

In 2018, the CNRS signed the San Francisco Declaration on Research Assessment (SF-DORA), which calls for a preference for qualitative assessment and the avoidance of quantitative bibliometric indicators, which may be objective but are meaningless and often misleading. **It is in this light that we are asking you this year to indicate a maximum of 10 scientific productions that you consider significant for your contribution to the advancement of knowledge, which cannot be reduced to the production of publications. They will be carefully examined by the evaluators in charge of advancement, who will thus be able to judge on the substance** in order, in particular, to avoid entrusting the majority of the evaluation to publishers, which would be the exact opposite of the institution's open science policy.

For each of these productions, you will explain the scope, the impact and the personal contribution you have made. The scientific productions mentioned must be accessible in HAL or possibly in another open archive. You will specify the links allowing to reach each of the concerned productions

The 2022 guide for the candidate researcher

Selection of some (maximum 10) of your most significant scientific productions (publications, invited conferences, reports, software, databases...) over the whole of your career (complete references), in support of your professional report or your project



The few productions included in the application file must support the activity report or the research project. **For each one, the applicant must explain its scope and impact, and explain the personal contribution he or she has made to it.** In application of the CNRS open science policy, it is strongly recommended that the cited productions be accessible on HAL for text documents or MEDIAL for visual or sound productions (still images, videos and sounds), or, alternatively, in another open archive, disciplinary or institutional.

REFORMING RESEARCH ASSESMENT IN EUROPE



- On 28 September 2022, the European Commission launched the collection of signatures for an agreement whose signatories will form the coalition CoARA www.coara.eu to reform research assessment. The CNRS was among the first signatories. Sylvie Rousset is member of the Steering Board since end of 2022.
- Recognizing diverse contributions and careers, taking into account activities such as teaching, supervising students, scientific mediation, innovation, involvement in open science or the community, etc.
- Being more qualitative and less quantitative (less bibliometrics indicators)



<https://www.science-ouverte.cnrs.fr/>

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