Thought-Provoking Experiments in Assessment

Examples from Luxembourg and beyond

Luxembourg National Research Fund

Research culture encompasses the behaviours, values, expectations, attitudes and norms of our research communities. It influences researchers' career paths and determines the way that research is evaluated, conducted, and communicated.

Based on: https://royalsociety.org/topics-policy/projects/research-culture/

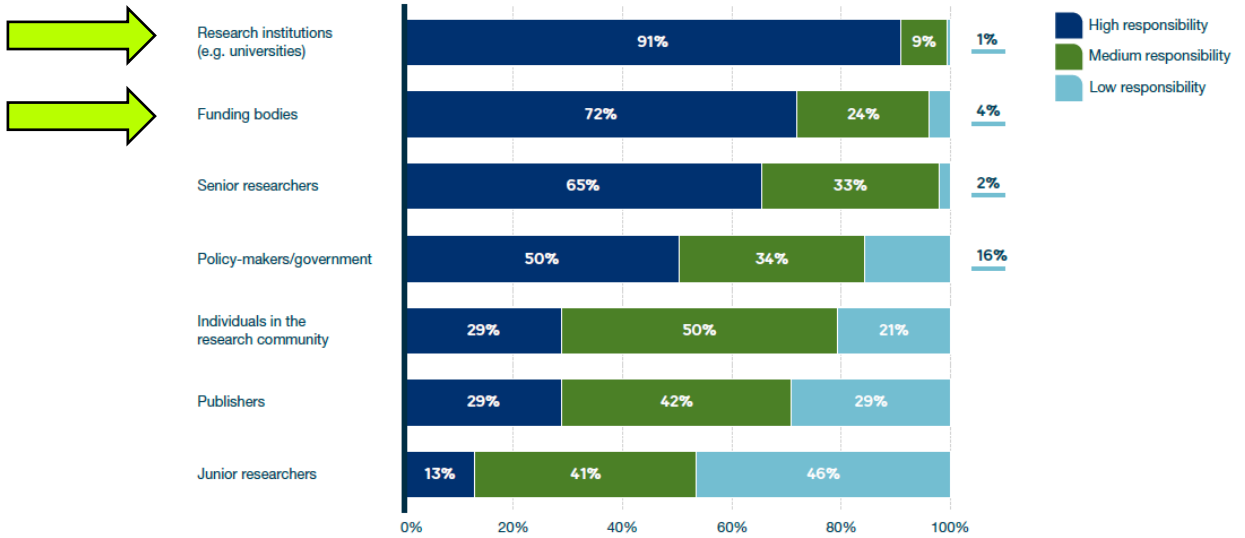
What kind of research culture do we want?

- Research systems are diverse and inclusive, collaborative, and supportive
- All participants in research are appropriately recognized for their contributions
- Broad skills and competences required in research are fostered and supported
- High standards of integrity and ethics
- Careers in research are attractive and sustainable
- All domains and forms of knowledge production are valued

https://scienceeurope.org/our-resources/a-vision-framework-for-research-cultures/

Figure 20:
How much responsibility researchers think different groups should have for changing research culture

Survey, n = 4079-4110 – research community, UK and international.



https://wellcome.org/what-we-do/our-work/research-culture

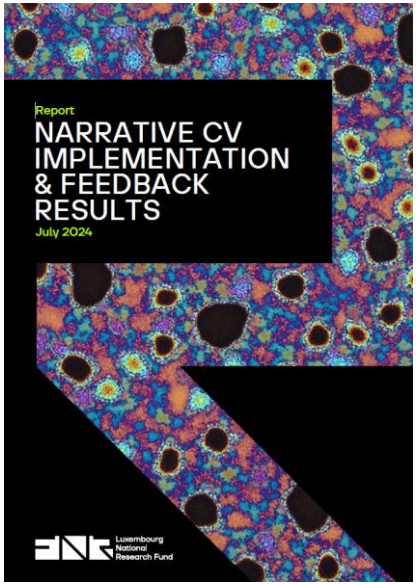
Research Assessment is the main lever of Funders

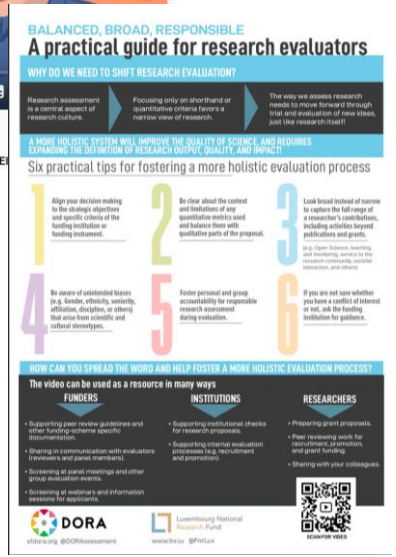
- Who and what we fund in research determines how research is done
- Reforming research assessment helps us shift culture!
- Funders are working together (and building an evidence base) to reform assessment

Culture is underpinned by values

https://www.scienceeurope.org/our-priorities/research-culture/research-values-framework/

Experiments and reform at the FNR

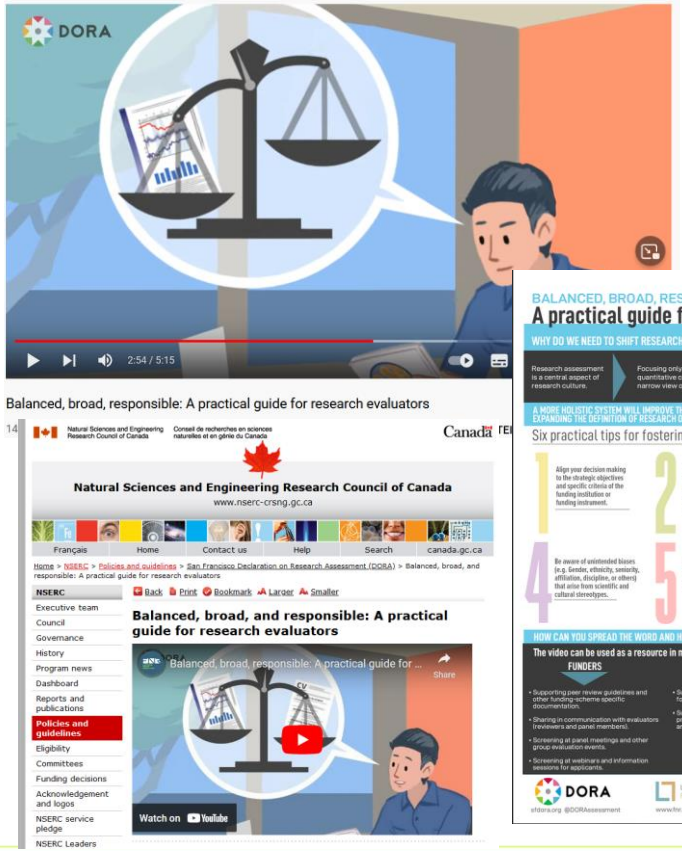




PEP-CV

Developing Resources for Evaluators

- Video: “Balanced, broad, responsible: A practical guide for research evaluators
- An open resource for all, from DORA/FNR
- Goal: To foster a holistic evaluation process
- Shown at the beginning of every FNR panel, sent to all evaluators



https://www.fnr.lu/new-video-resource-for-funders/

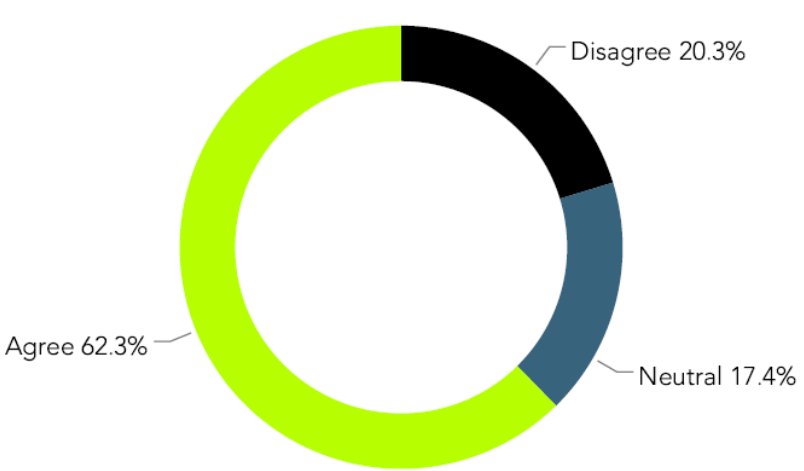
https://www.youtube.com/watch?v=NIutQj_nppE

Who is using a narrative-CV now?

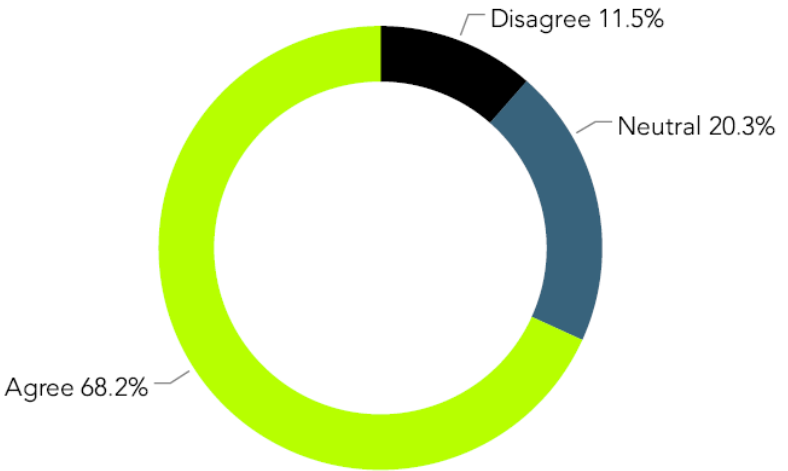
And more…

Feedback on Narrative CVs - Applicants and Reviewers

Does a Narrative Profile Better Demonstrate Skills and Experience Compared to a Standard CV?



138 Applicants

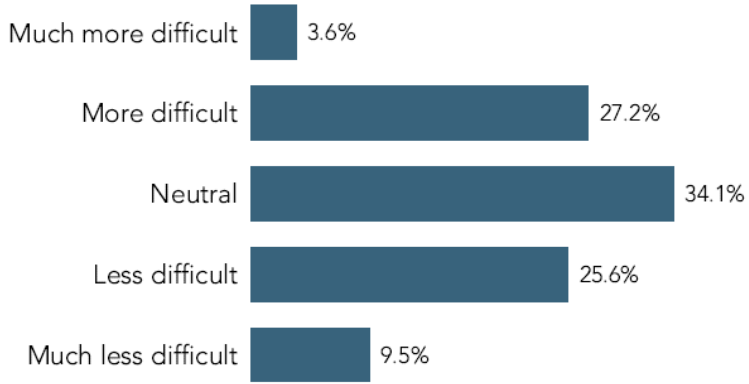


306 Reviewers

Feedback on Narrative CVs - Applicants and Reviewers

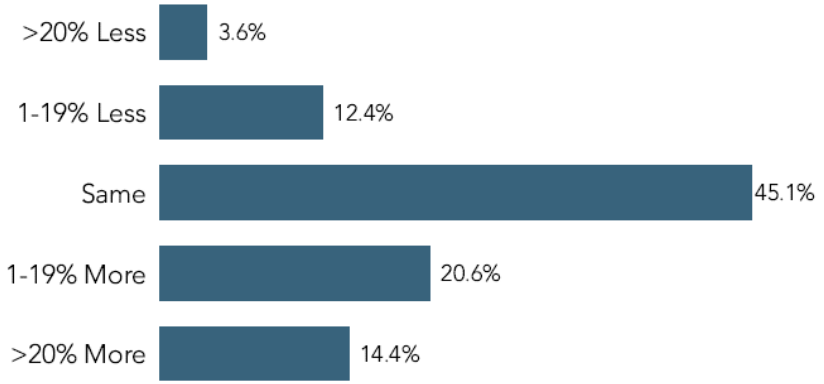
Compared to an application with a traditional CV,

Do you feel the narrative profile is more or less difficult to assess?



305 Reviewers

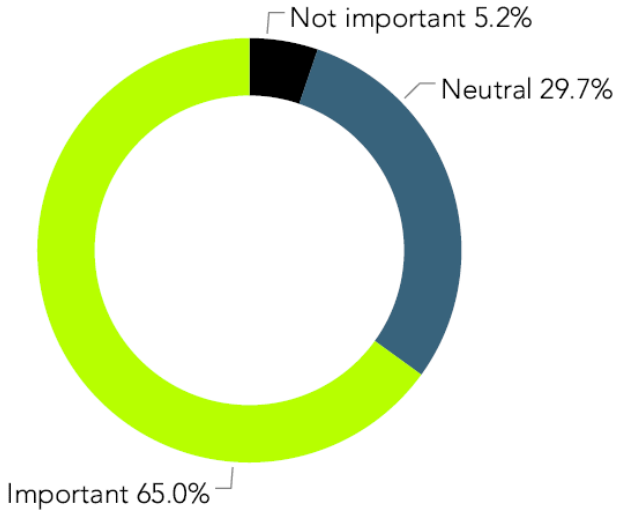
How much time did the applications with the narrative profile take to review?



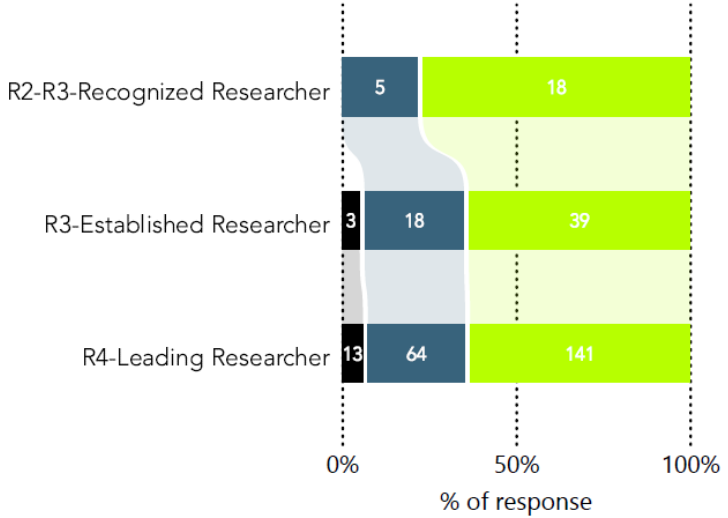
294 Reviewers

Feedback on Narrative CVs - Applicants and Reviewers

How important do you feel it is for your evaluation
to allow an applicant to demonstrate a wider range of skills and experience?

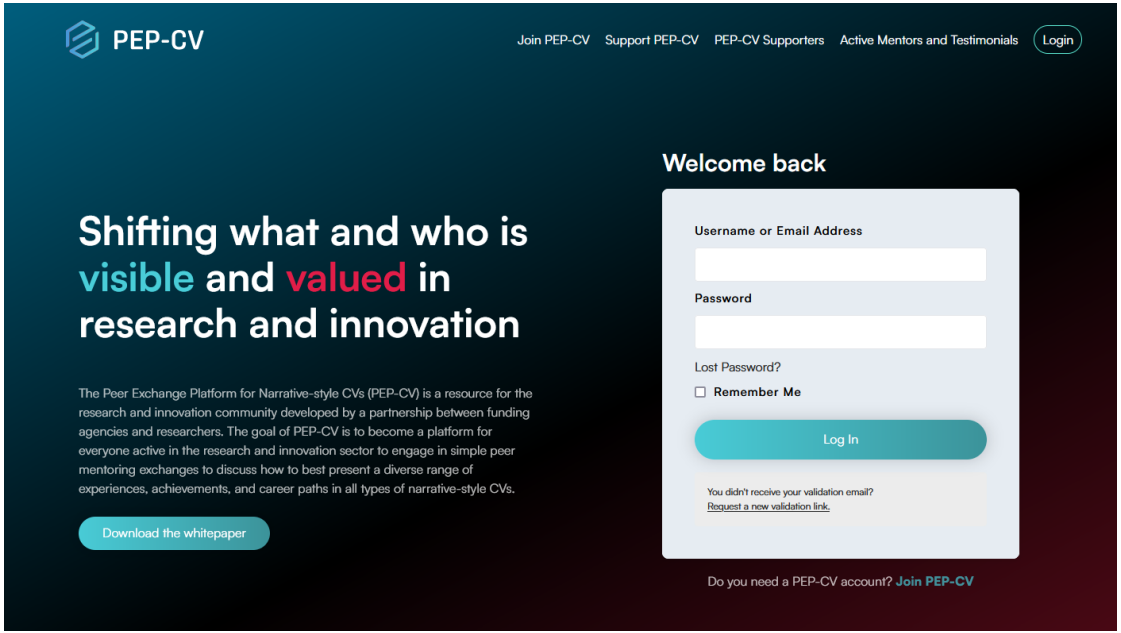


306 Reviewers



301 Reviewers

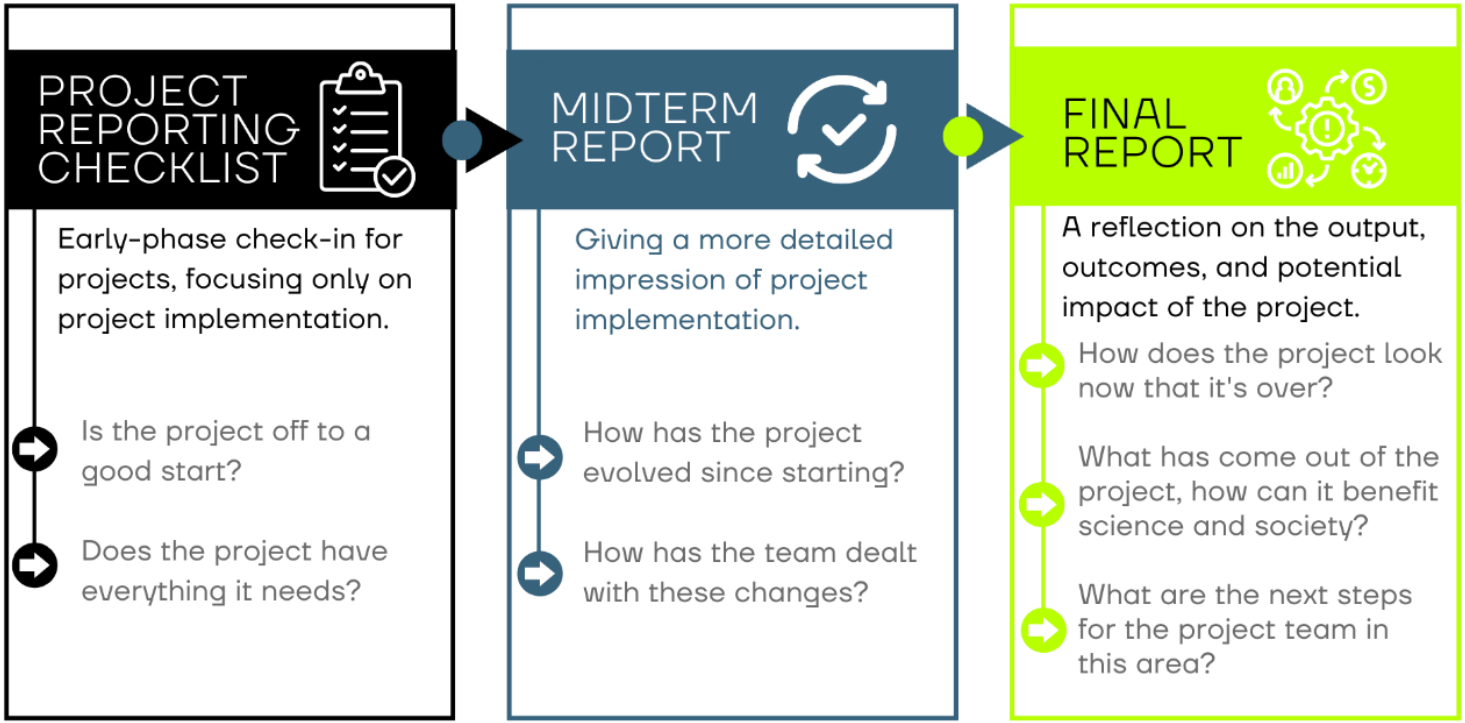
PEP-CV – A peer-exchange platform for narrative-style CVs



- Supporting the community implementation of narrative CVs through mentoring
- Peer support for writing narrative-style CVs
- Free to use, supported by institutions and funders
- Over 1300 users, with plenty of available mentors from different backgrounds

https://pep-cv.mariecuriealumni.eu/

Closing the loop – Aligning project reporting with RRA

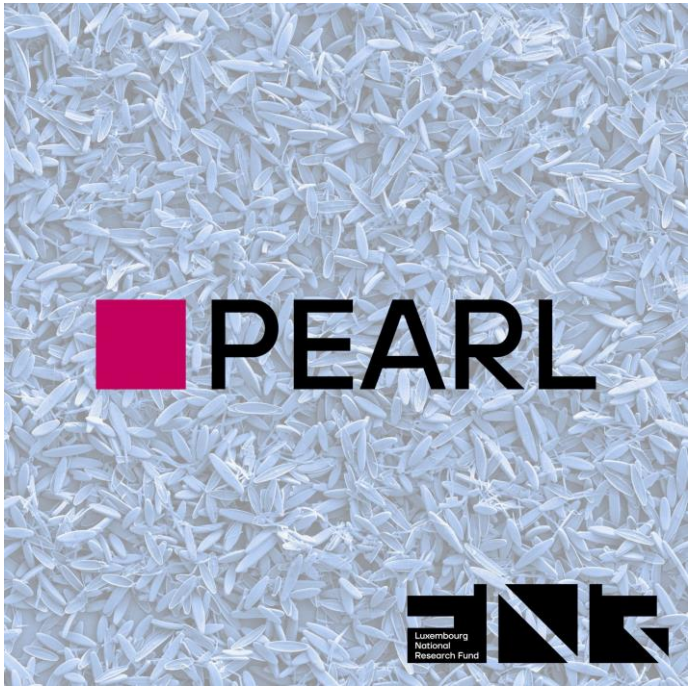


Luxembourg National Charter on Mentorship

RESEARCH LUXEMBOURG
Faster. Further. Together.

Evaluating Mentorship in Research

- PEARL – Evaluation of Mentorship since 2022
- FNR contacts former mentees of applicant researchers
- Confidential assessment, shared only with the evaluation panel



https://www.fnr.lu/fnr-awards-new/

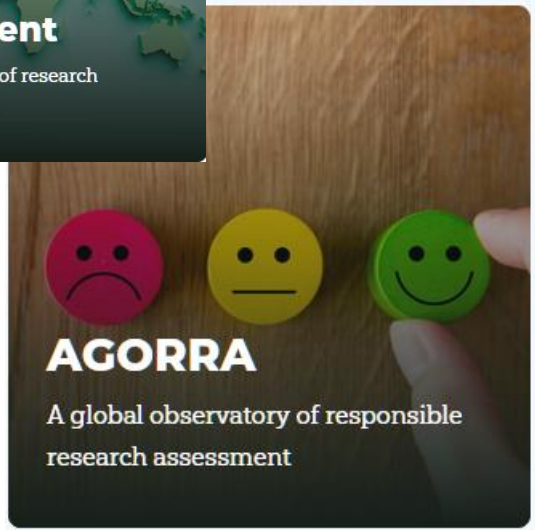
Peer recognition of Outstanding Mentorship

FNR Awards categories:

1.	Outstanding Scientific Achievement	*Recognizing impact beyond publications*
2.	Outstanding Promotion of Science to the Public	*Recognizing public outreach*
3.	Outstanding PhD Thesis	*Recognizing good PhD projects*
4.	Outstanding Mentor	*Recognizing good mentorship*

Experiments outside of Luxembourg

Research on Research Institute



Research on Research Institute

RoRI RESEARCH ON RESEARCH INSTITUTE

https://researchonresearch.org/project/a-f-i-r-e/

https://rori.figshare.com/articles/report/RoRI_Insights_Applicants_as_reviewers_-_a_Guide_to_Distributed_Peer_Review/29270534?file=57856306

https://rori.figshare.com/articles/report/The_experimental_research_funder_s_handbook_final_version_/19459328?file=42259647

Partial Randomization

VolkswagenStiftung

Experiment! In search of bold research ideas

Swiss National Science Foundation

Postdoc.Mobility Fellowships

FWF Der Wissenschaftsfonds.

1000 Ideas Programme

hrc nz

Explorer Grants

wellcome

Canadian Institutes of Health Research

The British Academy

NEWS

Partial randomisation trial extended after diversity of applicants and award holders increases

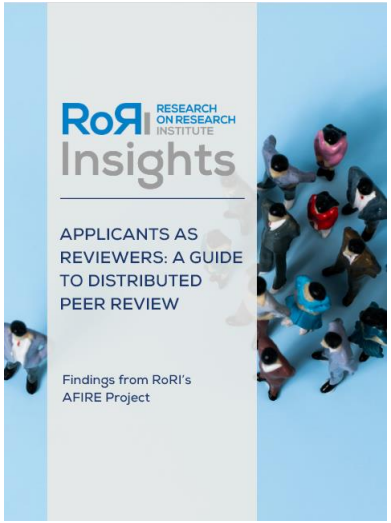
16 APR 2025

https://www.thebritishacademy.ac.uk/news/partial-randomisation-trial-extended-small-research-grants/

Distributed Peer Review

VolkswagenStiftung

In each funding round, all applicants review each other's proposals



https://rori.figshare.com/articles/report/RoRI_Insights_Applicants_as_reviewers_-_a_Guide_to_Distributed_Peer_Review/29270534?file=55233935

https://www.volkswagenstiftung.de/en/distributed-peer-review-dpr-how-it-implemented-volkswagen-foundation

NOR-CAM – New Assessment Framework

Support for modifying evaluation criteria:

- Balancing Qualitative and Quantiative goals
- Recognizing competences and individual skill-sets
- Enabling diverse career paths

Experiments In Assessment WG

CoARA
Coalition for Advancing Research Assessment

The "EiA Idea Catalog" (To be finalized in 2026!)

An online resource for potential ideas to run experiments in research assessment

- Over 50 ideas at different levels of implementation
- Providing cues on how to start the experimentation and how to push these ideas further than usual
- Linking experimental ideas to existing cases, experiences, and literature
- Pre-empting challenges and providing tips on how to address them
- Space for input, comments, sharing.

How can we share and exchange?

RESEARCH CULTURE
Empowering researchers with a thriving research system integrated in society

Thank you!

Any questions, comments, or crazy ideas?

Luxembourg National Research Fund