

# Thought-Provoking Experiments in Assessment

Examples from  
Luxembourg and  
beyond

**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

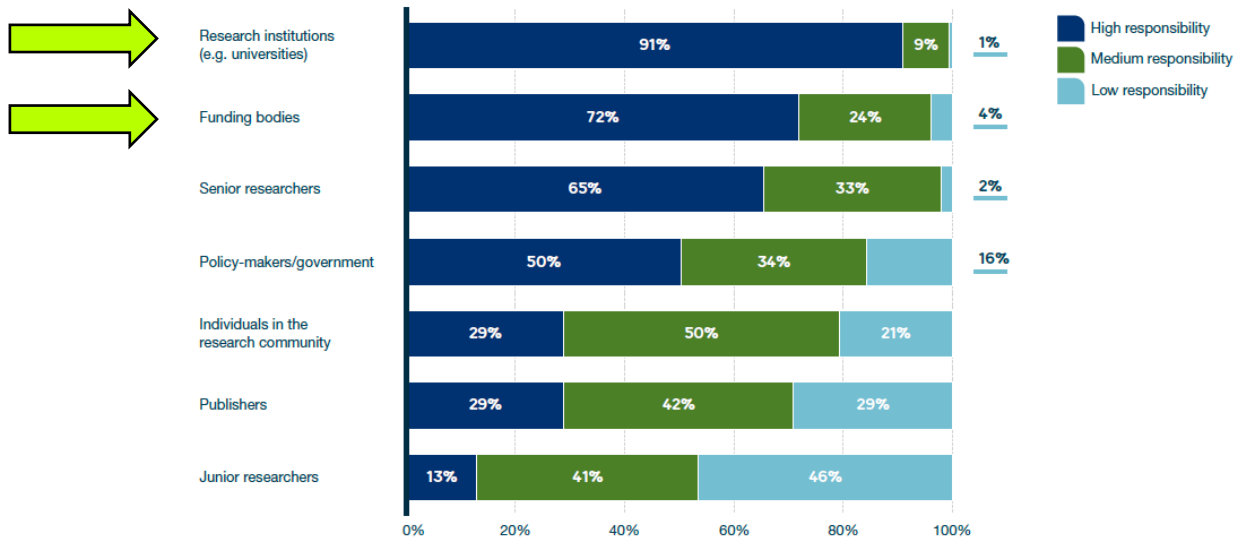
Careers in research are attractive and sustainable

All domains and forms of knowledge production are valued



## 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



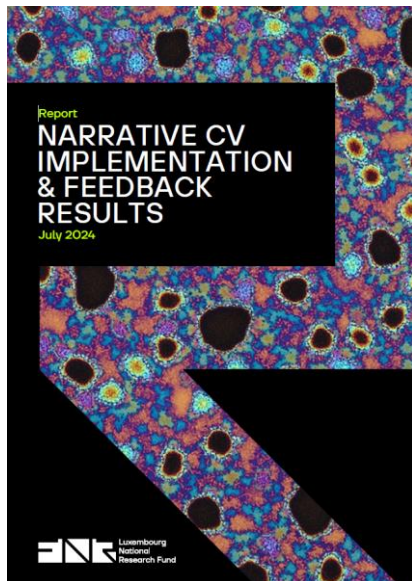
# Culture is underpinned by values



POSITION STATEMENT  
**A VALUES FRAMEWORK  
FOR THE ORGANISATION  
OF RESEARCH**  
2022



# Experiments and reform at the FNR



Balanced, broad, responsible: A practical guide for research evaluators

14.692 Aufrufe • 31.08.2021

29 MAG ICH NICHT TE



## PEP-CV

### BALANCED, BROAD, RESPONSIBLE A practical guide for research evaluators

#### WHY DO WE NEED TO SHIFT RESEARCH EVALUATION?

Research assessment is a essential aspect of research culture. Focusing only on short-term or quantitative criteria leaves a narrow view of research. The way we assess research needs to move forward through trust and evaluation of new ideas, past the research itself!

#### A MORE HOLISTIC SYSTEM WILL IMPROVE THE QUALITY OF SCIENCE, AND RECOGNISES EXPANDING THE DEFINITION OF RESEARCH OUTPUT, QUALITY, AND IMPACT!

#### Six practical tips for fostering a more holistic evaluation process

- 1 Align your decision making to the strategic objectives and specific criteria of the funding institution or funding instrument.
- 2 Be clear about the context and limitations of any quantitative metrics used and balance them with qualitative parts of the proposal. e.g. Open Science, teaching and mentoring, service to the research community, societal innovation and ethics.
- 3 Look beyond instead of narrow to capture the full range of a researcher's contributions, including activities beyond publications and grants. e.g. Open Science, teaching and mentoring, service to the research community, societal innovation and ethics.
- 4 Be aware of unintended biases (e.g. gender, ethnicity, seniority, affiliation, discipline, or others) that arise from scientific and cultural assumptions.
- 5 Foster personal and group accountability for responsible research assessment during evaluation.
- 6 If you are not sure whether you have a conflict of interest or not, ask the funding institution for guidance.

#### HOW CAN YOU SPREAD THE WORD AND HELP FOSTER A MORE HOLISTIC EVALUATION PROCESS?

##### The video can be used as a resource in many ways

- | FUNDERS  | INSTITUTIONS  | RESEARCHERS  |
|--|---|--|
| <ul style="list-style-type: none"><li>Supporting peer review guidelines and other funding scheme specific documentation</li><li>Sharing in communication with evaluators (reviewers and panel members)</li><li>Screening of panel meetings and other group evaluation events</li></ul> | <ul style="list-style-type: none"><li>Supporting institutional checks for research proposals</li><li>Supporting internal evaluation processes (e.g. recruitment and promotions)</li></ul> | <ul style="list-style-type: none"><li>Preparing grant proposals</li><li>Peer reviewing work for the selection, promotion, and grant funding</li><li>Sharing with your colleagues</li></ul> |



# 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

The composite image displays three key resources for research evaluators:

- Video Player:** A YouTube video titled "Balanced, broad, responsible: A practical guide for research evaluators" by DORA. The video shows a man speaking with a speech bubble containing a balance scale and a bar chart.
- Website Screenshot:** The Natural Sciences and Engineering Research Council of Canada (NSERC) website. The page features the NSERC logo, navigation links, and a sidebar with a menu including "Policies and guidelines". The main content area highlights the video resource.
- Infographic:** A poster titled "BALANCED, BROAD, RESPONSIBLE: A practical guide for research evaluators". It explains the need to shift research evaluation from a narrow view to a more holistic one. It lists six practical tips for fostering a more holistic evaluation process:
  - Align your decision making to the strategic objectives and specific criteria of the funding instrument.
  - Be clear about the context and limitations of any quantitative metrics used and balance them with qualitative parts of the proposal.
  - Look broad instead of narrow to capture the full range of a researcher's contributions, including activities beyond publications and grants.
  - Be aware of unintended biases (e.g. gender, ethnicity, seniority, affiliation, discipline, or others) that arise from scientific and cultural stereotypes.
  - Foster personal and group accountability for responsible research assessment during evaluation.
  - If you are not sure whether you have a conflict of interest or not, ask the funding institution for guidance.



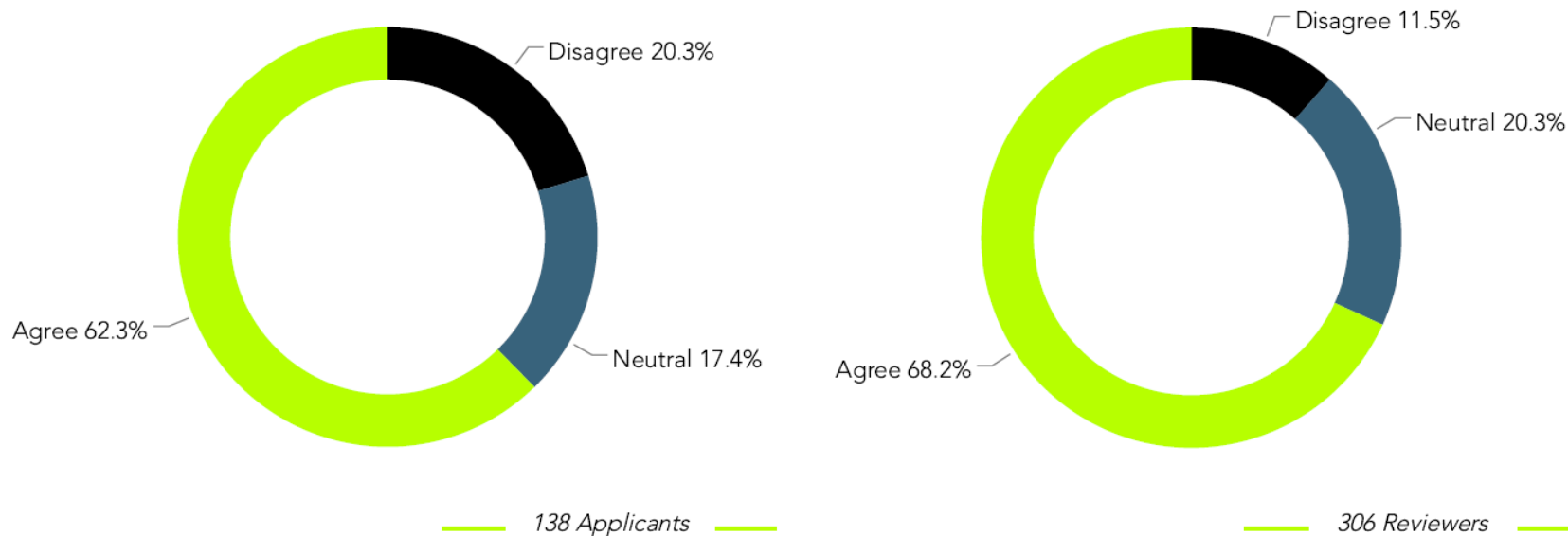
# Who is using a narrative-CV now?



And more...

# Feedback on Narrative CVs - Applicants and Reviewers

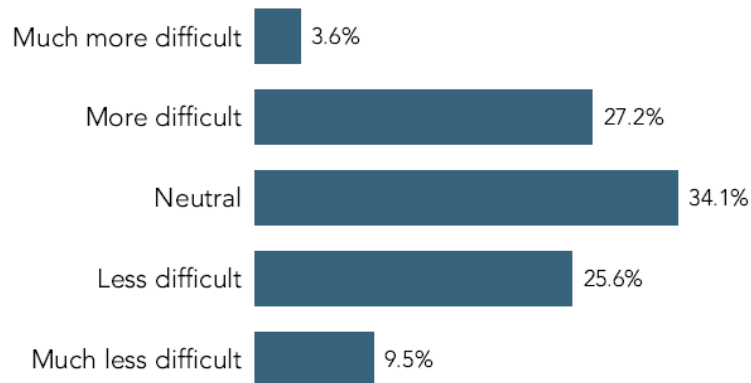
Does a Narrative Profile Better Demonstrate Skills and Experience Compared to a Standard CV?



# Feedback on Narrative CVs - Applicants and Reviewers

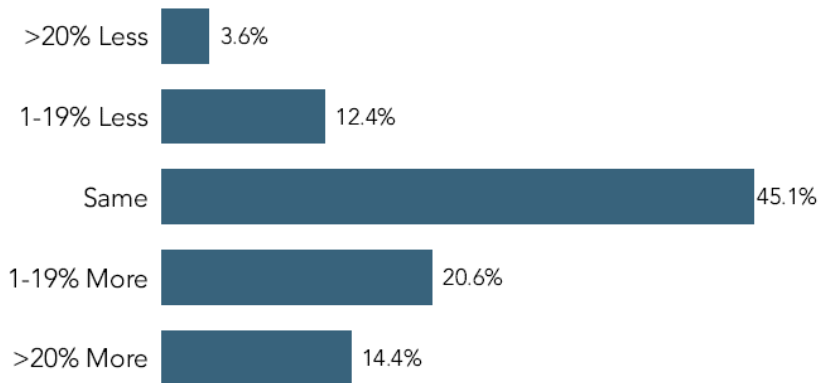
Compared to an application with a traditional CV,

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



305 Reviewers

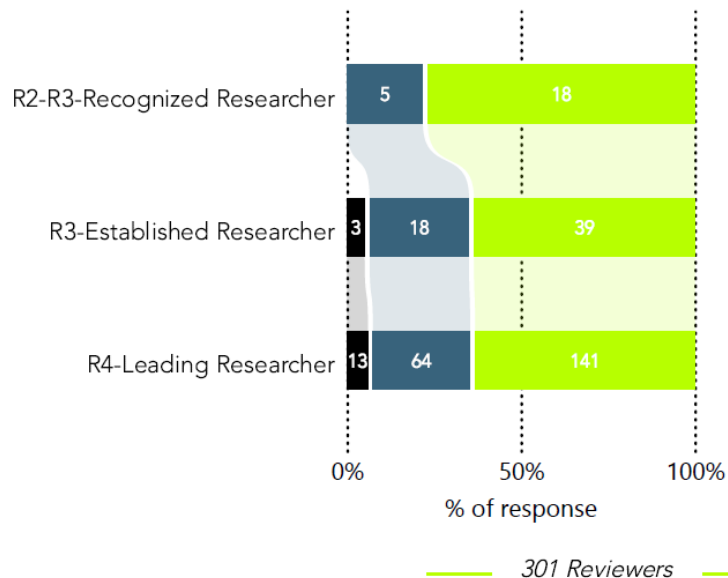
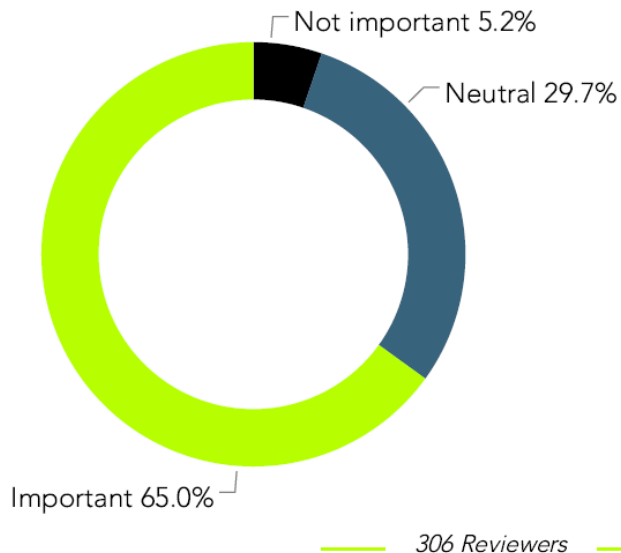
*How much time did the applications with the narrative profile take to review?*



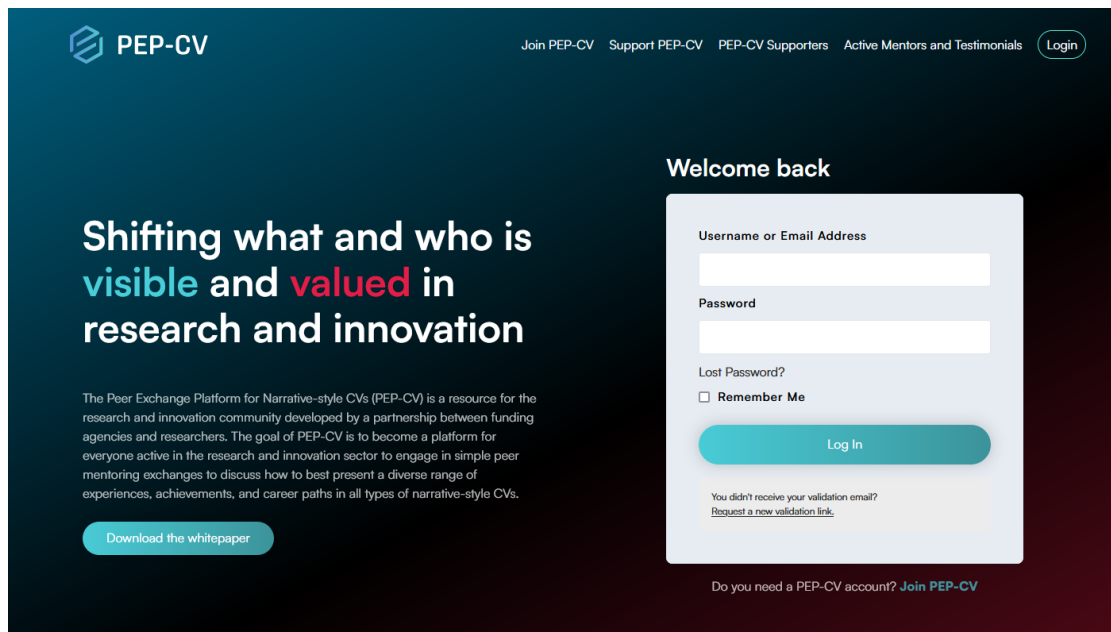
294 Reviewers

# 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?



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



The screenshot shows the PEP-CV login interface. At the top, there's a navigation bar with links: 'Join PEP-CV', 'Support PEP-CV', 'PEP-CV Supporters', 'Active Mentors and Testimonials', and a 'Login' button. The main heading reads 'Welcome back'. Below it, there's a login form with fields for 'Username or Email Address' and 'Password', a 'Lost Password?' link, and a 'Remember Me' checkbox. A 'Log In' button is at the bottom of the form. Below the form, there's a link for users who didn't receive their validation email: 'Request a new validation link.' At the very bottom, it asks 'Do you need a PEP-CV account? Join PEP-CV'. On the left side of the page, there's a large text block: 'Shifting what and who is visible and valued in research and innovation'. Below this, a paragraph describes the platform's purpose: 'The Peer Exchange Platform for Narrative-style CVs (PEP-CV) is a resource for the research and innovation community developed by a partnership between funding agencies and researchers. The goal of PEP-CV is to become a platform for everyone active in the research and innovation sector to engage in simple peer mentoring exchanges to discuss how to best present a diverse range of experiences, achievements, and career paths in all types of narrative-style CVs.' At the bottom left, there's a button that says 'Download the whitepaper'.

PEP-CV

Join PEP-CV Support PEP-CV PEP-CV Supporters Active Mentors and Testimonials Login

## Welcome back

Username or Email Address

Password

Lost Password?

☐ Remember Me

Log In

You didn't receive your validation email?  
[Request a new validation link.](#)

Do you need a PEP-CV account? [Join PEP-CV](#)

### Shifting what and who is visible and valued in research and innovation

The Peer Exchange Platform for Narrative-style CVs (PEP-CV) is a resource for the research and innovation community developed by a partnership between funding agencies and researchers. The goal of PEP-CV is to become a platform for everyone active in the research and innovation sector to engage in simple peer mentoring exchanges to discuss how to best present a diverse range of experiences, achievements, and career paths in all types of narrative-style CVs.

Download the whitepaper

- 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

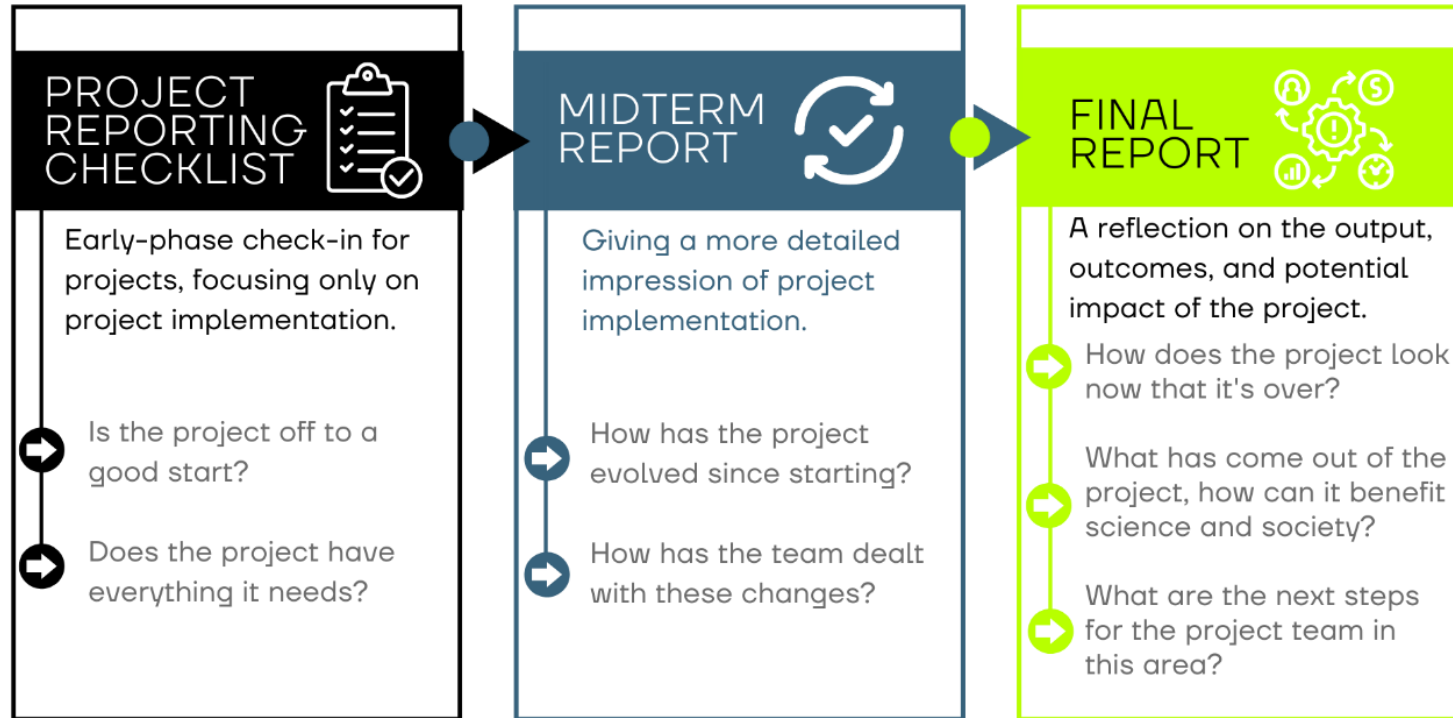


<https://pep-cv.mariecuriealumni.eu/>





# Closing the loop – Aligning project reporting with RRA

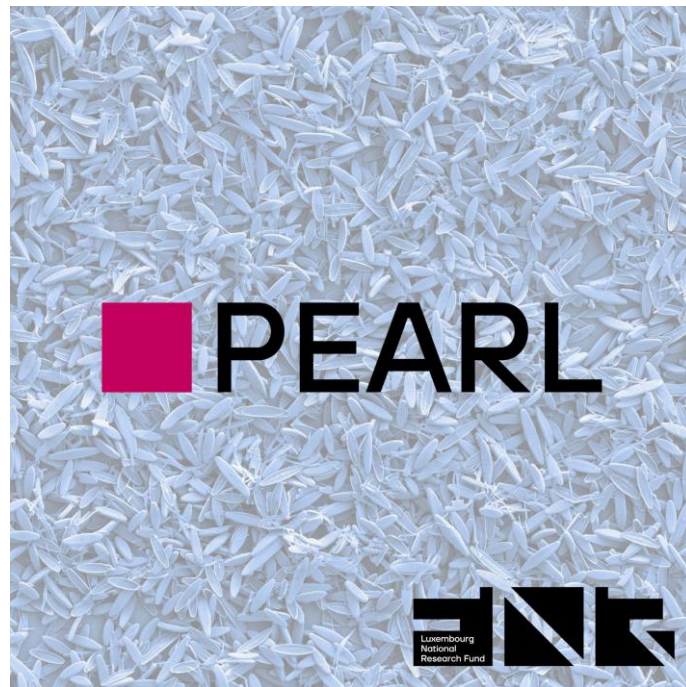


# Luxembourg National Charter on Mentorship



# 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





FNR  
Awards

## Peer recognition of Outstanding Mentorship



FNR  
Awards  
2024

Outstanding Mentor

### **FNR Awards categories:**

1. Outstanding Scientific Achievement
2. Outstanding Promotion of Science to the Public
3. Outstanding PhD Thesis
4. Outstanding Mentor

*Recognizing impact beyond publications*

*Recognizing public outreach*

*Recognizing good PhD projects*

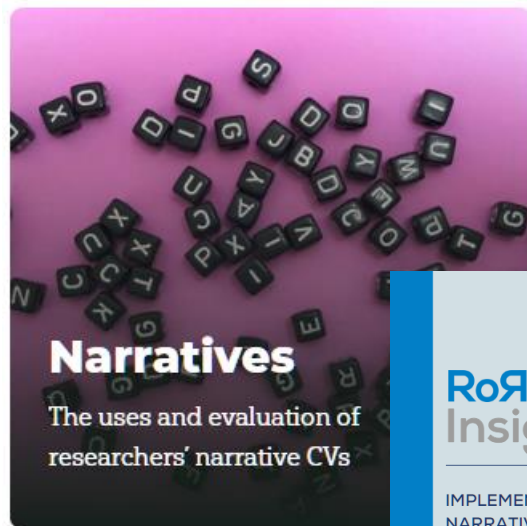
*Recognizing good mentorship*

# Experiments outside of Luxembourg





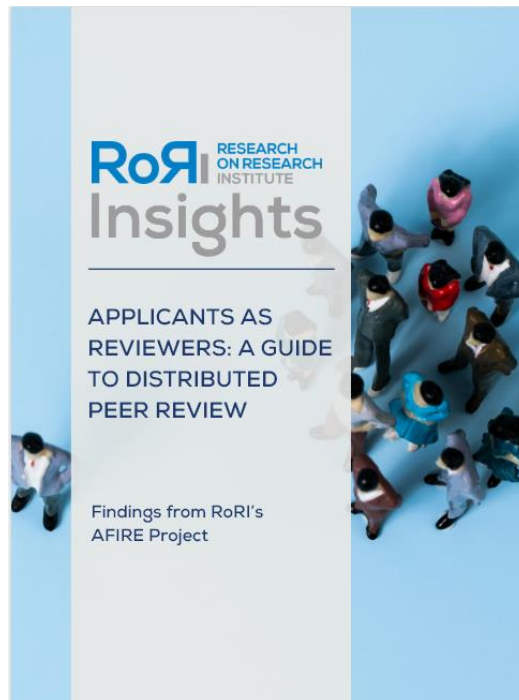
# Research on Research Institute



# 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/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](https://rori.figshare.com/articles/report/The_experimental_research_funder_s_handbook_final_version_/19459328?file=42259647)

# Partial Randomization



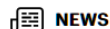
*Experiment! In search of  
bold research ideas*



*Postdoc.Mobility Fellowships*



Canadian Institutes  
of Health Research



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/>

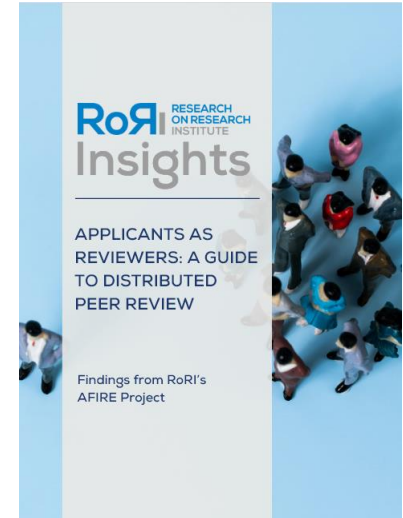
# Distributed Peer Review



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



Volkswagen**Stiftung**



[https://rori.figshare.com/articles/report/RoRI\\_Insights\\_Applicants\\_as\\_reviewers\\_-\\_a\\_Guide\\_to\\_Distributed\\_Peer\\_Review/29270534?file=55233935](https://rori.figshare.com/articles/report/RoRI_Insights_Applicants_as_reviewers_-_a_Guide_to_Distributed_Peer_Review/29270534?file=55233935)

# NOR-CAM – New Assessment Framework

## Support for modifying evaluation criteria:

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







## 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?