

## CHALLENGING THE STATUS QUO

# Academic career assessment in the transition to Open Science

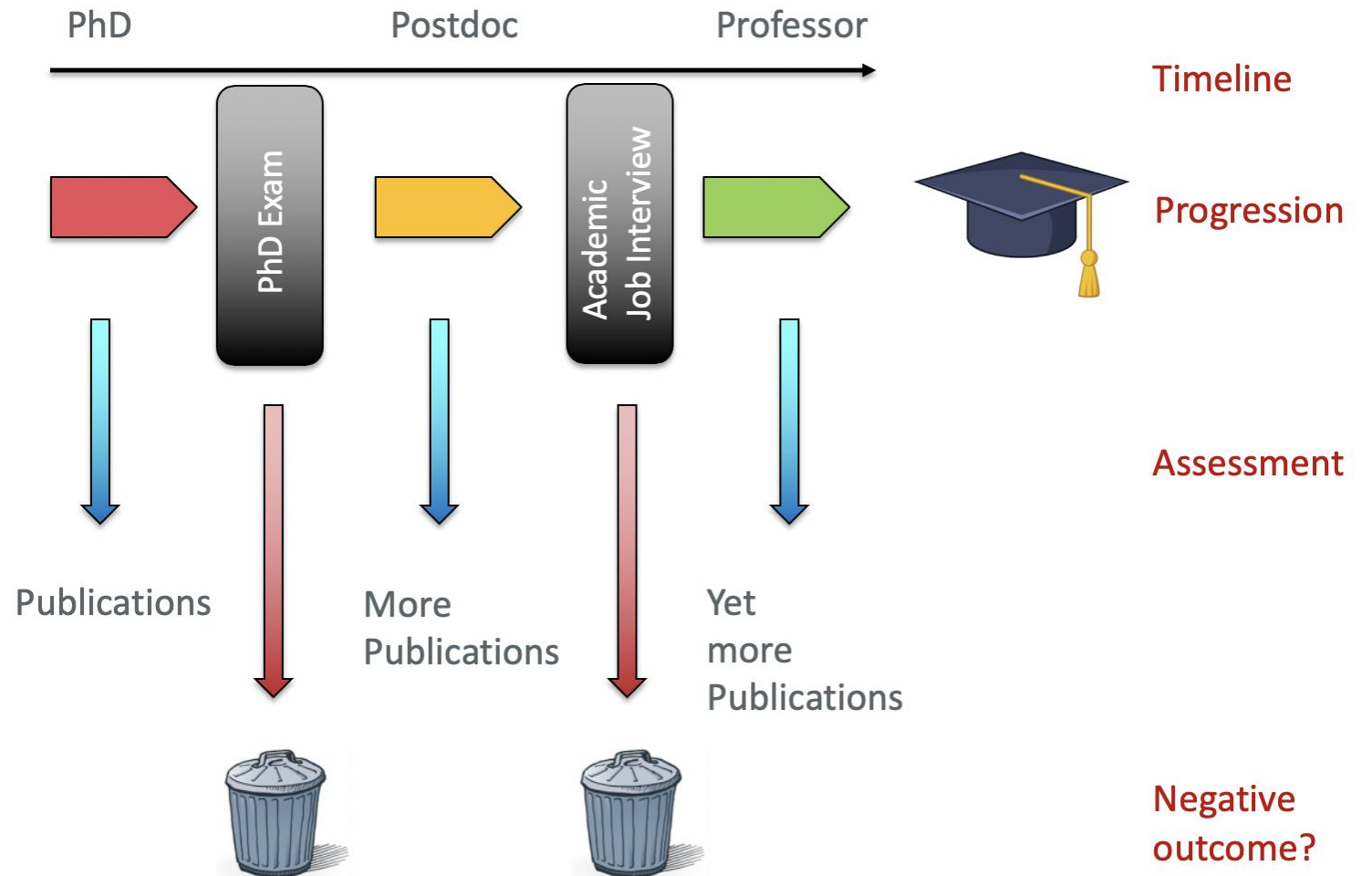
**Edwin Constable**  
University of Basel

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## The Challenge

- Early career researchers often do not know what will be assessed
- Institutions are not always transparent in making the targets clear
- The modalities for assessment may not reflect modern Open Access and Open Science requirements and aspirations
- The assessors often do not know what will be assessed – or how it will be assessed
- The assessors may not follow institutional policy and guidelines

# The paradigm to change



## Things to think about

- Are requirements and expectations for doctoral and postdoctoral assessment and career development different?
- Research quality assessment in broadest sense including all forms of research and societal output
- Include quality of training in the assessment protocol?
- Do not allow these views to enter into assessment:

“We have never done it this way”

“We don’t want to do it this way”

“This is not how our established career routes work”

# Thank you for your attention!

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