



# Changing evaluation – Changing research culture

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# A. Building the evaluation process

1. **Objectives and criteria of the evaluation:** are relevant and available to everyone
2. **Evidence used in the evaluation:** is comprehensive and fair
3. **Selection of evaluators and evaluation guidelines:** support balanced evaluation process
4. **Ensuring equality:** protects against discrimination



# B. Evaluation of research

5. **Evaluation of scientific quality:** is supported by relevant metrics
6. **Open access to research** is an important part of researcher's work
7. **Research ethics:** guarantees integrity



# C. Diversity of activities

8. **Researcher as a teacher and a supervisor:** is building the future of research
9. **Societal impact and interaction:** is an essential part of research (including multilingualism)
10. **Activity in research and other communities:** builds stronger research
11. **Considering the characteristics of research fields:** is essential in fair evaluation



# D. Researcher's role in the evaluation process

**12. Researcher self-evaluation:** creates a holistic picture of research

**13. Benefits of evaluation for researcher:** supports career development



# Thank you

