

Assessing Individual Research Performance in Higher Education

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Assessing Individual Research Performance in Higher Education

- Why do we assess?
 - Who does the assessing?
 - What do we assess?
 - Other issues with assessment
 - Problems with assessment
 - Where do we go?
- 



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think tank devoted to
higher education.



Search

Assessing individual research performance

2 May 2023

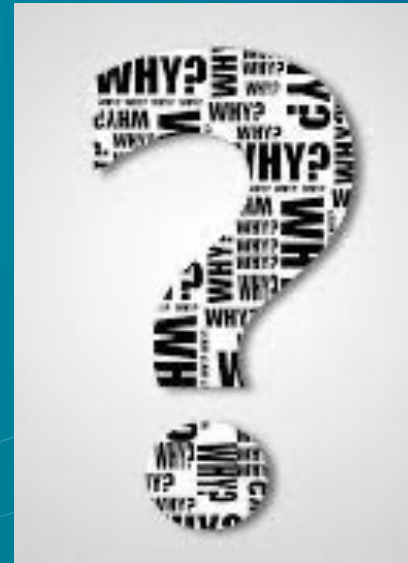
By Roger Watson, Dean Korošak, Gregor Štiglic,

Travel Retail
SUPERSTARS

Awards 2023



- Why do we assess?



Why do we assess?

- To make appointments
- To provide references
- To assess performance in role
- To award promotions
- To award funding
- As part of institutional review



Performance

- Who does the assessing?



Who does the assessing?

- People who have previously been assessed
 - ...and promoted based on that assessment

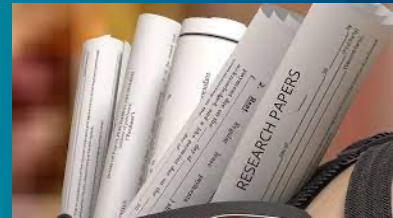


- What do we assess?



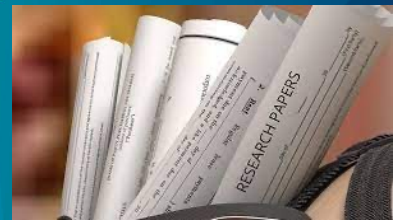
What do we assess?

- Contribution
 - Teaching
 - Administration
 - External
- Research income
 - Amount
 - Sources

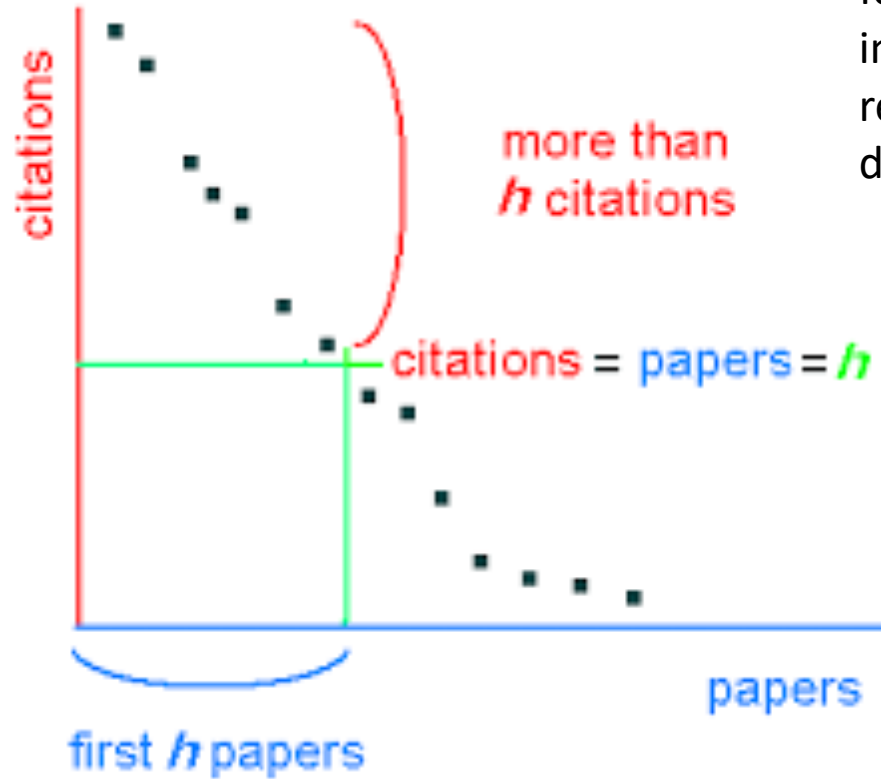


What do we assess?

- Person
 - h-index
 - Publications
 - Impact
- Publications
 - Number
 - Citations
 - Journal quality (aka impact factor)
- Impact
 - What has changed as a result of the research?
 - How do we know it has changed?



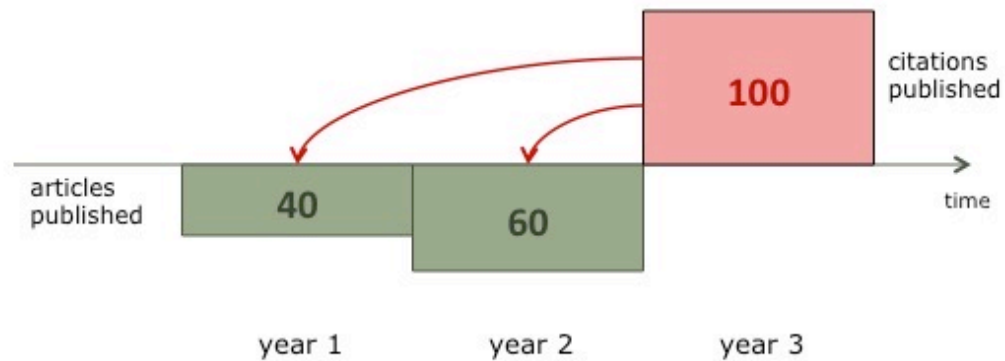
h-index



The redeeming feature of the h-index is that it is remarkably difficult to 'game'

The Impact Factor

Introduced in 1950's by Eugene Garfield: ISI



Articles cited within the same year do not contribute

$$IF(\text{year } 3) = 100 / (40 + 60) = 1$$

- Other issues in assessment

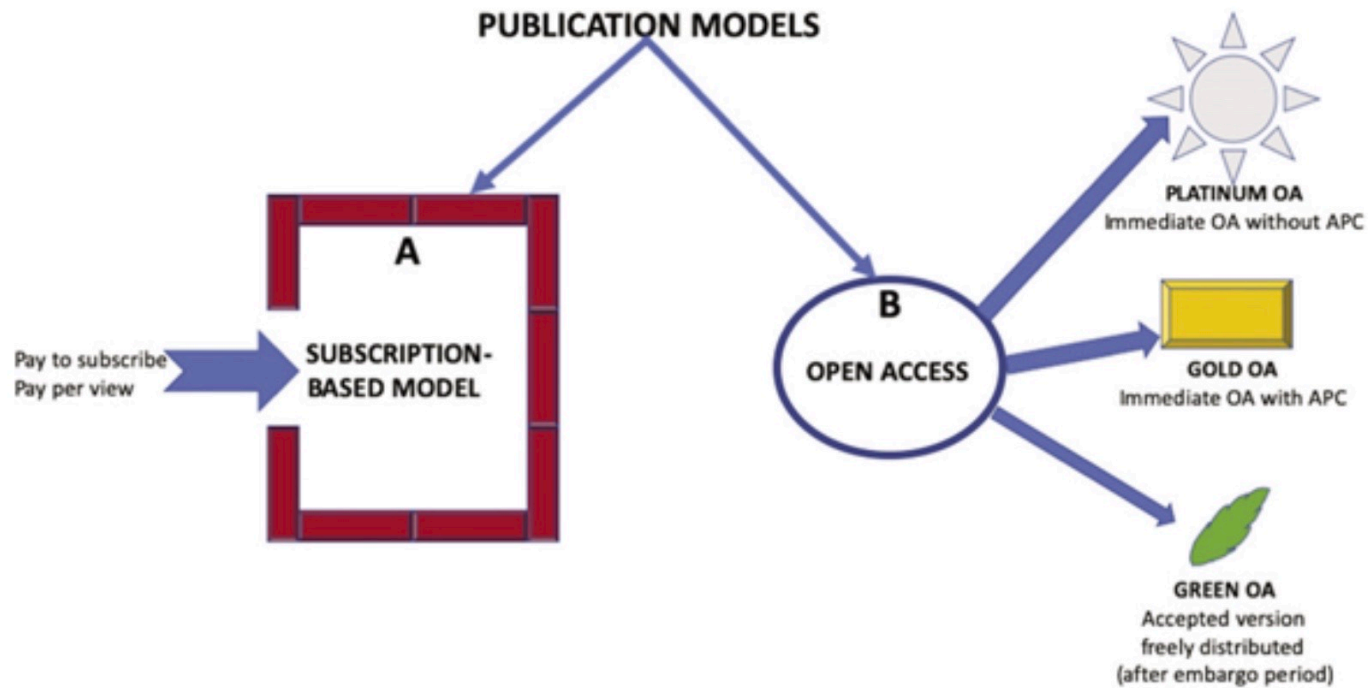


Other issues in assessment

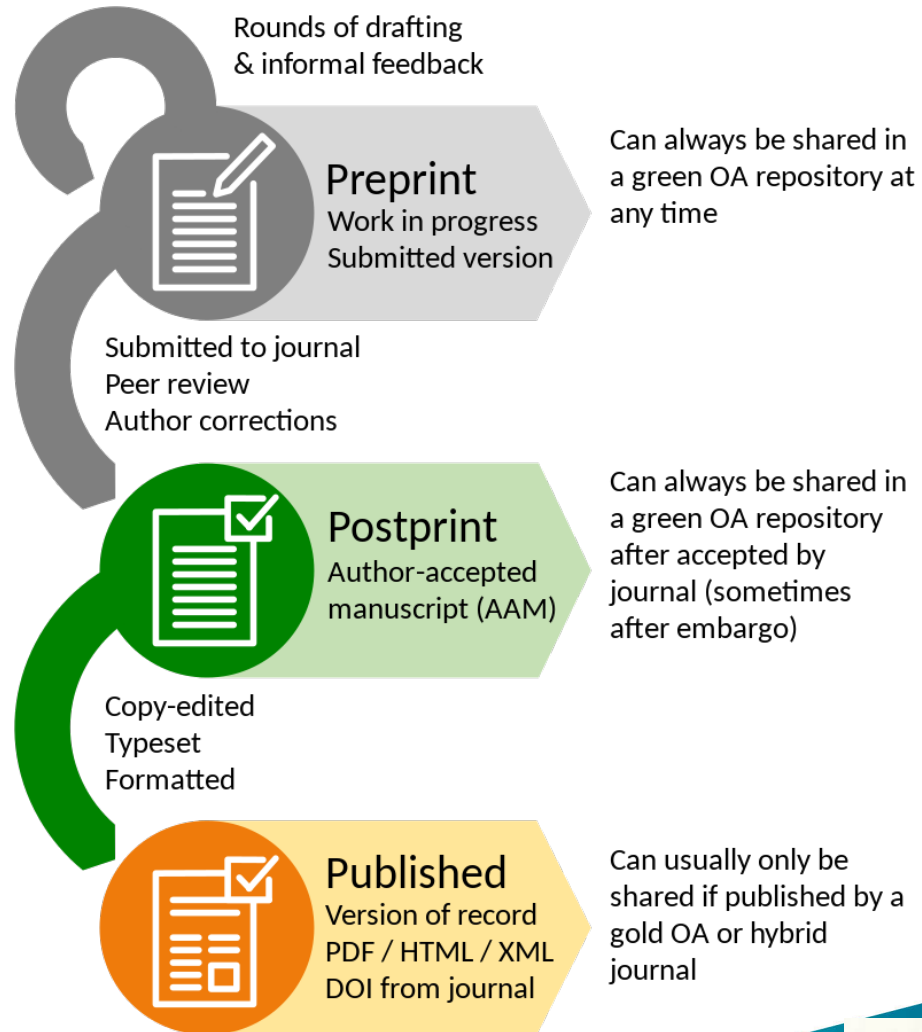
- Open access
- Pre-printing
- Predatory publishing
- Retractions



Open access models



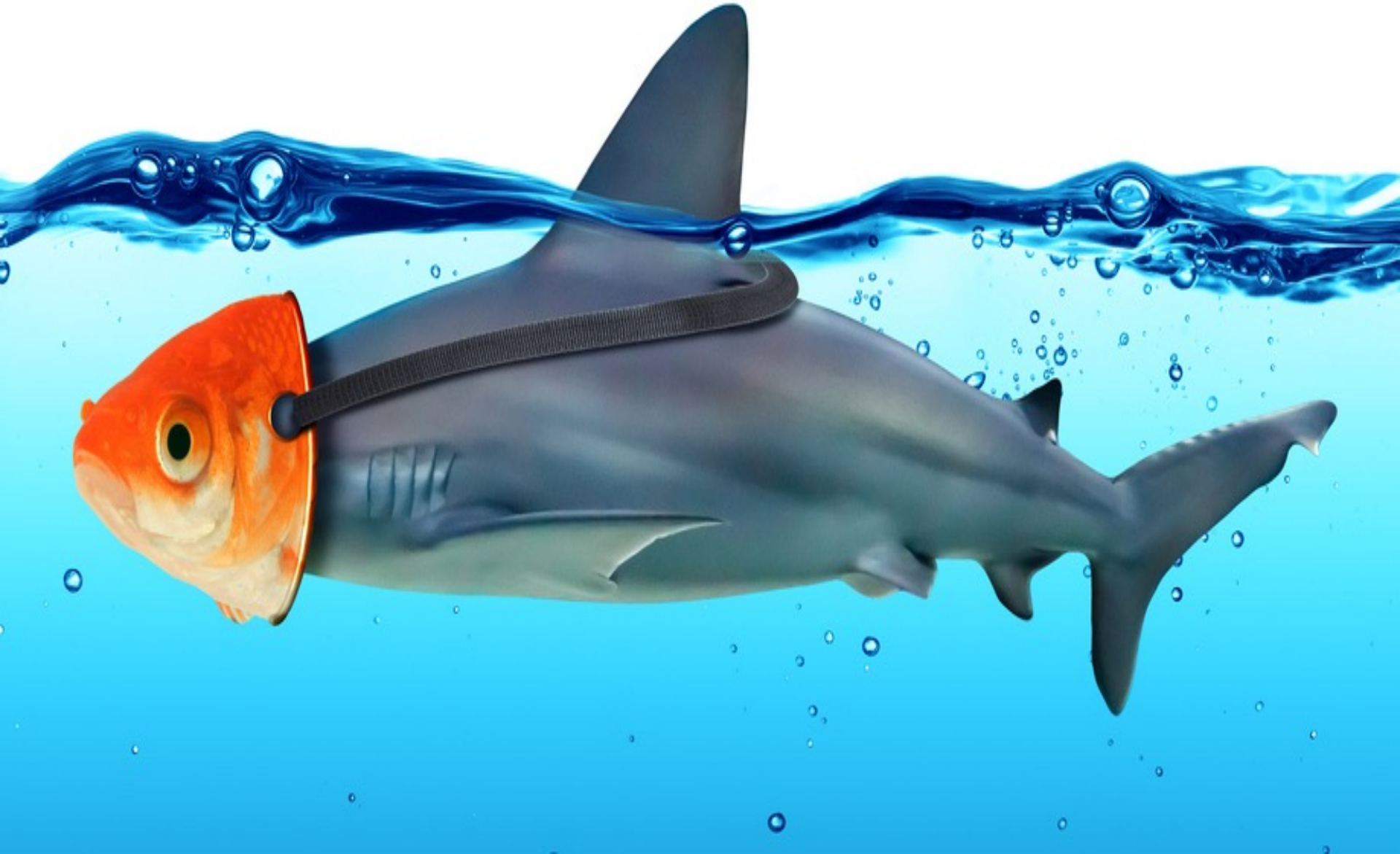
Pre-printing



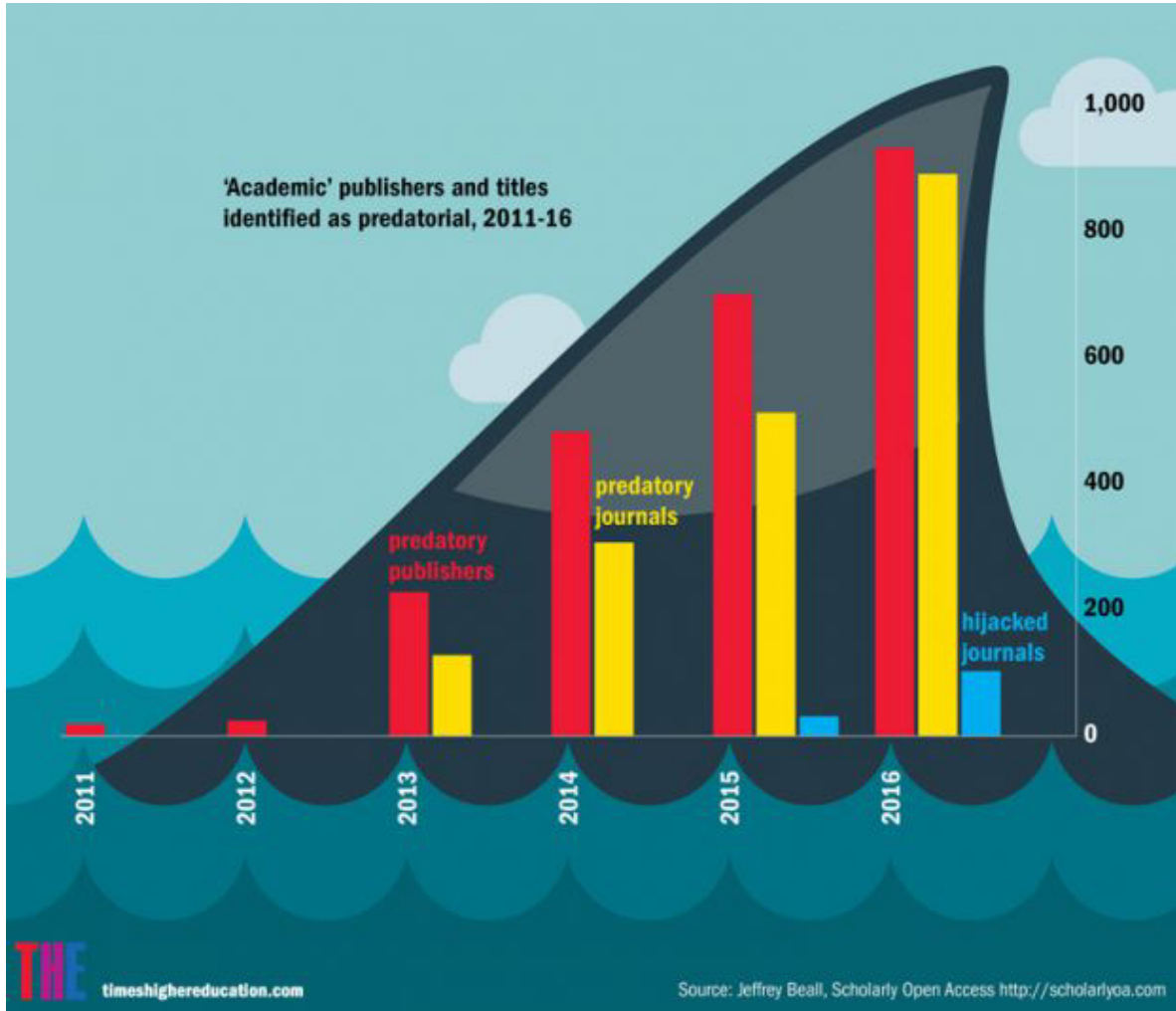
[Thomas Shafee](#) - Own work; adapted from diagram by [Ginny Barbour](#)



What about predatory publishers?



'Academic' publishers and titles identified as predatory, 2011-16



How many predatory journals are there?



We believe that there are about 15,000 predatory journals, although, it is quite a difficult question to answer; as we explore in this article.

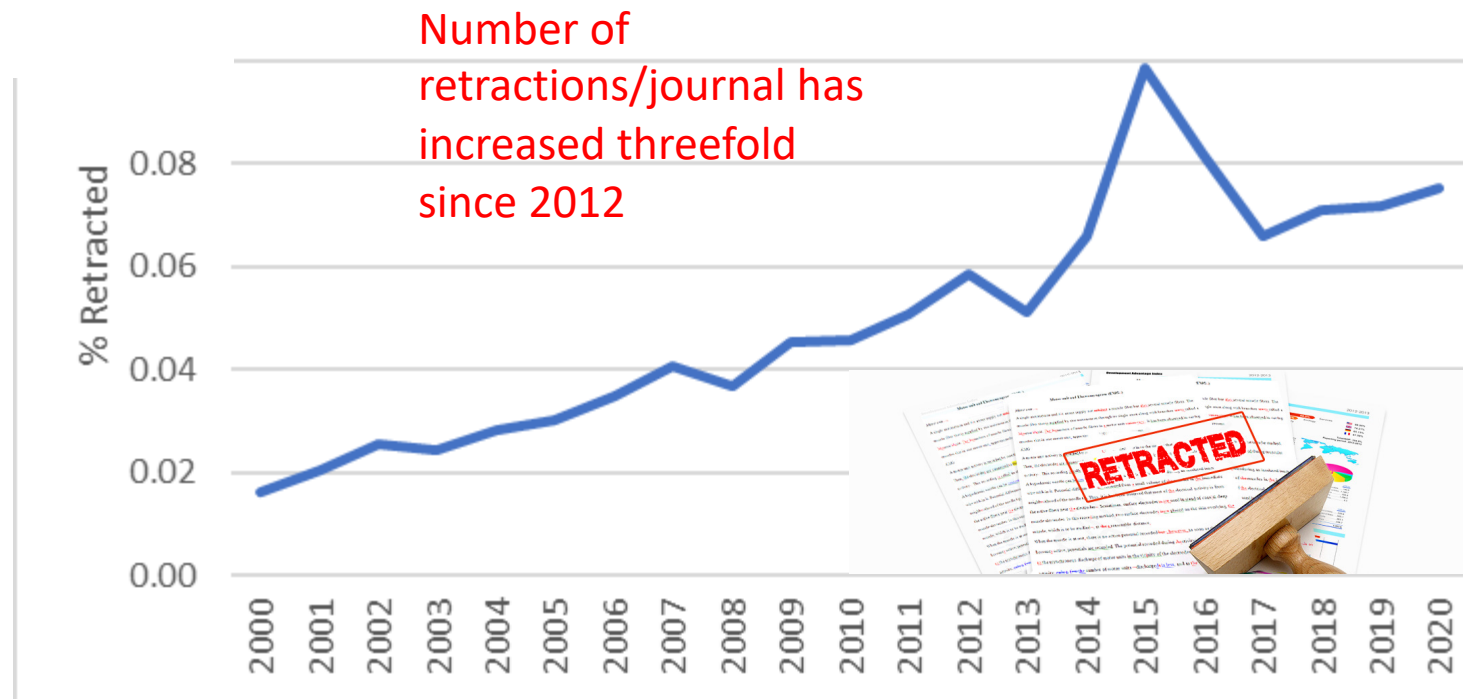
ABOUT US

We wish to raise the problems brought about by the rise in predatory and fake journals. Our overall aim is to eliminate these from scientific publishing. We want to provide evidence based material, rather than anecdotal. We are also happy to give journals and/or publishers the right of reply.

We would be delighted if you would consider supporting our work by becoming a patron. You can read more about this initiative [here](#).



% of Retractions Per Annual SE Publications



- Problems with assessment



Problems with assessment

- Using numbers can be meaningless
 - ...but is also quick and easy
- Citations based systems can be 'gamed'
 - Excessive self-citation
 - Citation 'clubs'
- Different norms for citation exist across disciplines
- The continued reliance on citations perpetuates bad practice

Individuals

Journals

Institutions

Problems with assessment

- Developing new systems
 - Cumbersome
 - Labour intensive
 - Slow
- The 'rot' may have set in regarding citations-based systems
- Governments encourage bad practice
- Institutions sign declarations (eg [DORA](#))
 - ...and then ignore them



Declarations on research assessment

- DORA

- DORA's key tenet is to “not use journal-based metrics, such as Journal Impact Factors (JIFs), as surrogate measures of the quality of individual research articles, to assess an individual scientist's contributions, or in hiring, promotion, or funding decisions”.

Alternative systems have not been tried and found wanting;
...they have been found difficult and not tried!

- Where do we go?



Where do we go?

- Less dependence on numbers
- Element of peer review essential
- Impact of research should be part of assessment
- Alternative metrics could be used





Institutional systems need to be established to track impact



BASED ON THE WORK OF PROFESSOR MARK REED



Altmetrics

In scholarly and scientific publishing, **Altmetrics** are new metrics proposed as an alternative to the widely used journal impact factor and personal citation indices like the h-index.

(Wikipedia)

Editorial

How academic nursing is being enriched by 'The Thriller Elite'



Philip Darbyshire PhD RN Professor of Nursing, Director^{1,2,3} and David R. Thompson PhD RN Professor of Nursing⁴

Article first published online: 28 JAN 2014

DOI: 10.1111/jan.12350

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Issue



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Volume 70, Issue 10, pages
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Additional Information (Show All)

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Altmetrics scoring system

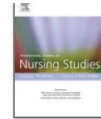


Website	Score
News	8
Blogs	5
Policy document (per source)	3
Wikipedia	3
Twitter (tweets and retweets)	1
Peer review (Publons, Pubpeer)	1
F1000	1
Youtube	0.25



International Journal of Nursing Studies

Volume 114, February 2021, 103807



Restraint use in the acute-care hospital setting: A cross-sectional multi-centre study

Silvia Thomann ^a, Sandra Zwakhalen ^b, Dirk Richter ^{a, c, d}, Silvia Bauer ^e, Sabine Hahn ^a

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<https://doi.org/10.1016/j.ijnurstu.2020.103807>

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Abstract

Background

Restraints are likely to negatively affect patients' health and therefore a reduction in their usage is recommended for all health-care settings. To date, research on

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View details





Usage

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Captures

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Readers: **44**

Mentions

News Mentions: **56**
Blog Mentions: **25**
Wikipedia: **3**

Social Media

Likes: **22**
Shares: **15**
+1: **4**

Citations

Citation Indexes: **29**
Clinical Citations: **3**
Policy Citations: **2**

- Conclusion



Conclusion

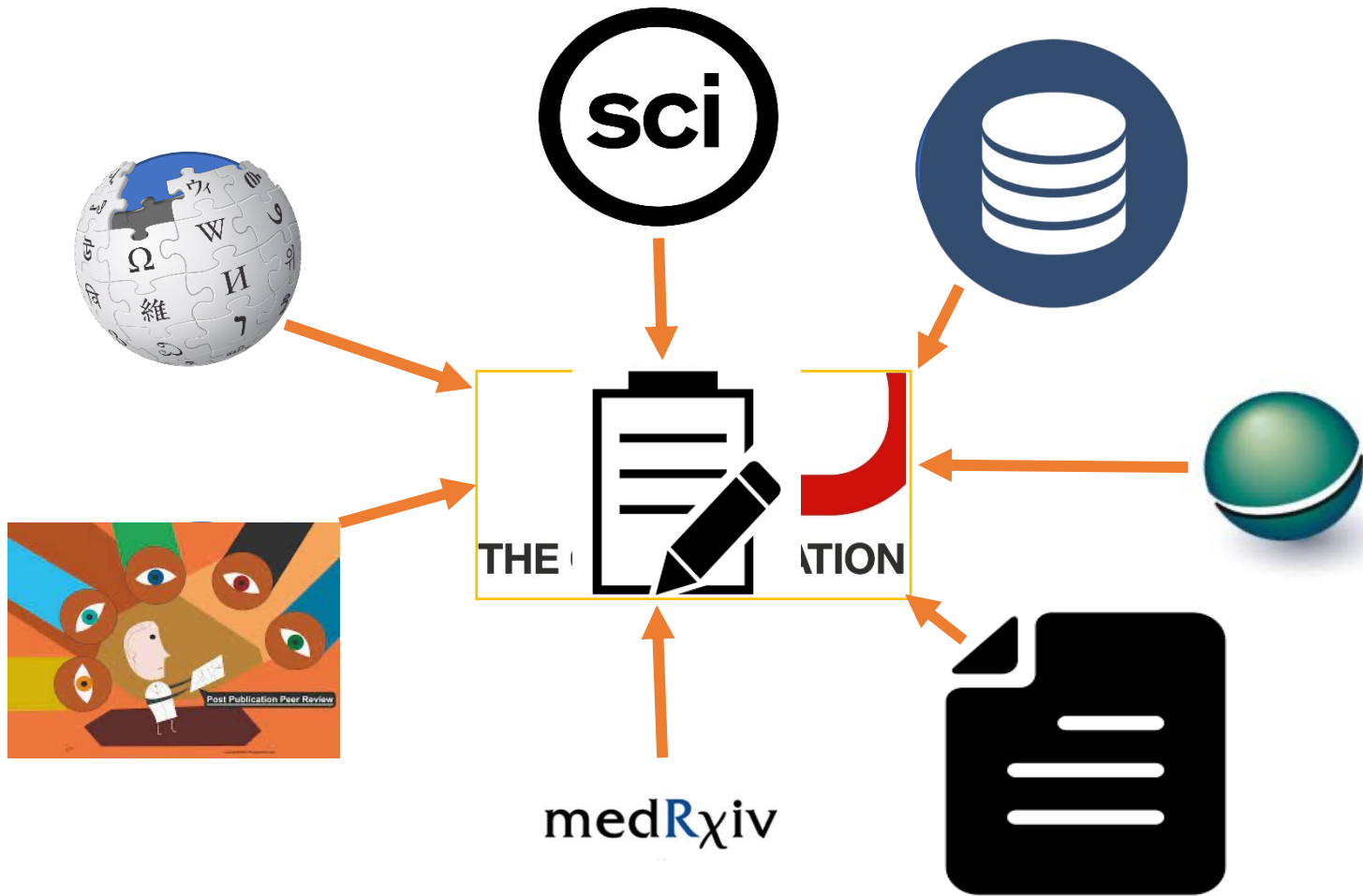
“...a perfect system for evaluating the performance of academics is an unlikely prospect. **But we consider that such a system has not been tried and found wanting; we have failed to try it at all.** Whatever systems are evolved the main point we make is that we must move away from virtually meaningless, demonstrably flawed and gameable systems of volume and metrics to assess the performance of individual academics. If such systems were tried, tested and adapted to individual institutional needs and then good practice shared and spread then there could be a positive ‘knock on’ effect on academic publishing.”

Watson, Korošak & Štiglic (2023)





- Finally...
- ...there's more!



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