



Inclusive research assessment in a European perspective

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TIER – Towards an Inclusive Evaluation of Research

The topic - The problem

The traditional criteria used to evaluate excellence in science, to evaluate research products and researchers are not free from **BIAS**

- ❖ They are primarily based on bibliometric indicators
- ❖ They tend to valorize more the quantity than the quality
- ❖ They fail in identifying the specific contribution of single researchers and the different spectrum of contributions

They can be affected by **systematic** and **unconscious biases**

Systematic biases

Built-in the grid of evaluation criteria that we use to assess research and evaluate researchers. Criteria do not take properly into account the career path of individuals.

They are relatively easy to identify and counteract by increasing the **number of dimensions** of our grids (more inclusive evaluation).

Unconscious biases

Built on the common lore that leads to our definition of excellence in science. It is based on a **stereotyped attitude** to research.

They are more subtle and tricky to counteract.

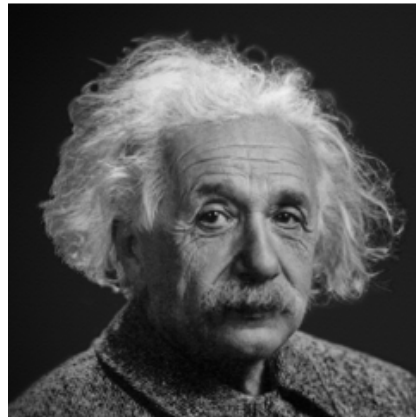
Outstanding researcher?



has high scientific impact
(publications, citations)

is predominantly
male and white

is in a lead position and knows
the rules of the game...



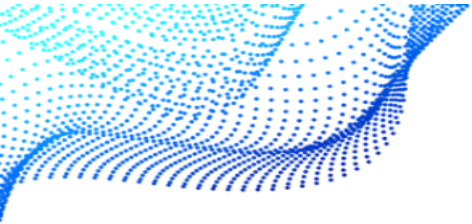
advances knowledge in an **outstanding** /
groundbreaking manner

dedicates as much life-time
as possible to research

works in prestigious
research institutions

has extensive networks

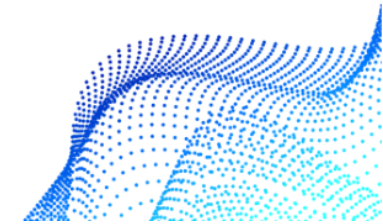
Bias is one of the main reasons for GENDER GAP in research

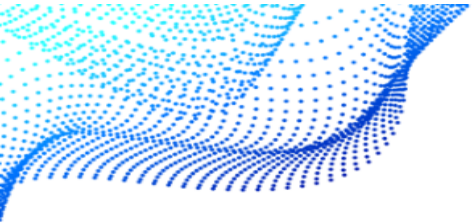
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A general revision of research assessment criteria

- ❖ Is necessary
- ❖ Cannot avoid facing the problem of how to **mitigate biases** in evaluation

The natural framework is CoARA

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CoARA Mission

CoARA – Coalition for Advancing Research Assessment

CoARA's mission is to enable a **systemic reform of research assessment** within a set timeframe, based on a common set of principles and commitments. Through collaborative action, exchange of knowledge, and mutual learning, CoARA aims to support all members in adopting and **refining more inclusive and effective assessment practices**.



TIER - Objectives

WG TIER – is devoted to studying the problem of how to mitigate biases in research assessment. It focuses primarily on **gender bias** and its intersectionality with other potential sources of biases. The main objectives of TIER are:

1. Bringing the bias and gender dimension within the CoARA general revision of assessment criteria (collaboration with the other WGs)
2. Rewieiving the definition of excellence towards a more inclusive definition.
3. Disseminating **best practices** which may ensure inclusive and bias-mitigated processes in the evaluation of research quality
4. Developing **training programs** for institutions and evaluators to raise awareness
5. Sustaining a community of practice and mutual learning



TIER - Deliverables

1. Landscape report on:



- a) gender representation in academic positions and in the distribution of funds and grants (data collection), in sample countries and sample scientific communities;
- b) the most common evaluation and assessment frameworks, as well as national legislations on the assessment of research and recruitment, and best practices;

Five case-studies: Finland, Italy, Switzerland, UK, EU-level

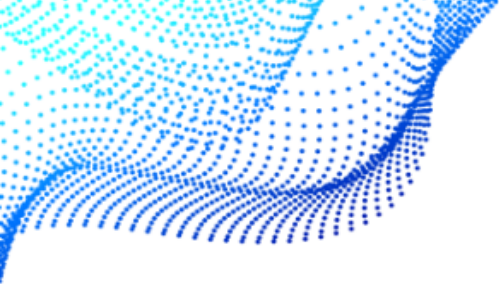
- c) Online training courses and tools for individual self-training on gender bias



TIER - Deliverables

2. **SURVEY** to individuals in CoARA member institutions to probe the individual perception about bias in evaluation and research assessment. ✓
3. **Report** on possible mitigation actions: **Best practices**, also with examples of successful implementation, and “**What not to do**” list.
4. **Toolkit** for self-evaluating the level of bias in research assessment and list of possible mitigation actions and how to implement them.
5. **Delocalized dissemination tour** (**TIER has been extended by one year**)

Think whether you may want to participate in the dissemination tour organizing one/two events in your institution/country.



Thank you !