Science Europe Careers in Research Webinar

Attractive Careers in Research: the expectations & roles of different stakeholder groups

WELCOME ADDRESS

Lidia Borrell-Damián

Secretary General
Science Europe

ATTRACTIVE CAREERS IN RESEARCH: THE EXPECTATIONS & ROLES OF DIFFERENT STAKEHOLDER GROUPS

29
countries

With members from 29 EU and non-EU countries and from all parts of Europe, we speak with a truly European voice.

40
member organisations

Bringing together research funding and research performing organisations.

25.1
bn €

spent on research per year by our members

Our members make a significant contribution to European scientific research and are crucial stakeholders in European science and research policy making.

01 FWF Österreichischer Wissenschaftsfonds
02 ÖAW Österreichische Akademie der Wissenschaften
03 fnrs
04 fwo Research Foundation Flanders
05 HRZZ Croatian Science Foundation
06 GAČR
07 Independent Research Fund Denmark
08 Danmarks Grundforskningsfond Danish National Research Foundation
09 Estonian Research Council
10 Research Council of Finland
11 anr agence nationale de la recherche
12 DFG Deutsche Forschungsgemeinschaft
13 HUN-REN Hungarian Research Network
14
15 rannís
16 HRB Health Research Board
17 Irish Research Council
18 SFI Science Foundation Ireland
19 INFN
20 Latvian Council of Science
21 Lietuvos mokslo taryba
22
23 NWO
24 Research Council of Norway
25 FNP Foundation for Polish Science
26 National Science Centre
27 fct Fundação para a Ciência e a Tecnologia
28 ue fiscdi
29 Science Fund of the Republic of Serbia
30 Slovak Research and Development Agency
31 aris
32
33 CSIC
34
35 FORTE
36 FORMAS
37 Vetenskapsrådet
38 Swiss National Science Foundation
39
40 UK Research and Innovation

RESEARCH FUNDING ORGANISATION
RESEARCH PERFORMING ORGANISATION

Careers in Research is a central topic within research policy.

It is about the talented people who contribute to knowledge advancement and create impact.

Research does not advance without talented and dedicated individuals.

When we talk about the quality of research, we must also talk about the quality of the environments and cultures that we create for our research professionals.

The topic of Careers in Research is of strategic importance internationally.

In 2016, Science Europe was already addressing this topic through surveys on mobility and post-doctoral funding

Now, it is vital that we consider a careers perspective across all our priority actions:

- Research Assessment Reform (CoARA)
- Open Science
- Research Infrastructure access
- EDI Policies
- …and research culture

https://www.scienceeurope.org/our-resources/postdoctoral-funding-schemes-in-europe/

INTRODUCTION

James Morris

Senior Policy Officer
Science Europe

Which country are you joining us from today?

98 responses

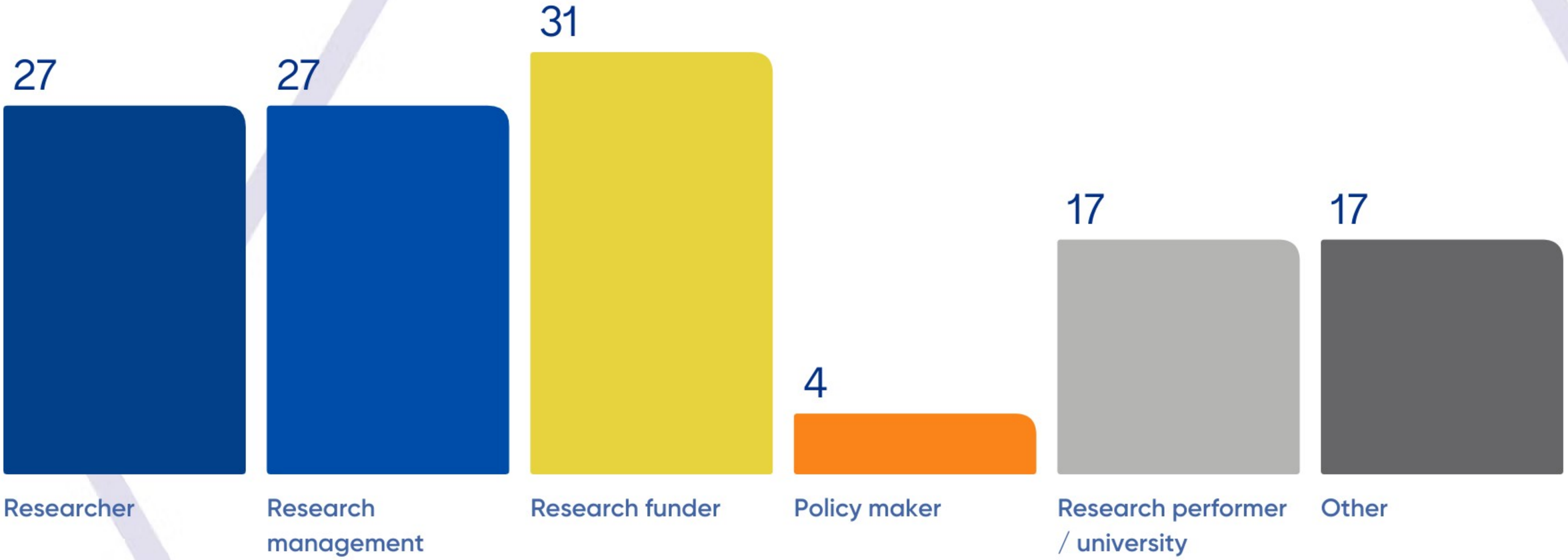
ATTRACTIVE CAREERS IN RESEARCH: THE EXPECTATIONS & ROLES OF DIFFERENT STAKEHOLDER GROUPS

SHAPE EUROPEAN RESEARCH POLICY DEVELOPMENTS

CONTRIBUTE TO THE EVOLUTION OF RESEARCH CULTURE

STRENGTHEN THE ROLE AND CONTRIBUTION OF SCIENCE IN TACKLING SOCIETAL CHALLENGES

Which stakeholder group are you from?



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Ensuring that values at the heart of our research systems are reflected in policies and practices.

https://scieur.org/values-frame

Bringing research policy topics together to promote healthy and effective research cultures.

https://scieur.org/values-frame

All in support of the quality and impact of research

https://scieur.org/values-frame

There are many challenges to attractive careers in research:

Lack of funding

Lack of diversity

Precarity

Over-competition

Perverse incentives

Individualism

Brain drain

'Projectification'

SCIENCE EUROPE

WORKSHOP | ATTRACTIVE & SUSTAINABLE CAREERS IN RESEARCH

Science Europe's Careers in Research workshop aims to focus on opportunities for positive action to improve conditions for talented individuals within the research sector in Europe, thereby contributing to the quality of research and the evolution of research cultures.

To do so, we must recognise the myriad challenges and difficulties faced in our current systems. These have been discussed and written about at length over the past decades, and this statement aims to summarise the key issues, acting as a common reference upon which discussions on differential expectations can take place, working towards defining positive actions. A selection of key studies, reports, and policy papers is also provided that discuss and contextualise the challenges described below.

The key challenges facing careers in research

- The **precarity** of research positions, particularly at early career stages, leads to reductions in the attractiveness of academic career pathways and a **loss of talent** to other sectors. Precarity is the result of a **lack of available public funding for research**, the short-term '**projectification**' of research, and a lack of research positions that, combined, lead to an **overly competitive environment**. Competition is a necessary and important element in promoting quality and excellence, yet over-competition acts against promoting high-quality research by increasing talent loss and **reducing diversity** (both in terms of people and ideas). It is vital that actions to improve the conditions for careers in research act on precarity and over-competition without compromising on quality and excellence.

- Broad-scale, international reform of research assessment is underway, yet many of the traditional and **perverse incentives** that have shaped the way that research is conceived, conducted, and communicated remain influential in the careers of research professionals. '**Publish or perish**' remains a well-used idiom, and the focus on **individualistic** and easily quantifiable outputs in research predominate.

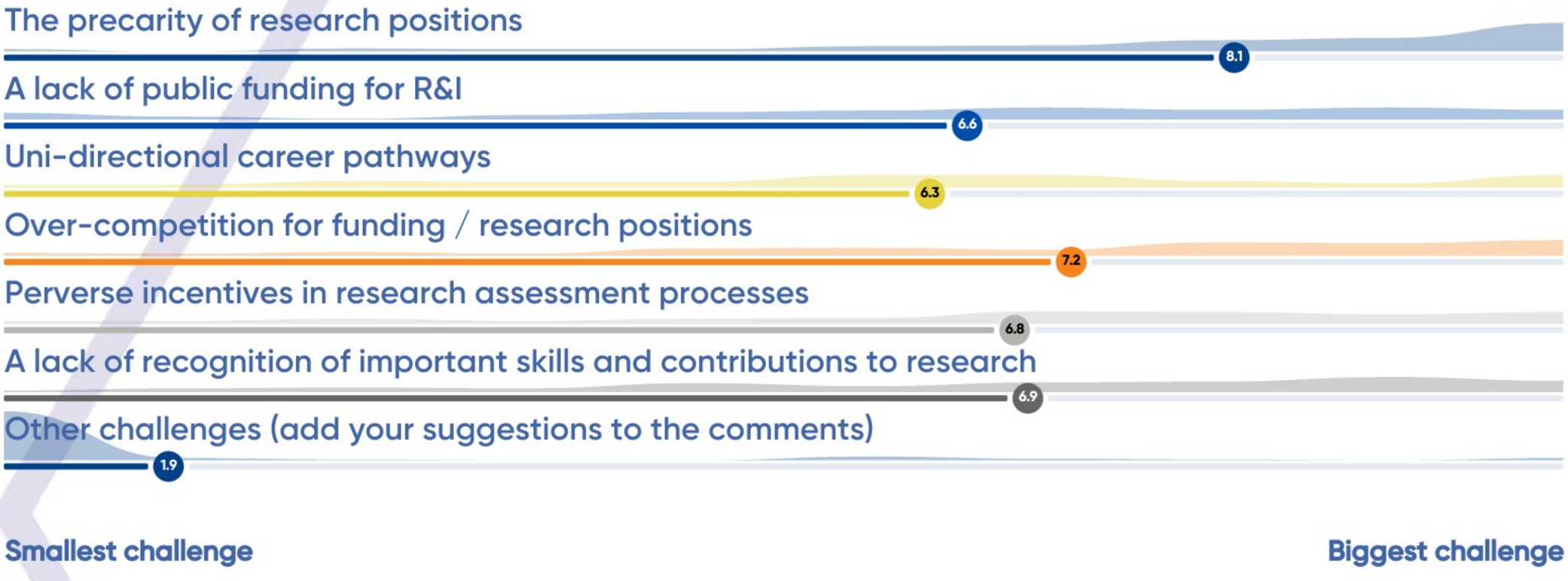
- All types of **mobility** within the research system should be recognised as valuable contributions, these include: geographical, virtual, intersectoral, inter-disciplinary, inter-role, and intellectual mobility. Yet, it is also important to recognize that not all roles or positions within the research profession benefit from mobility. Promotion of mobility must focus on and reward the skills and competencies gained, the research results obtained, the outcomes achieved, and coherence with the research strategy, rather than mobility for its own sake. Mobility should not be a requirement for career advancement, where it may introduce or **reinforce unwanted bias** and lead to reductions in equality, diversity, and inclusion.

- As a component of mobility, the international movement of research professionals offers specific benefits and challenges. The **brain drain** of talented individuals from certain regions of the world (or within the European Research Area) seeking more attractive conditions poses significant challenges and will require international collaboration and whole-systems thinking to overcome. The same is true for inter-sectoral mobility, which is heavily skewed towards industry from academia currently – promoted both by more attractive conditions in the private sector and a **lack**

2

https://www.scienceeurope.org/events/workshop-on-attractive-careers-in-research-the-expectations-roles-of-different-stakeholder-groups/

In your view, what are the biggest challenges to attractive careers in research currently?



How can we develop positive actions (*as Science Europe Member Organisations*) to make careers in research more attractive and sustainable?

SCIENCE EUROPE

WORKSHOP | ATTRACTIVE & SUSTAINABLE CAREERS IN RESEARCH

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2

https://www.scienceeurope.org/events/workshop-on-attractive-careers-in-research-the-expectations-roles-of-different-stakeholder-groups/

Aims of this workshop:

Listen to the perspectives & expectations of stakeholders

Identify pressing challenges

Discuss key actions

Work together to improve the conditions for quality research

https://www.scienceeurope.org/events/workshop-on-attractive-careers-in-research-the-expectations-roles-of-different-stakeholder-groups/

SESSION 1:
EXPECTATIONS ON CAREERS IN RESEARCH FROM THE RESEARCH COMMUNITY

Anneke Kastelein

PhD Candidate, Leiden University Medical Centre

Liz Simmonds

Head of Research Culture, University of Cambridge

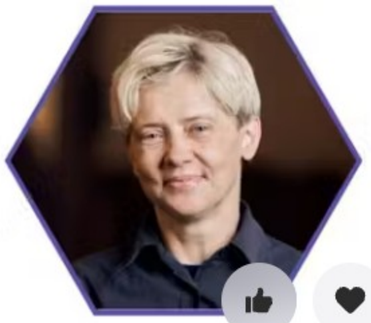
Dipti Pandya

Chair, European Association for Research Managers & Administrators

Moderated by:

Jolanta Šinkūnienė

Research Council of Lithuania



SESSION 1:
EXPECTATIONS ON CAREERS IN RESEARCH FROM THE RESEARCH COMMUNITY

Anneke Kastelein

PhD Candidate,
Leiden
University
Medical Centre

Beyond Survival: Towards Thriving in Research

Anneke Kastelein

PhD Candidate Leiden Univeristy Medical Center

Advisory Board member PhD Network Netherlands

The (hopeful) expectation

Who We're Looking For

- A driven researcher who thrives on collaboration and curiosity.
- You've gone beyond your field—whether through leading cross-disciplinary studies or tackling real-world problems.
- Above all, you're passionate and ready to share it with students, colleagues, and society.

What's in It for You

- While we push boundaries in research, we respect **work-life balance**
- Paid **parental** leave, **support** to reach professorship, and a **permanent role** if you excel.
- Plus, a starting fund to fuel your research and teaching— free to use it your way.

The reality

YES, POSTDOCS ARE THE INVISIBLE PEOPLE ON CAMPUS.
WITHOUT OFFICIAL STATUS, WE WANDER AROUND LIKE GHOSTS...
TRAPPED IN THIS REALITY UNTIL WE'RE CALLED ON TO THE NEXT WORLD!
I THOUGHT GRAD SCHOOL WAS LIMBO.
THERE'S ANOTHER ONE AFTER THAT.
JORGE CHAM © 2008
WWW.PHDCOMICS.COM

Surviving in Academia

Precarity

- Work/Life imbalance
- Publication and grant pressure
- Lack of academic career prospects
- Low (or no) remuneration and lack of social protection

→ Selection for those who can ‘afford’ academia

Supporting the quest for job security

- Define career paths, increase transparency on what is needed
- Encourage funding opportunities for stable Postdoc positions
- Compensation for lost time during maternity/paternity leave

Fair working conditions for early career researchers

- Encourage minimal requirements regarding employment and social protection of all early career researchers
- Involve PhD candidates and postdocs in policy decisions for early career researchers
- Provide training and support for next steps: both within and outside of academia

Invitation: How can we move from discussion to implementation?

Thank you

Anneke Kastelein
a.kastelein@lumc.nl

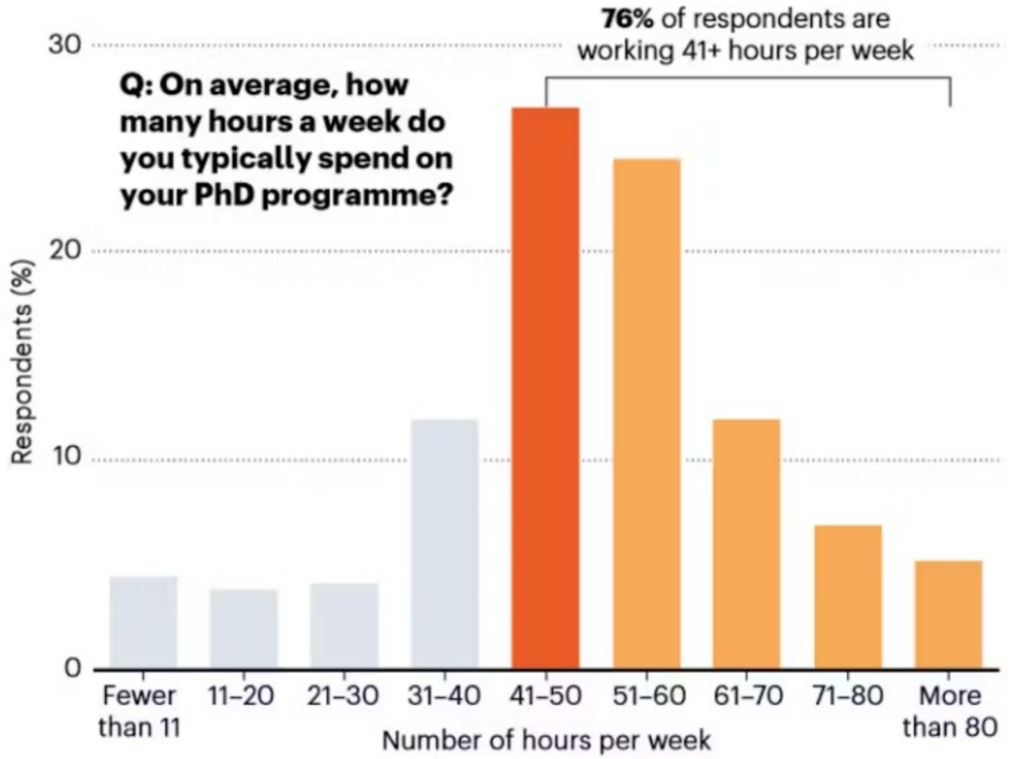
Surviving in Academia

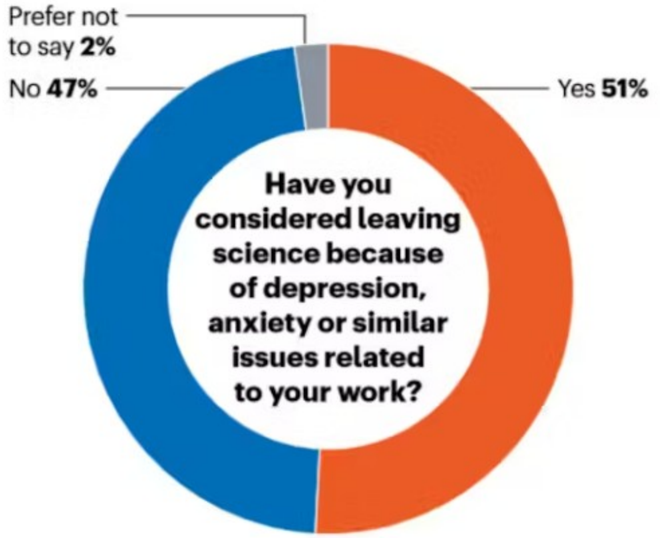
OVEREXTENDED AND STRESSED

Long hours in the laboratory and other demands have taken a toll on PhD students' well-being and mental health.

36%

of respondents have sought help for anxiety or depression caused by PhD studies. One-third of them sought help from places other than their institution, and 18% sought help at their institution but didn't feel supported.





SESSION 1:
EXPECTATIONS ON CAREERS IN RESEARCH FROM THE RESEARCH COMMUNITY

Liz Simmonds

Head of Research Culture, University of Cambridge

Where Research Culture and Research Careers Collide

Liz Simmonds

Head of Research Culture, University of Cambridge

- Researchers' career expectations are shaped by the surrounding culture which they also in turn shape.

- ECRs were willing to put up with issues because they badly wanted an academic career.

- Do we *really* understand what drives people to pursue an academic career?

Myth: researchers just need to know what their options are outside of academia, and that will encourage them to broaden their career directions.

Reality:

A huge amount of work has gone in to helping researchers to explore their options – they still want academic careers

Mobility is very complex when different parts of the R&I sector offer very different T&Cs and work on different values

Many are scared that it's a one-way street because of the need to maintain a publication record.

Is there an answer to the ‘wicked’ problem of precarious contracts?

Open-ended contracts – just window dressing?

Roving researchers – an approach to ‘deprojectify’ contracts?

When is a pathway not a pathway?
When it’s a researcher career pathway!

SESSION 1:
EXPECTATIONS ON CAREERS IN RESEARCH FROM THE RESEARCH COMMUNITY

Dipti Pandya

Chair, European Association for Research Managers & Administrators

Staying in Research as a Research Manager

EARMA
EUROPEAN ASSOCIATION OF RESEARCH MANAGERS AND ADMINISTRATORS

UCD DUBLIN

Dipti Pandya

Chair, European Association of Research Managers and Administrators, EARMA

Director of Research, University College Dublin

Attractive Careers in Research Management

4 November 2024,

Science Europe

EARMA Strategy 2024/28

EARMA
EUROPEAN ASSOCIATION OF
RESEARCH MANAGERS AND ADMINISTRATORS

4000 RMAs across
40 countries

RM
ROADMAP

The Future is Now

Research Management and Administration in a Changing World

Strategic Goals:

- Community Engagement
- Professional Development
- Recognition

Excellent Research needs Excellent Research Management

Research Management Initiative

- **Upskilling**: improve training and skills of research management staff
- **Recognition**: contribute to professionalization
- **Networking**: support best-practice exchange
- **Capacity building**: support less R&I intense regions and organization

ERA Action 17

Enhance the Strategic Capacity of Europe's Public Research Performing Organisations

Empowering Research and Innovation: A new ERA in Research Management

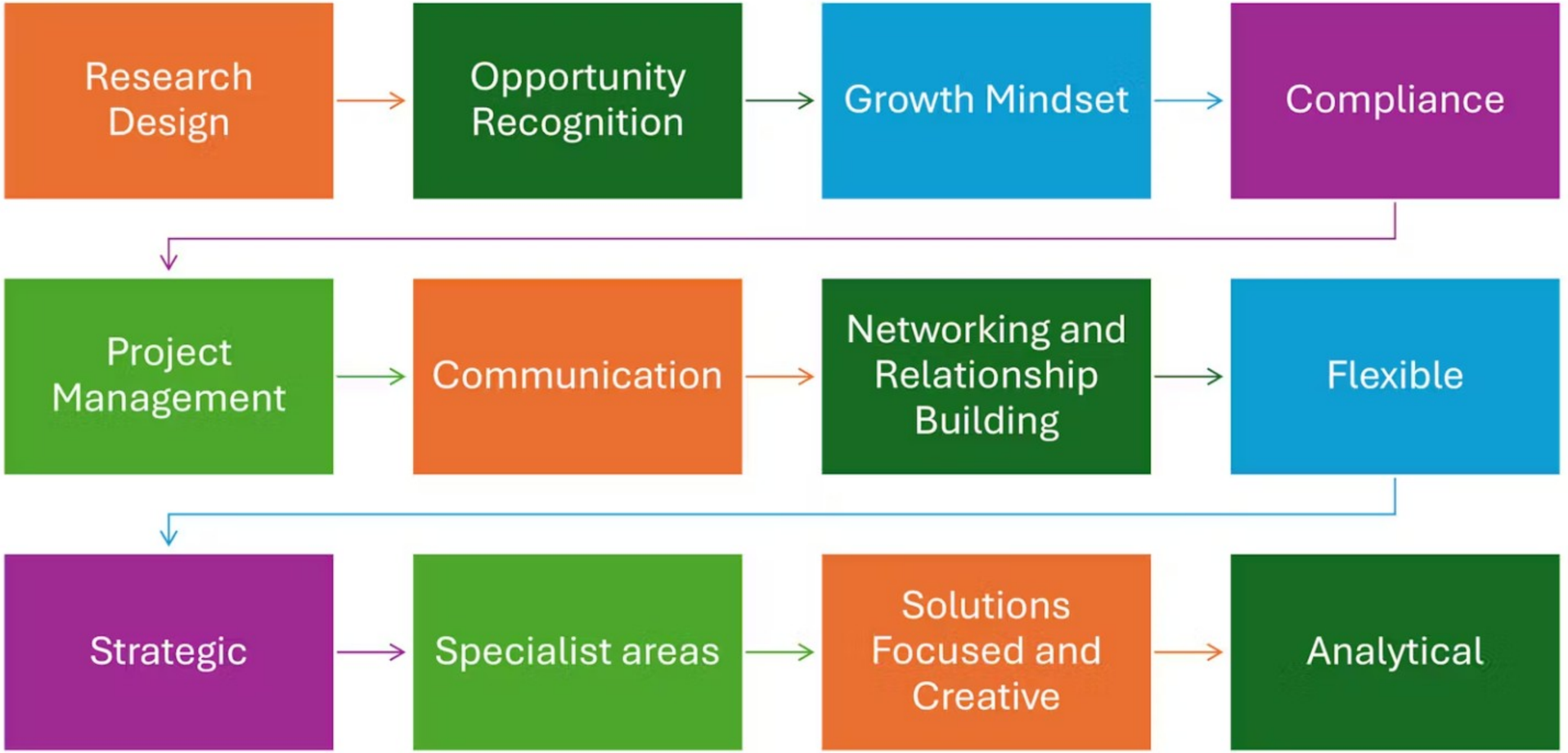
Research Management as a New Profession *Moving from Invisible to Visible*

- Diversity of Career Pathways and entry points
- Breadth and Diversity of Roles
- New RMA Job Descriptions and Performance Evaluation
- Demand for Professional Development, Skills and Training

Research Managers: Key Drivers

Enabling and Supporting the full Research Lifecycle	Resourcing Research	Developing the Research Community	Execution of Research Strategy	Working across Diverse Research Areas
Research Culture	Collaborative and partnership approaches	Competitive nature	Service orientated	Making a Difference
Best practice sharing	Response to Precarity: Talent Retention and Sustainability	Career Progression and Professional Development	Being part of the solution	Sustainability and Impact

Research Managers: Skills



Research Funders as Research Managers

European Research Council (ERC)
232,799 followers
1mo •

It is #ResearchAdministratorDay! Let's show our appreciation 💐🙏 for the contributions they make every day, supporting the mission of researchers, research institutions, and research funders.

If you are interested in working in this field, check out the positions available at the ERC 👉 https://lnkd.in/ecBugi8Q

Opportunity

- Key inputs to national and international research and innovation policy “Researcher Voice”
- Potential to support transformation in Widening Countries
- Creative solutions
- Execution and implementation
- Research bureaucracy
- Mobility and international collaboration
- Career progression and pathways
- Community development
- Professional recognition

Research Professional

PROUD
TO BE A RESEARCH ADMINISTRATOR
Supporting Research...together
65th Annual Meeting

PROUD
to be a RESEARCH ADMINISTRATOR
NCURA
Supporting Research...together

Session 1: Expectations for careers in research from the research community - Questions to the speakers

45 questions
76 upvotes

SESSION 2:
EXPECTATIONS ON CAREERS IN RESEARCH LOOKING WITHIN & BEYOND ACADEMIA

Giorgio Chiarelli

Research Director, National Institute for Nuclear Physics, Italy

Verity Elston

Co-Director, Graduate Campus, University of Lausanne

Adelheid Wessler

Head of the "Societal Transformations", Volkswagen Foundation

Moderated by:

Anjana Buckow

German Research Foundation

SESSION 2:
EXPECTATIONS ON CAREERS IN RESEARCH LOOKING WITHIN & BEYOND ACADEMIA

Giorgio Chiarelli

Research Director, National Institute for Nuclear Physics, Italy

INFN, who are we?

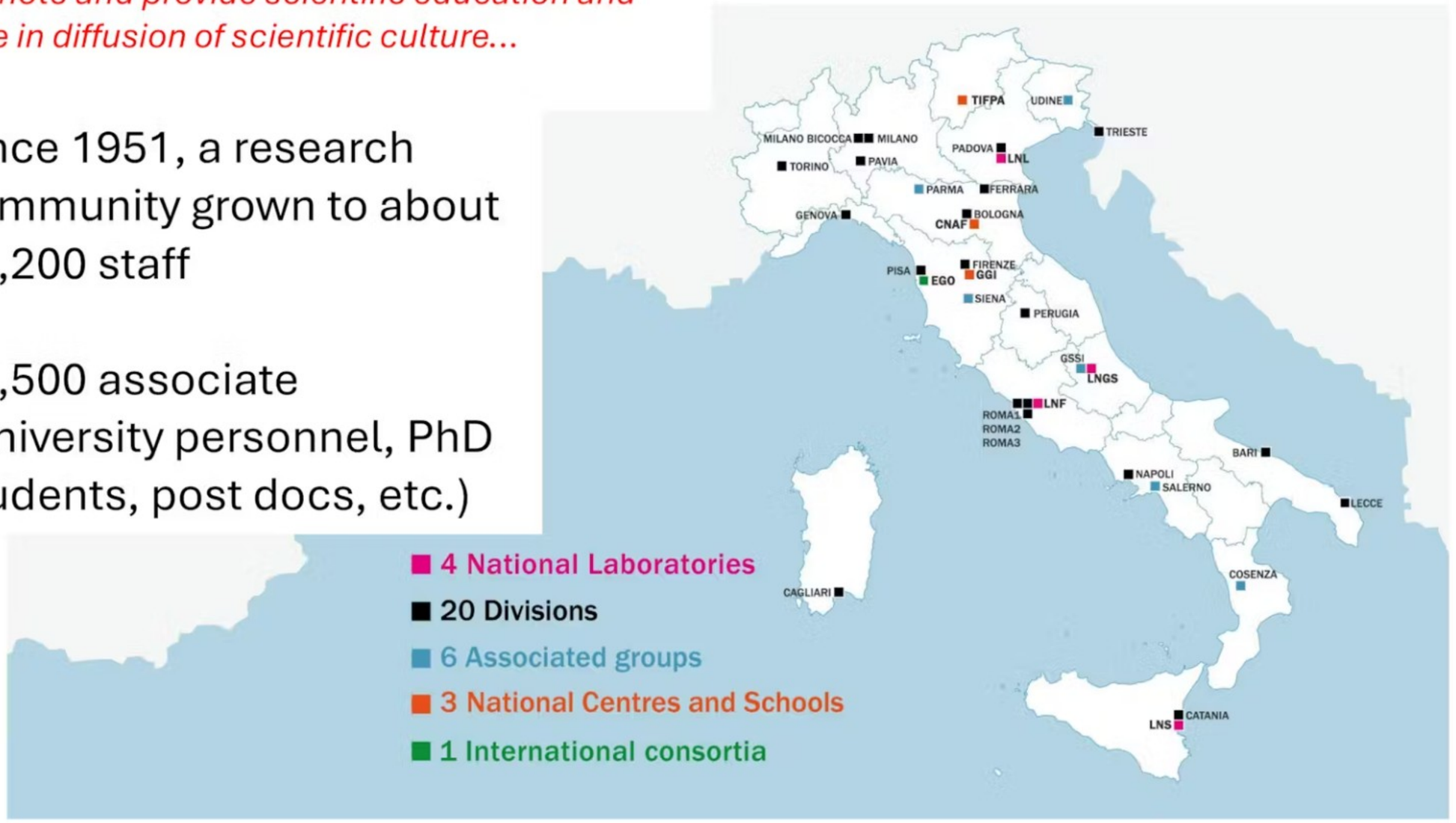
RPO with a Single mission:

Research in nuclear and sub-nuclear physics and development of the related technologies..

... promote and provide scientific education and engage in diffusion of scientific culture...

Since 1951, a research community grown to about ~2,200 staff

~2,500 associate (University personnel, PhD students, post docs, etc.)



From PhD to?

- ~ 300/year students graduate with research paied forby INFN
- We have a workforce (end of 2023) of
  - ~1140 researchers (staff)
  - ~40 on fixed term contracts+140 (Next Generation EU projects)
  - ~220 post-docs
- O(40) new researchers every year
- To become a researcher staff there are national calls.
  - Candidates must pass an exam (written+oral).
  - CV counts 20% of the final score, written and oral parts count 40% each.
  - Oral part is a discussion of the candidate's publications (best 10 have to be listed on the application). No use of metrics.

Filling the Gender Gap

- Create incentives (awards, fellowships etc.) for female students
- Help post docs by
  - Broadening medical insurance to post docs
    (covers all expenses linked to pregnancy up to maternity)
  - Complement what paied by INPS(*) when in mandatory maternal leave:
    - For INFN post docs, the Institute adds a contribution up to the full salary for the the three months of mandatory maternal leave, and one month for the parental leave.
- Mentoring program for young female researchers
- Financial contribution to cover nursery school
- Local agreements with kindergardens and alike for summer camps if available near workplace

(*) INPS is the Italian institution covering welfare, pensions, supports etc.

Nurturting Technology Transfer

Tech Transfer at INFN formally started in 2012

- Since 2017 we created a competitive call dubbed «R4I» (research for innovation). Goal is to foster good ideas an move up in the TRL scale (say from 2-3 to 5-7)
  - Starting point is typical of technologies developed within our Institute (basic research)
- While being a call to our research personnel, can be a joint project with partners from the private sector
- Selected projects can support post-doc positions
- Deliverable is a Proof of Concept. Ex-post evaluation for possible follow up in terms of TT
- So far with 46 projects financed, 30 fully by INFN

Can we nurture next generation entrepreneurs?

- So far INFN had 5 spin-offs
- How can we help young researchers to start their own entrerprise?
- We do not have internal know-how (unlike Universities)
- This year
  - with support from InvestEU through CDP (Cassa Depositi e Prestiti)
  - we started a training program for researchers winners of R4I Call. Twenty-five participants, in 8 teams
  - Lasts 12 months
    - Taught classes on business-relevant subjects
    - Self-training material
    - Each team is developing a business case, with support of mentoring stucture
- Will it be successfull?

Acknowledgments

These slides were prepared with the help of

- Oscar Adriani
- Titti Agodi
- Mariangela Cestelli Guidi
- Antonio Passeri

Any possible mistake is, of course, mine.

SESSION 2:
EXPECTATIONS ON CAREERS IN RESEARCH LOOKING WITHIN & BEYOND ACADEMIA

Verity Elston

Co-Director,
Graduate
Campus,
University of
Lausanne

Careers in research

PERSPECTIVES OF RESEARCHER DEVELOPERS

VERITY ELSTON

NOVEMBER 2024

UNIL | Université de Lausanne

Graduate Campus

- The Graduate Campus, University of Lausanne, Switzerland
- The practice: visibility on career options
- The challenge: interest and participation in career preparation

UNIL | Université de Lausanne
Graduate Campus

Graduate Campus @ UNIL

- Institutional frameworks for doctoral education and postdoctoral career development
- Guidance and support for early career researchers and their supervisors/PIs
- Visibility of career options after the doctorate (qualitative and quantitative)
- Tools to manage career development

UNIL | Université de Lausanne

Graduate Campus

The practice: visibility on career options

Alumni portraits

Survey data

Rights

UNIL | Université de Lausanne

Graduate Ca[illegible]us

The challenge: interest and participation

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Graduate Campus

Thank you!

VERITY ELSTON

GRADUATE CAMPUS UNIL

UNIL | Université de Lausanne

Graduate Campus

SESSION 2:
EXPECTATIONS ON CAREERS IN RESEARCH LOOKING WITHIN & BEYOND ACADEMIA

Conor O'Carroll

Founder &
Director, SCIPOL
Services, Ireland

SESSION 2:
EXPECTATIONS ON CAREERS IN RESEARCH LOOKING WITHIN & BEYOND ACADEMIA

PRESENTATION WITHOUT SLIDES

Conor O'Carroll

Founder &
Director, SCIPOL
Services, Ireland

Session 2: Expectations for careers in research looking within and beyond academia - Questions to the speakers

45 questions
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SESSION 3:
EXPECTATIONS ON CAREERS IN RESEARCH FROM POLICY MAKERS & INTERNATIONAL VOICES

Manuel Aleixo

Head of Unit, DG RTD, European Commission

Cláudia Sarrico

OECD Research & Innovation Careers Observatory, Project Lead

Vinciane Gaillard

Deputy Director of R&I, European University Association

Moderated by:

Sean Sapcariu

Luxembourg National Research Fund

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SESSION 3:
EXPECTATIONS ON CAREERS IN RESEARCH FROM POLICY MAKERS & INTERNATIONAL VOICES

Cláudia Sarrico

OECD Research & Innovation Careers Observatory, Project Lead

Research and Innovation Careers Observatory (ReICO)

OECD

Co-funded by the European Union

Introduction to the Research and Innovation Careers Observatory (ReICO)

Background: ReICO was launched to address evidence gaps in R&I careers, building on OECD's existing work on R&I workforce issues.

Objective: Provide robust data to inform policy-making, helping to shape a sustainable and inclusive R&I workforce.

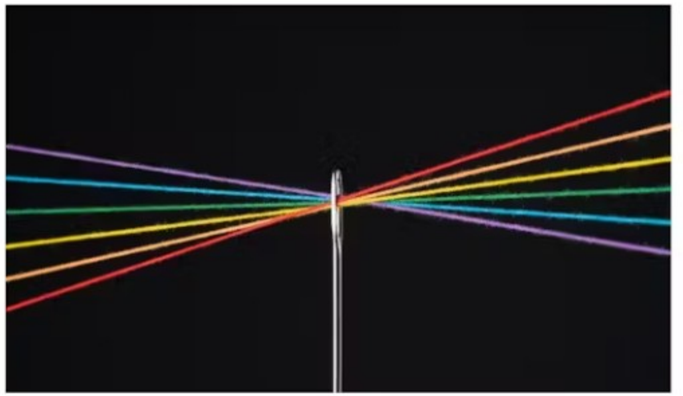
Importance: Effective R&I talent management is key to tackling global challenges and advancing scientific progress.

Restricted Use - À usage restreint

Some Challenges in R&I Careers

Working Conditions: Concerns over precarious employment and limited career advancement opportunities, especially in academia.

Diversity and Inclusion: Lack of representation and biases impacting R&I careers; need for policies promoting equitable career development.



Global Mobility: Issues surrounding talent retention, mobility, and international collaboration, reflecting on brain drain vs. brain circulation dynamics.

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ReICO's Role and Actions

Data integration and standardisation: Developing frameworks for consistent data collection on R&I careers across countries.

Monitoring and reporting: Creation of dashboards and analytical tools to track talent development, labour market trends, and mobility.

Collaboration: Engaging with national contact points, expert groups, and stakeholders to ensure comprehensive data coverage and best practices.

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Future Directions and Engagement Opportunities

Beta launch in 2025: Initial release of the RelCO platform to provide accessible data and insights.

Long-term goals: Enhance evidence-based policy-making, improve career paths in R&I, and promote international cooperation.

Engagement: Encouraging participation through RelCO networks, including national contact points, expert groups, and the “Friends of RelCO” community.

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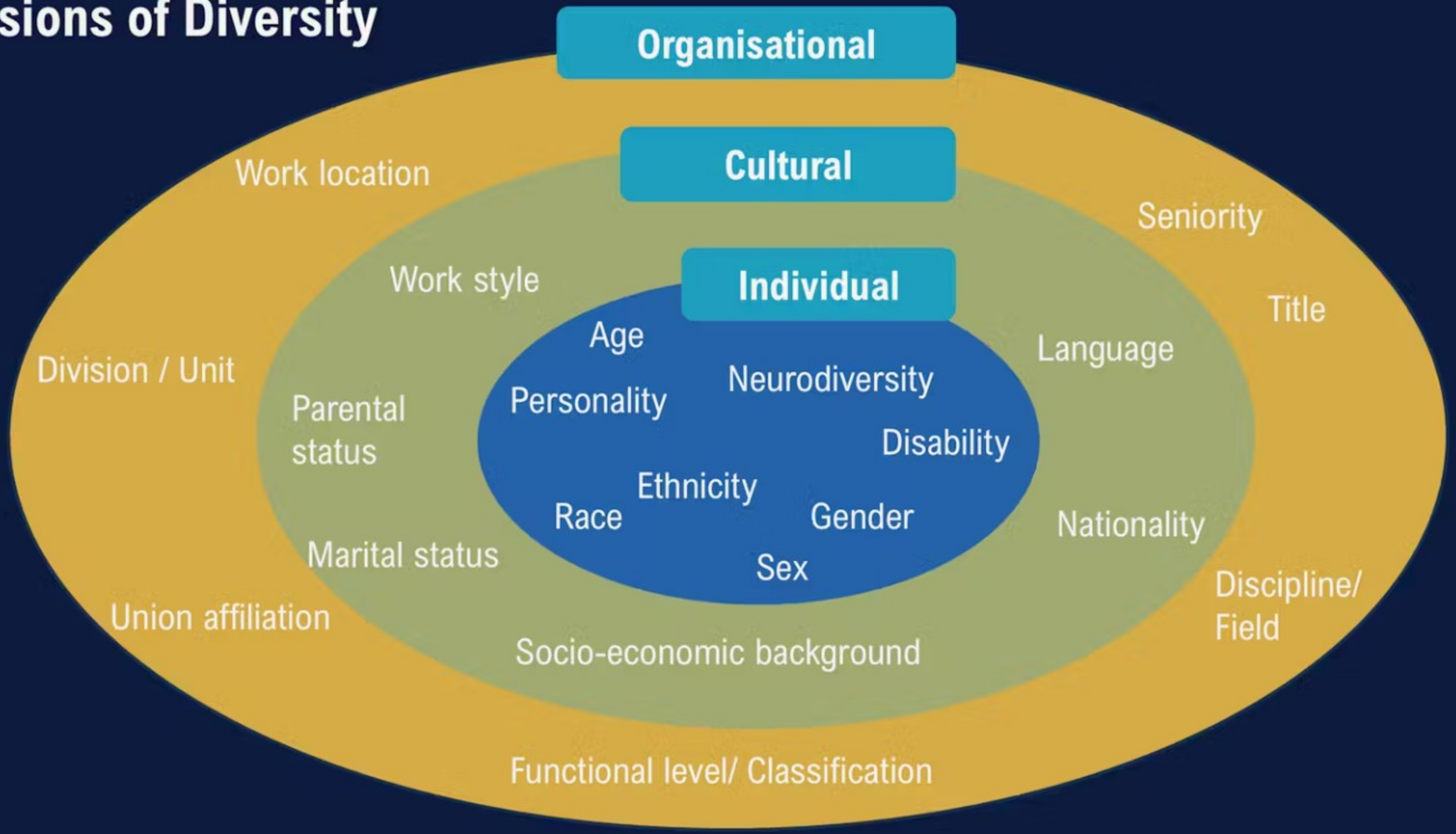
EDI in Research Careers

Dimensions of Diversity



Source: GSF Expert Group on EDI, adapted from Government of Scotland (2022)

GSF project 2024-2025: The future research workforce: Promoting equity, diversity and inclusion (EDI)

GSF Expert Group

AUS, BEL BRA, CAN CHL, DEU ESP, FRA GBR, JPN KOR, NDL NOR, NZ, POL, USA ZAF & EC, TUAC (19)

Co-Chairs: FRA, USA

Report: Q1 2025

Policy questions

Value of EDI for science: What are the implications for science of underrepresentation and attrition in the research workforce?

Removing barriers: How can research career paths become more equitable and inclusive?

Inclusive research environments: How do public research organisations promote EDI and what can be learned from private sector experience?

Diversity through research funding and assessment: What needs to change to promote EDI in terms of individuals, teams, research topics, institutions?

Policy use of EDI data: How to introduce intersectionality?

Restricted Use - À usage restreint

Contacts

Research and Innovation Careers Observatory (ReICO)

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EDI in science and the research workforce

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SESSION 3:
EXPECTATIONS ON CAREERS IN RESEARCH FROM POLICY MAKERS & INTERNATIONAL VOICES

Vinciane Gaillard

Deputy Director of R&I, European University Association

EUROPEAN UNIVERSITY ASSOCIATION

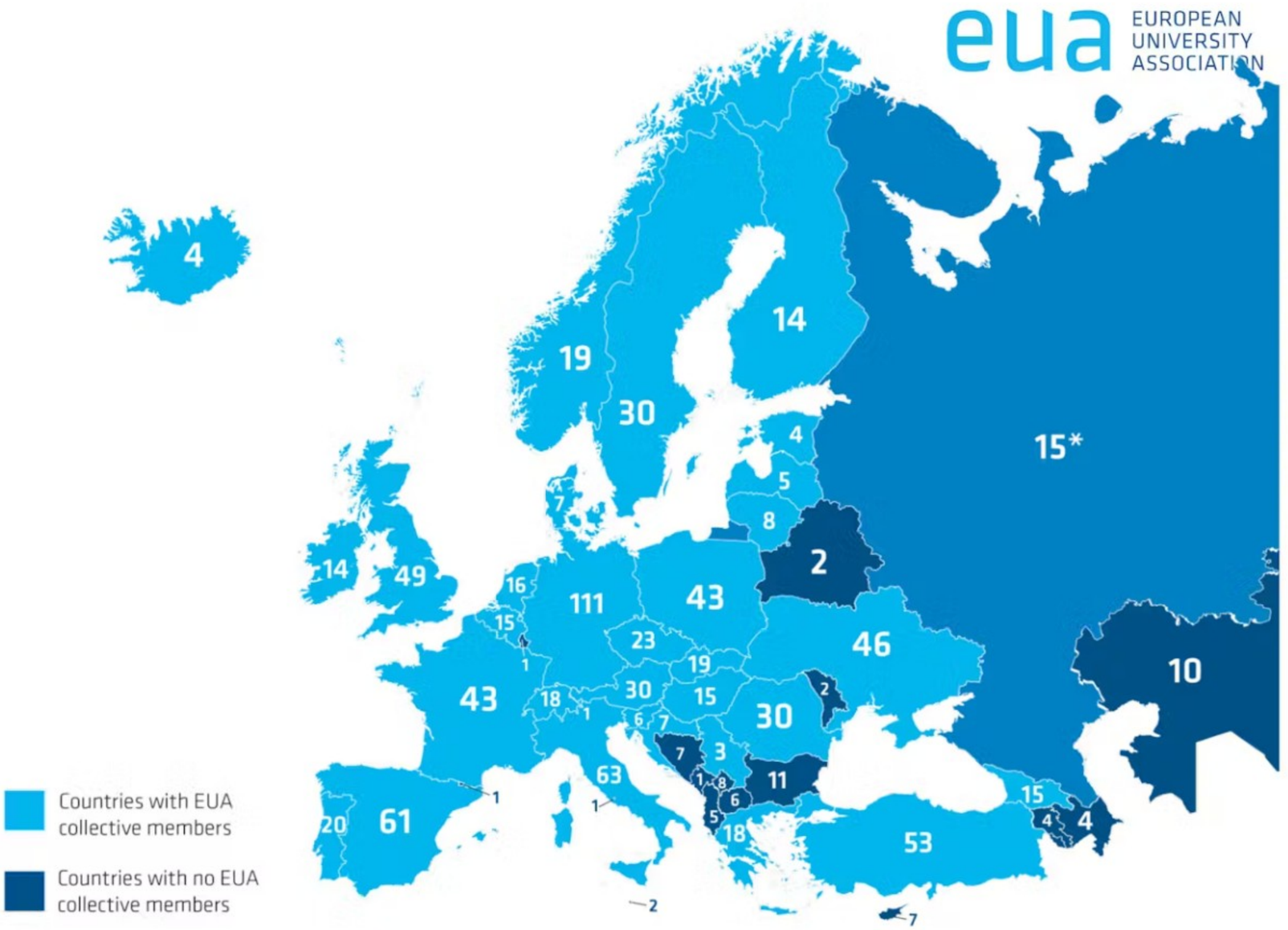
Expectations on careers in research from the university sector

Vinciane Gaillard
Deputy Director for Research & Innovation

Science Europe Workshop - Attractive Careers in Research: the expectations & roles of different stakeholder groups

4 November 2024

EUA is a community of over 900 members and affiliates.



** Following a statement by the Russian Union of Rectors (RUR) supporting the invasion of Ukraine, EUA suspended Russian member universities whose leaders signed the statement.*

Strategic importance for universities

Reforming academic careers is a **strategic priority** for EUA

Importance of **core academic values** (e.g. research integrity, cooperation, openness, knowledge sharing)

Current **research culture does not recognise the diversity and richness** of research practices and contributions

Need to develop research assessment approaches that **focus** on the **broad range of scholarly outputs** and outcomes, including research quality potential, future impact and Open Science contributions

Universities without walls: A vision for 20
Europe's universities shaping the future: EUA Strategic Pl

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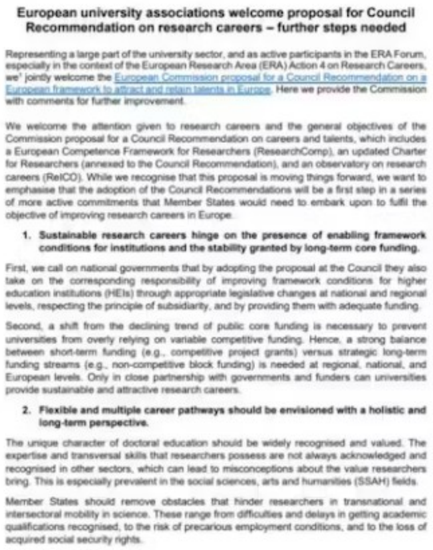
Joining forces for more impact

The European University Association and Science Europe Join Efforts to Improve Scholarly Research Assessment Methodologies

Joint Statement on Research Assessment (May 2019)



European university associations welcome proposal for Council Recommendation on research careers – further steps needed

Joint Statement on Research Careers (November 2023)

> Our resources

03.10.2024

Joint Statement on Marie Skłodowska-Curie Actions

As Europe navigates unprecedented challenges and exciting opportunities, the need to invest in the Marie Skłodowska-Curie Actions is clearer than ever. MSCA nurtures talent, fosters groundbreaking research, strengthens global collaborations, and has a key role in driving economic growth and securing Europe's competitive edge in a rapidly evolving global landscape.

Joint Statement "We need much more MSCA!" (October 2024)

EUA-CDE Vision paper

The impact of funding on doctoral research

- **Successful completion needs appropriate resources** underpinned by adequate funding
- There are very **substantial differences** in the means and level of funding across Europe

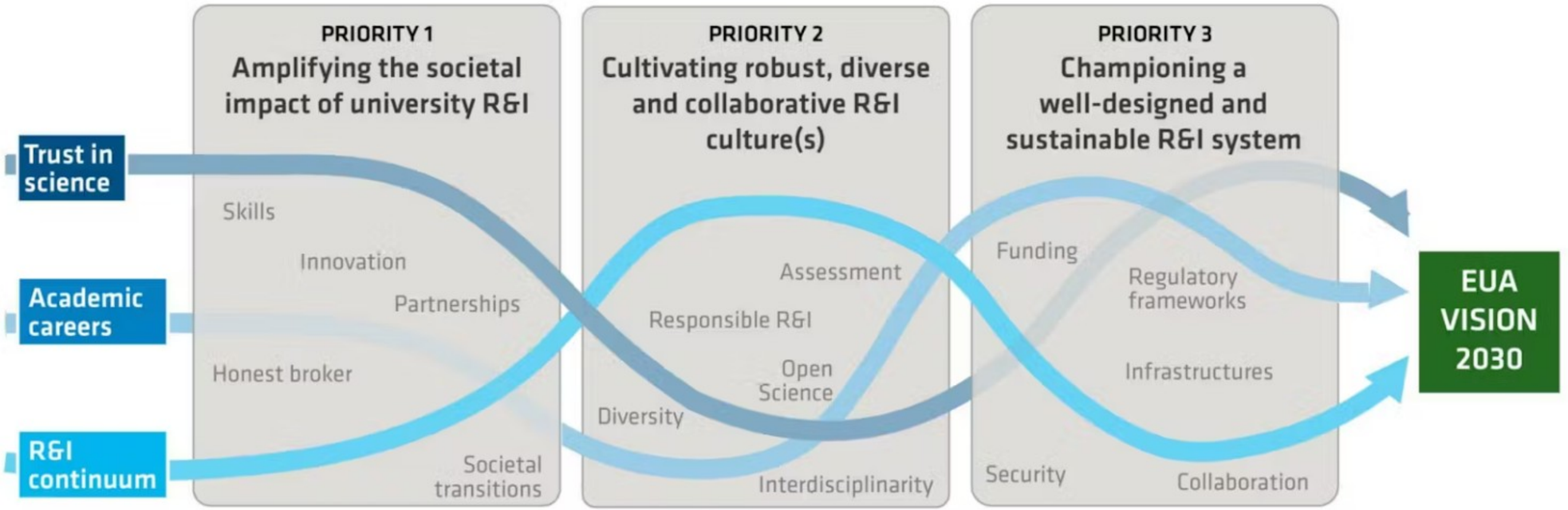
Mismatch between needs and available funding

- **Financial worries are a major cause of stress and mental health** issues among candidates
- There is often a **mismatch between the time needed to complete the doctorate and the duration of financial support**

10. The level of living support for doctoral candidates needs to take into consideration the relative attractiveness of the careers and the incomes of early-career knowledge workers in other sectors. This means that that the work of doctoral candidates should be appropriately rewarded. Duration of funding should be based on a realistic assumption of the duration of a doctorate. An increase in salaries or duration of the doctorate should not, however, be at the expense of the availability of doctoral positions. The increased need to tackle societal challenges with high-quality research demands the availability of such positions, but this should not lead to a reduction in other university services.

EUA R&I Agenda 2027

Seizing the moment, driving the change



EUA Research & Innovation Agenda

“Universities should provide an environment where academics can flourish, as researchers and innovators who can engage in innovative, ethical and impactful R&I that advances knowledge and addresses pressing societal challenges.”

- **Precarity and insecurity are changing researcher behaviours and decelerating the pace of discovery;**
- **A healthy balance between competitiveness and collaboration should be preserved;**
- **R&I careers should be accessible to everyone;**
- **A long-term perspective is required to design flexible and multiple career pathways;**
- **Adequate regulatory frameworks / funding and administrative systems are needed.**

EUA Task and Finish Group on Academic Careers (2024-2025)

Initial analysis

- Generally strong interest in fostering excellence, innovation and competitiveness of academia by investing in academic careers (European, national, regional and institutional levels)
- Emerging attempts to balance focus on different university missions, but main attention still on research

Outcomes expected…

- Publication in Spring 2025
- EUA Annual Conference (10-11 April 2025, University of Latvia, Riga)

Working Group on Reforming Academic Career Assessment

- The **academic community** should **drive reforms** in evaluating the quality and impact of academic activities and careers.

- **ACA systems** should adequately **reflect** the different **tasks, functions and roles** academics fulfil over the course of their career.

- Aim is to **broaden the reflection** on research assessment to ACA, supporting models that take into account the full range of work conducted by academics in research, teaching and learning, innovation, management/leadership and service to society.

CoARA

Main activities

Phase 1

- Development of a targeted mapping of initiatives at institutional and national levels, considering their outcomes, benefits and challenges, and identifying elements that can be used in different contexts and upscaled to the supra-national level.

- Main outputs: synthesis of lessons learned (incl. potential upscaling elements of existing initiatives), repository of case studies, survey database.

Phase 2

- Development of the toolbox (several iterations). Feasibility studies will be conducted and implementation scenarios for the toolbox will be developed.

- Main outputs: toolbox on ACA, including enabling conditions and application context, as well as implementation guidelines.

CoARA

Motivations for engaging in ACA reform

1. Offering a more diversified, fair set of evaluation criteria, encompassing multifaceted academic work
- Assessment
- Evaluation

2. Establishing transparent practices of assessment and career progression
- Career

3. Guaranteeing high research quality
- Quality

4. Embedding open science principles
- Open Science

5. Considering staff wellbeing
- Well-being/development
- Diversity

6. Making the organisation an attractive employer
- Recruitment

7. Alignment with National/International regulations
- National/International standards, regulations, norms, rules, agreement

"Considering a wider range of scientific contributions and activity types when evaluating the performance of academic staff (…) Encouraging more diversity amongst scientists to create a more inclusive and equitable environment."

"Recruitment procedures must be more transparent to avoid mistrust"

"Different academic disciplines as well as different levels of career stages require a more customized career assessment procedure"

"be an attractive employer offering modern career opportunities".

CoARA

Next steps

- Lessons learned, case studies and survey outcomes to be published soon (Zenodo).
- Co-development of the toolbox just started.

Link to survey questionnaire
Link to webinar recording from 25/06
Link to presentation from 25/06

CoARA

Culture change needed at all levels

"There are not enough academic institutions achieving top levels of excellence"

"Using volume of publications in top academic science journals as an indicative metric, the EU has only three research institutions ranked among the top 50 globally, whereas the US has 21 and China 15."

Mario Draghi, Sept 2024, p. 24

eua EUROPEAN UNIVERSITY ASSOCIATION

Thank you for your attention

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Session 3: Expectations on careers in research from policy makers & international voices - Questions to the speakers.

45 questions
76 upvotes

THANK YOU FOR JOINING US!