

DORA and Promotions at SGUL

What is DORA and why is it important?

The San Francisco Declaration on Research Assessment (<https://sfdora.org/>) and other similar initiatives (Leiden manifesto <http://www.leidenmanifesto.org/>, Hong Kong Principals for Assessing Researchers <https://osf.io/m9abx/>) are challenging **how research quality is assessed** and in particular discouraging the emphasis placed upon journal-based metrics such as Journal Impact Factor (JIF).

SGUL signed the DORA agreement in 2019, and our staff and external funders (e.g. REF, Wellcome Trust, UKRI) have expectations that we will uphold these principles.

The key DORA principles for research institutions are –

Be explicit about the criteria used to reach hiring, tenure, and promotion decisions, clearly highlighting, especially for early-stage investigators, that the scientific content of a paper is much more important than publication metrics or the identity of the journal in which it was published.

For the purposes of research assessment, consider the value and impact of all research outputs (including datasets and software) in addition to research publications, and consider a broad range of impact measures including qualitative indicators of research impact, such as influence on policy and practice.

SGUL and promotions

The promotions guidance at SGUL has been rewritten to emphasise DORA principles –

"SGUL has signed the San Francisco Declaration of Research Assessment (DORA) which promotes the principle that research and scholarship cannot be described by any one measure. As such, SGUL is committed to looking beyond metrics and to making assessments that review a range of scholarly activities, including grant applications, papers and other research outputs; whilst striving for excellence."

Where metrics are used, we remind the committee that JIFs or other journal ranking metrics are journal specific, not paper specific, and should not be used as a surrogate measure of the quality of individual research articles, to assess an individual scientist's contributions, or in promotion decisions. Citation scores for individual papers can be useful, when adjusted for year of publication and subject area (training is available on 'Using publication metrics responsibly'). Increasingly, funders are supporting initiatives such as CRediT taxonomy to assess individual contribution to papers <https://casrai.org/credit/>.

DORA Working Group at SGUL

The Working group was established in March 2020 and reports to Research Committee. Next steps will include updating SGUL's website, providing more training and guidance on writing CVs, and developing a system for monitoring and reporting on DORA progress.

As members of the Promotions committee, we welcome your support of DORA principles at SGUL. We look forward to your feedback on how clear the new promotion criteria guidance is on this issue and how we can ensure the principles are applied. Thanks for your support.