



Research Evaluation in a Diamond Open Access Framework



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Social Sciences - Article

A global assessment of academic promotion criteria: What really counts?

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Abstract

The assessment of research performance is widely seen as a vital tool in upholding the highest standards of quality, with selection and competition believed to drive progress. Specifically, academic institutions need to take critical decisions on hiring and promotion, while facing external pressure by also being subject to research assessment [1–4]. Here, we present the first truly global outlook to research assessment for career progression, based on 159 institutional and 37 national policies from a total of 55 countries, 60% of them being outside of Western Europe and North America. We not only investigated how frequently various

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Study design

Objective:

To study how researchers are evaluated worldwide

Methodology:

Cross-sectional analysis examining assessment criteria used in promotion policies

Scope:

- Focused on the role of (Full) Professor – most widely recognised.
- Centred on widely adopted tracks
- Applicable to academic institutions.

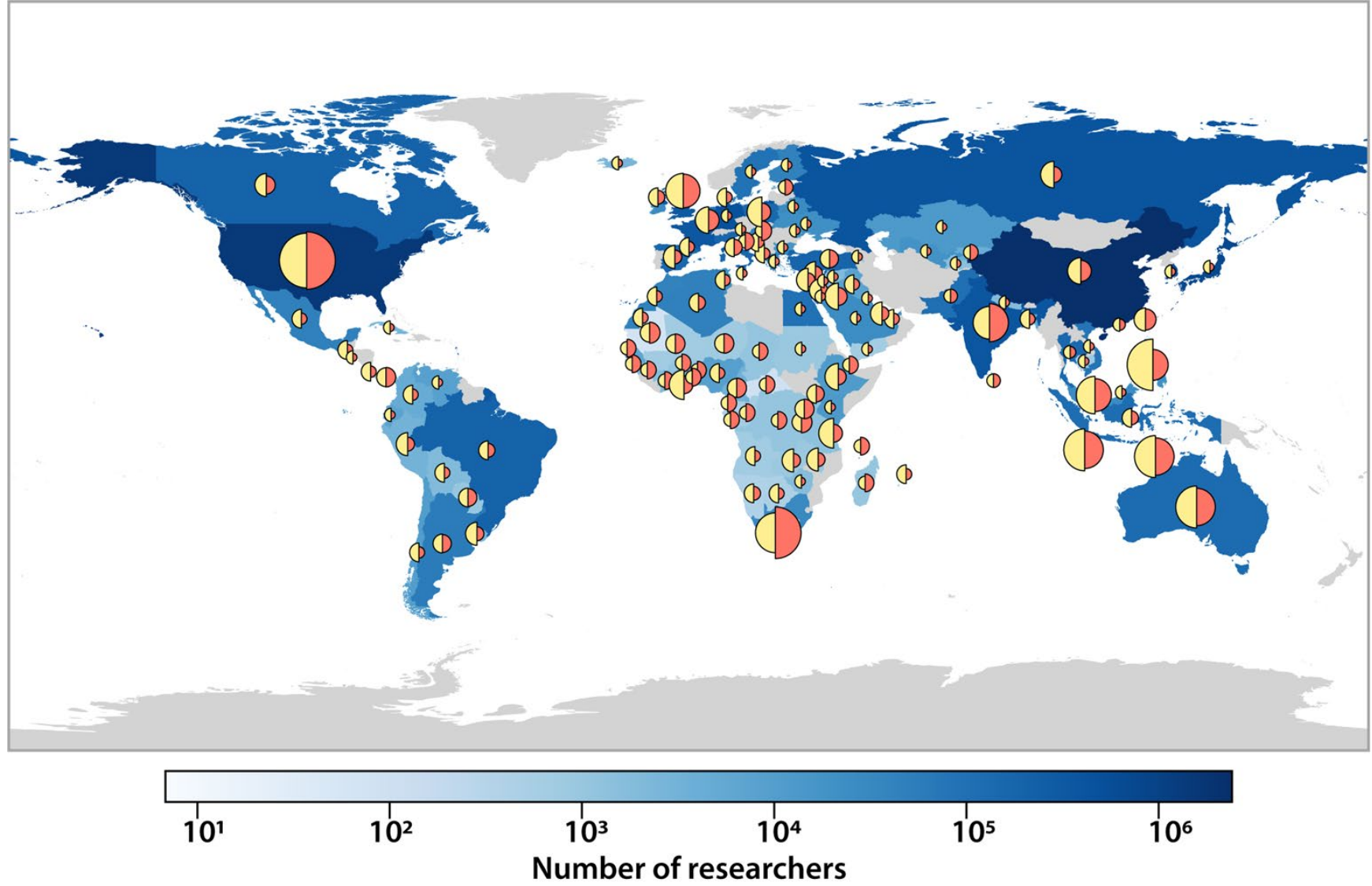
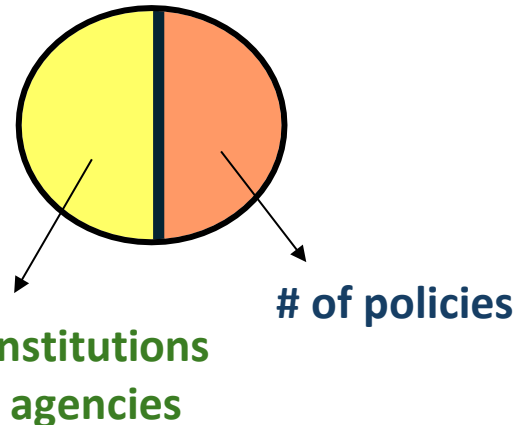
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Global sample of promotion policies

532 Policies
314 from **190** Academic institutions
218 from **58** Governmental agencies

121 Countries
32 Global North
89 Global south

73% in countries located outside Europe and North America

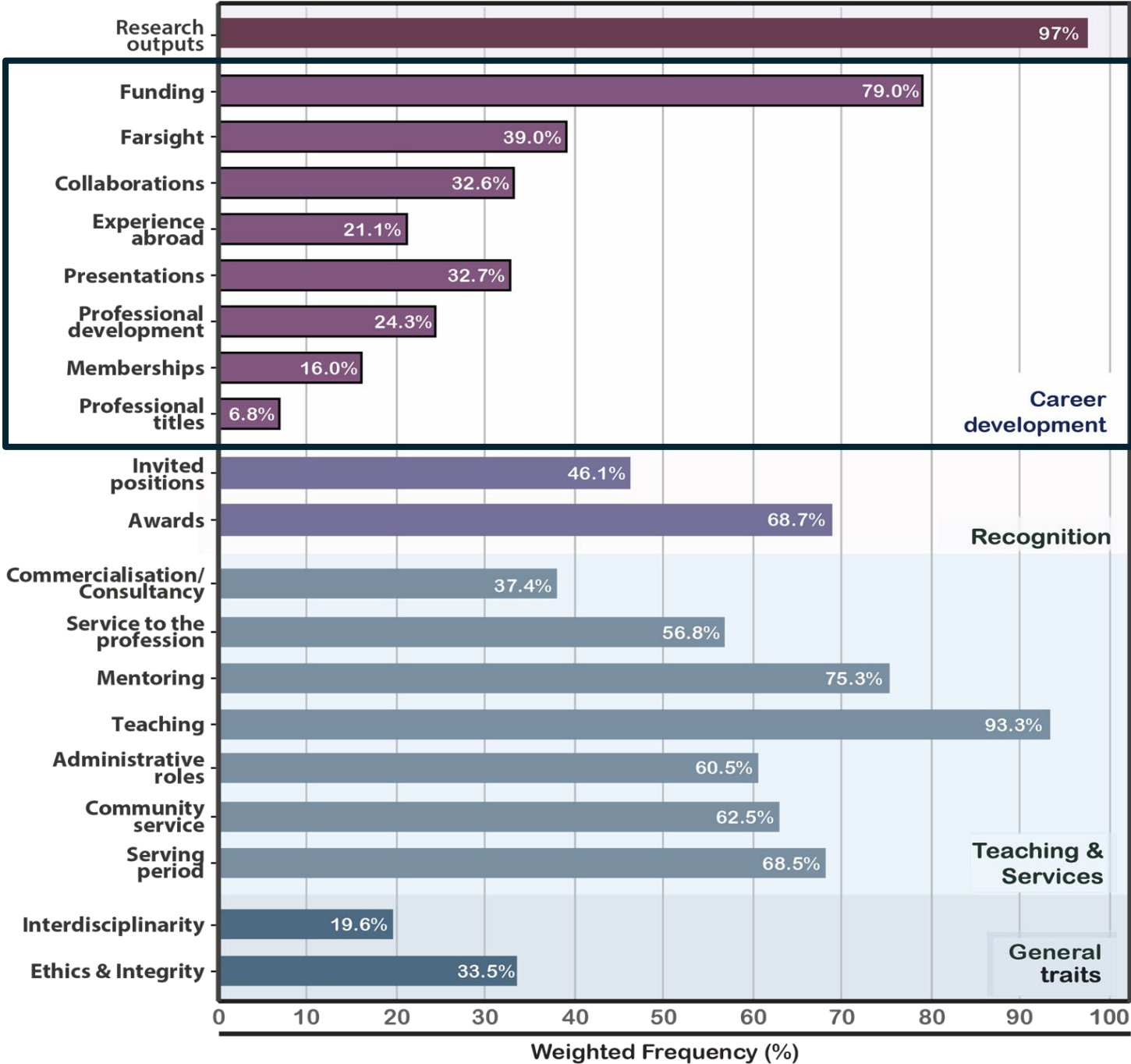


What Criteria are most influential?

30 prevalent criteria

5 categories

- Career Development

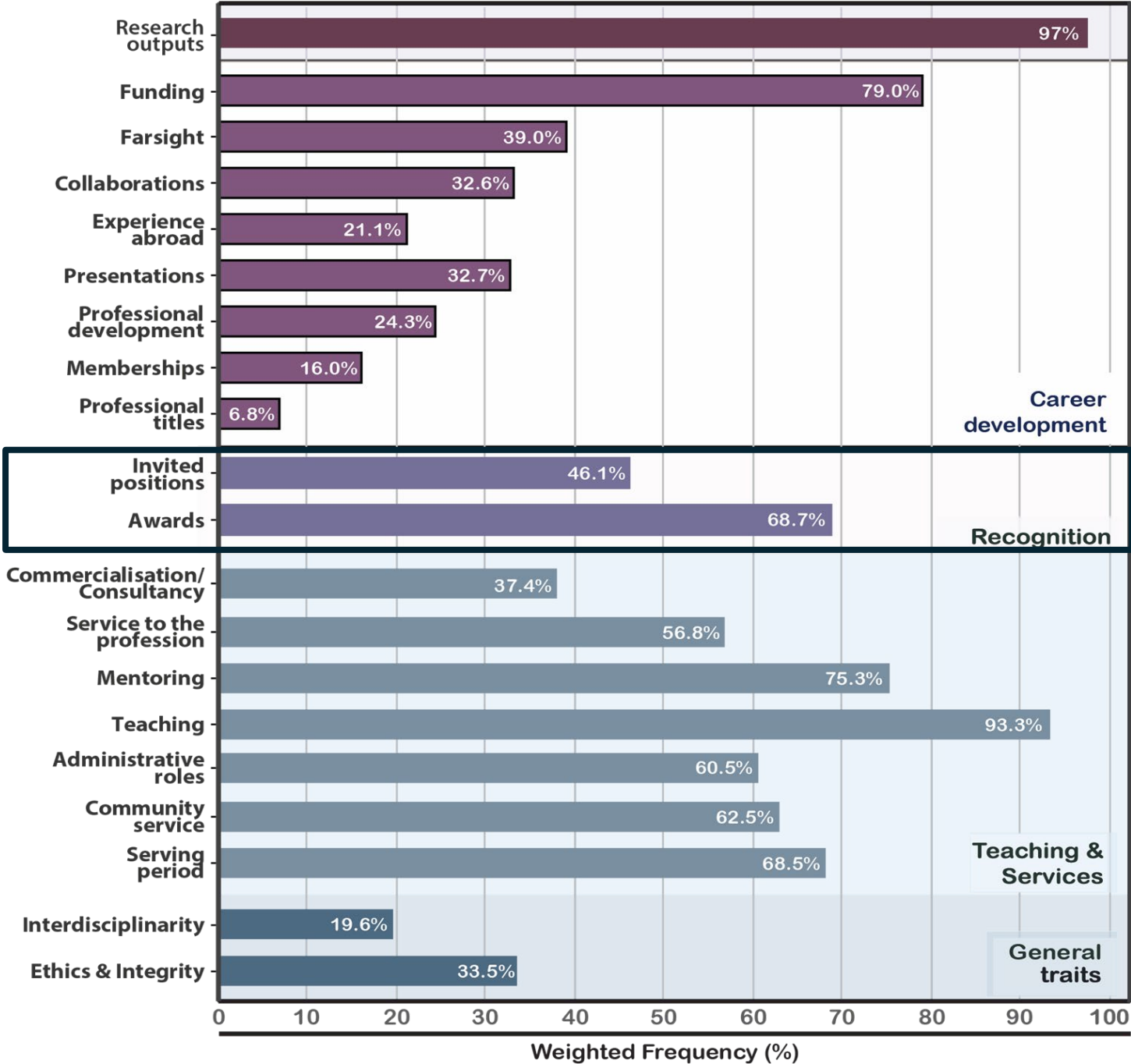


What Criteria are most influential?

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- Career Development
- Recognition

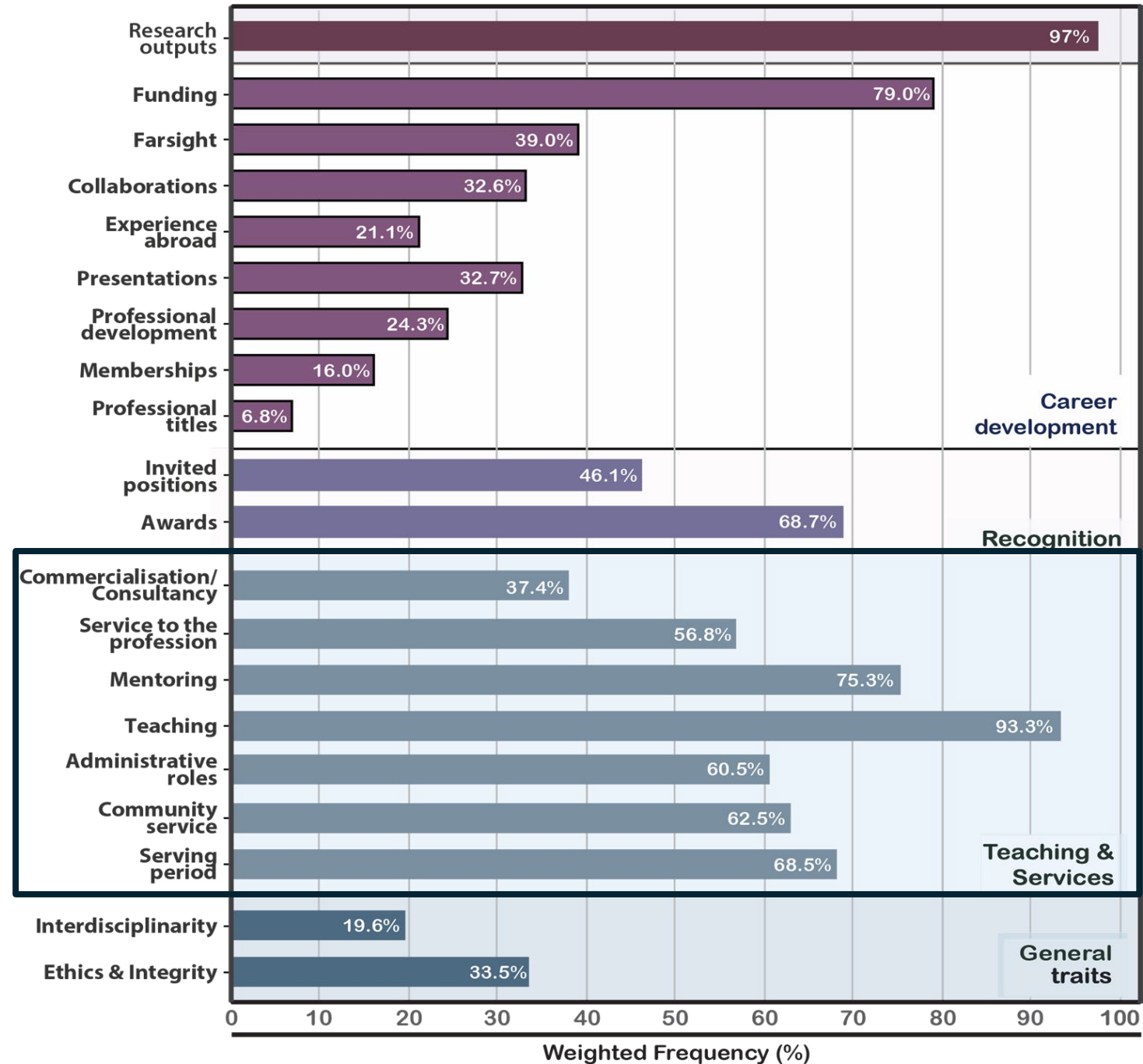


What Criteria are most influential?

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- Career Development
- Recognition
- Teaching & services

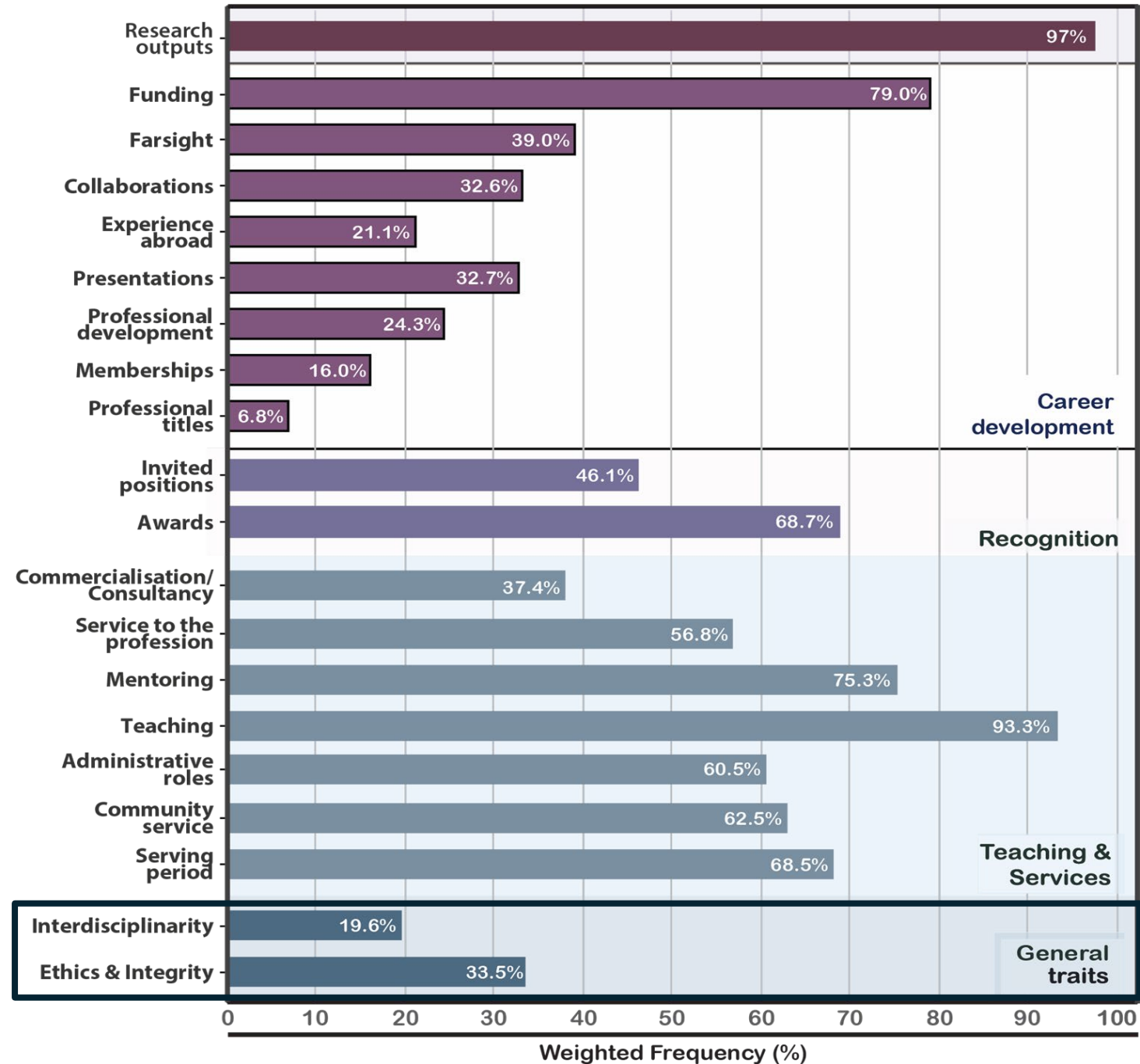


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- Teaching & services
- General traits

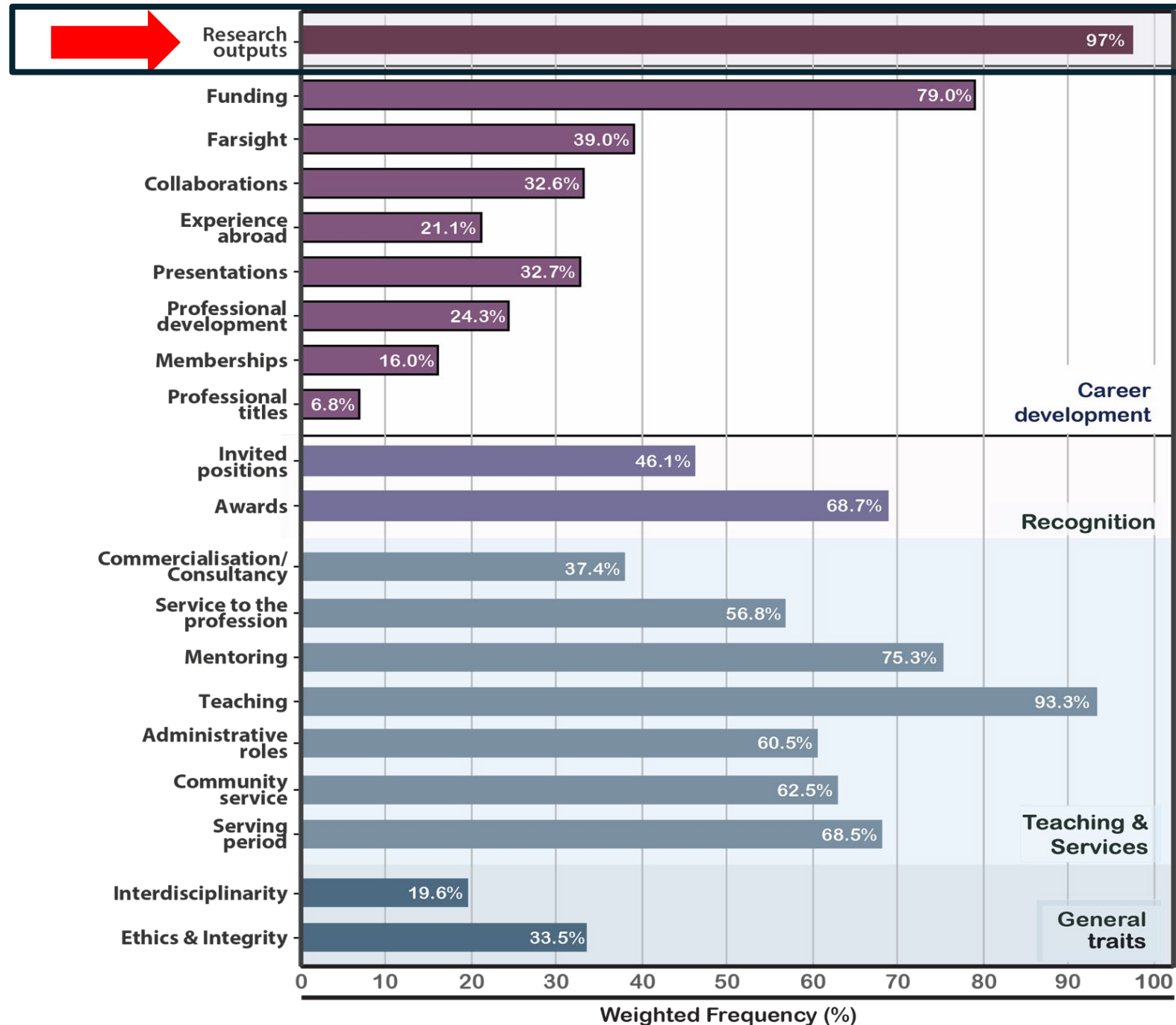


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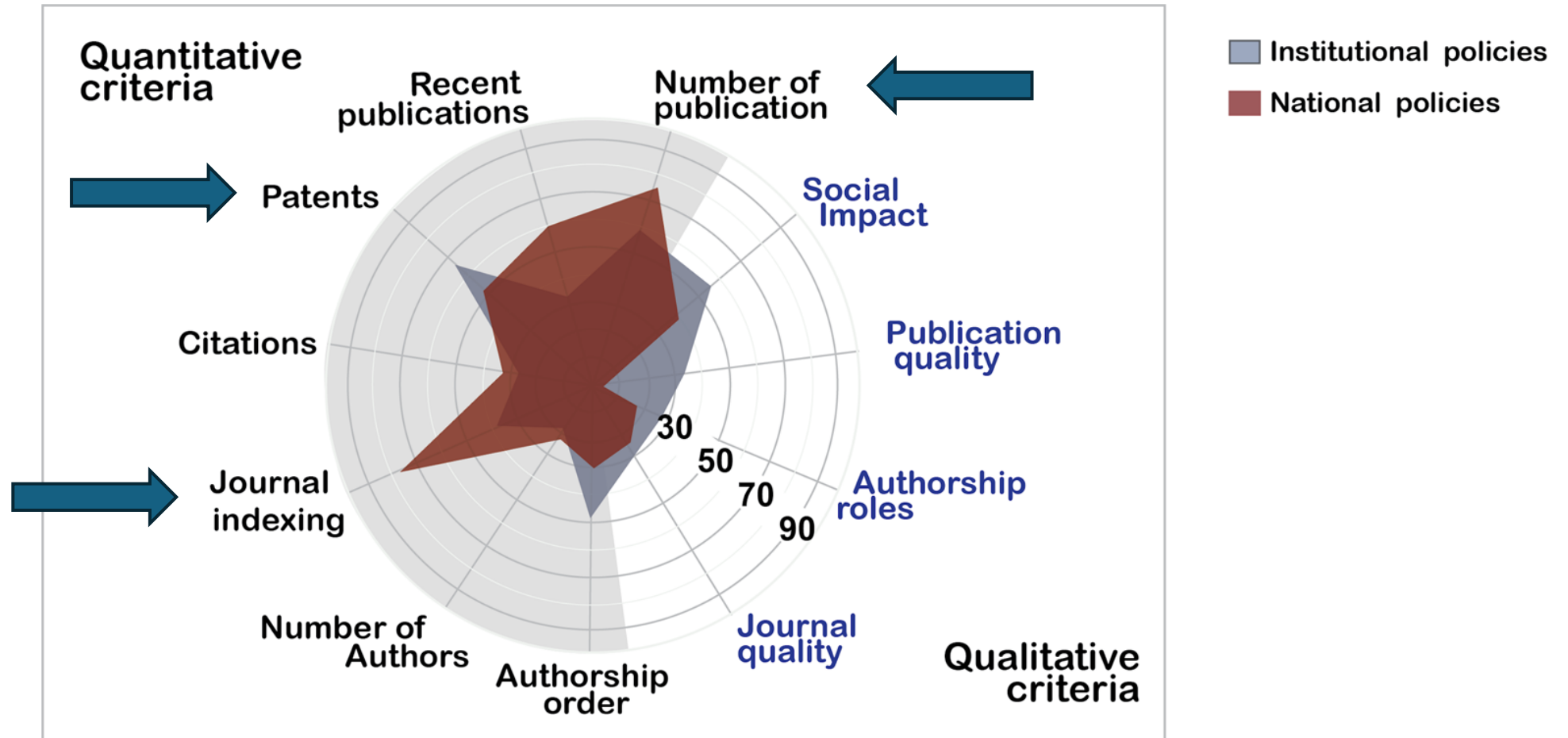
5 categories

- Career Development
- Recognition
- Teaching & services
- General traits
- **Research outputs (97%)**



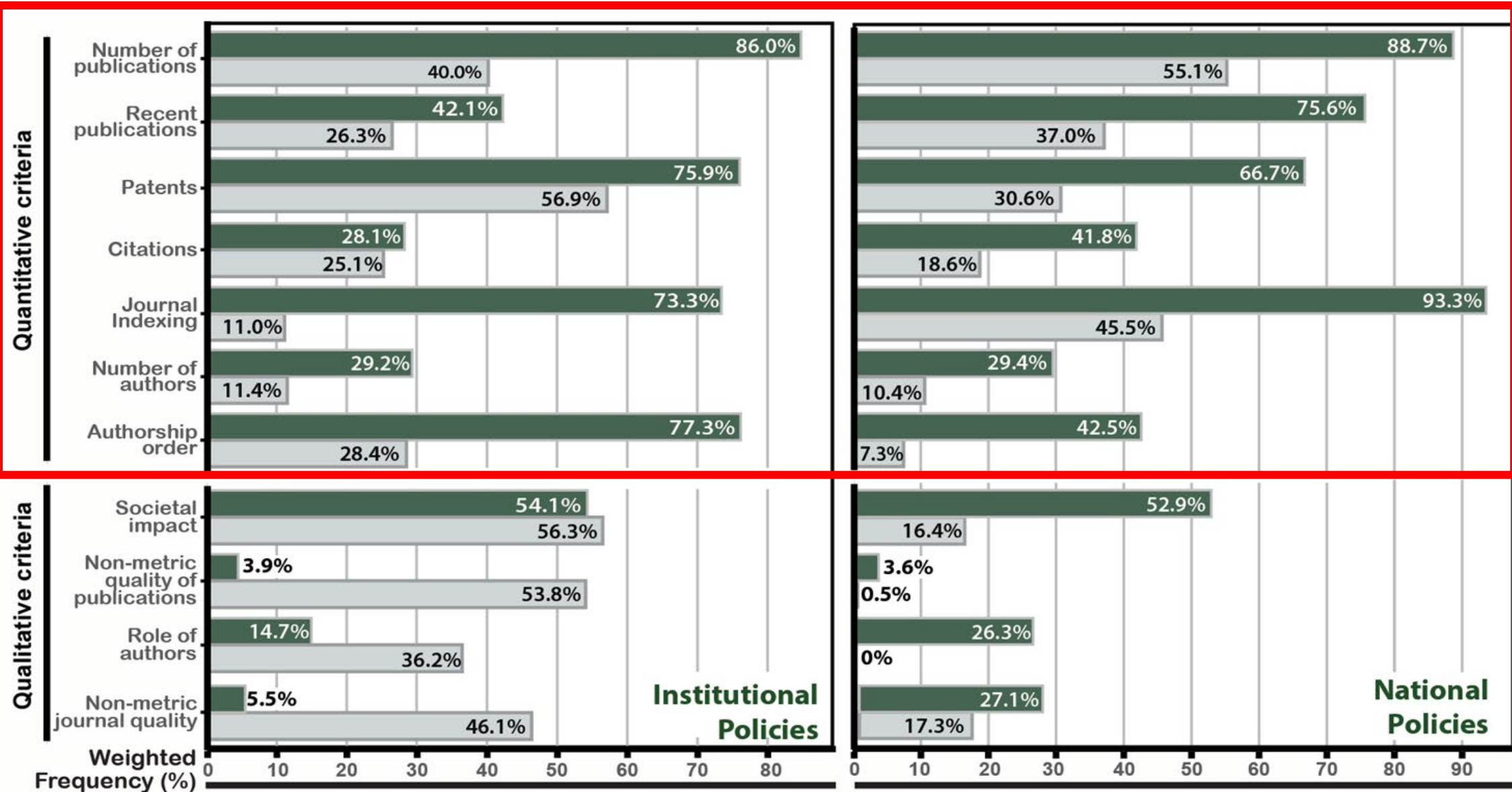
Assessment of Research Outputs

Both National and Institutional policies rely heavily on quantitative indicators



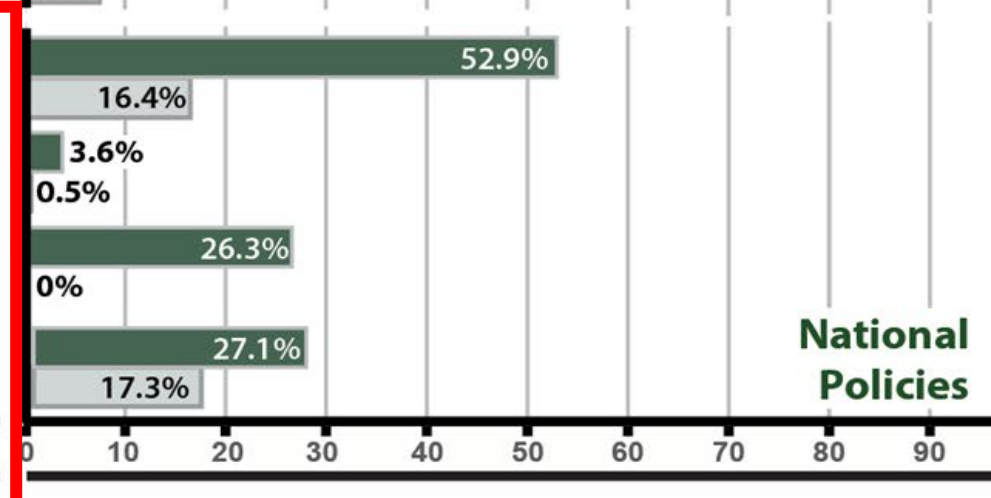
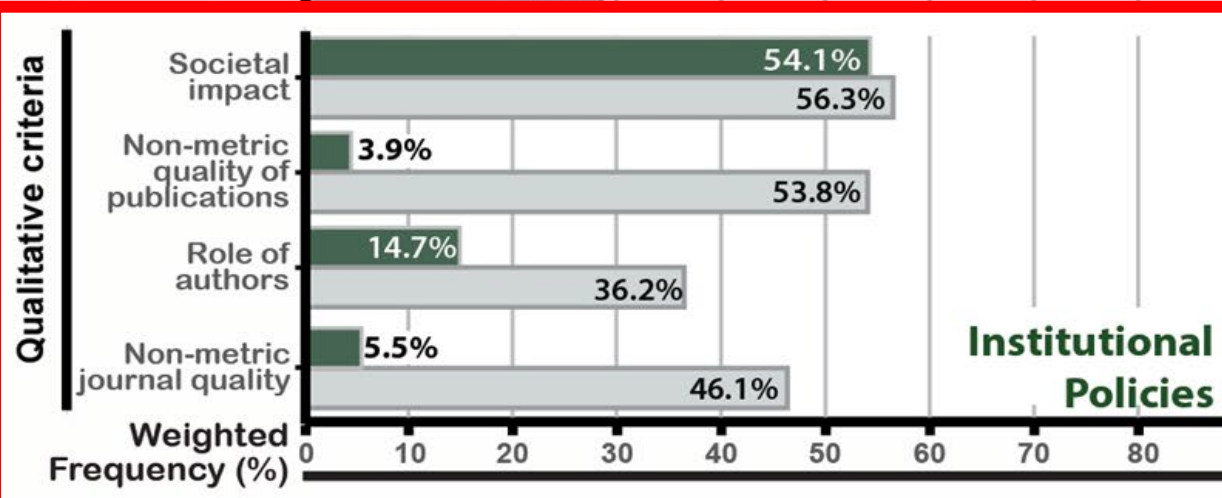
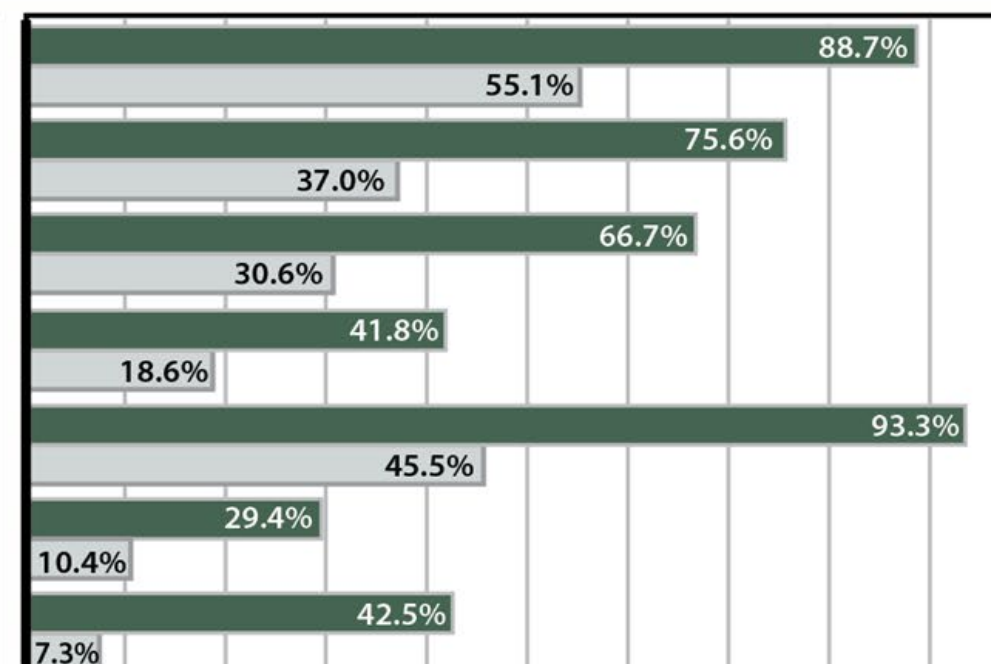
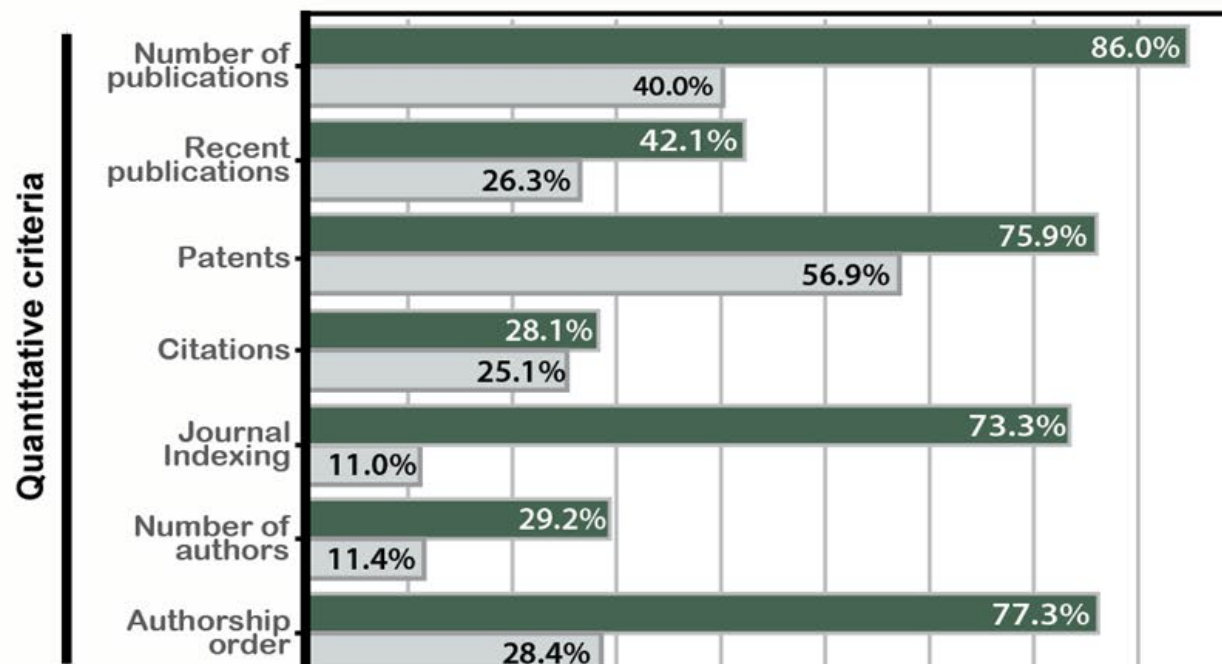
Research Outputs

■ Global South
 ■ Global North



Research Outputs

■ Global South
 ■ Global North



Weighted Frequency (%)

Co-occurrence patterns of evaluation criteria

Some criteria tend to clustered together in the same documents

Output Metrics: Number of publications, number of authors, and journal index

Visibility & engagement: social impact, community engagement, qualitative aspects of outputs

Professional development: accumulated citations, experience abroad, service to the profession

Outcomes & Impact: Patents, funding, and foresight.

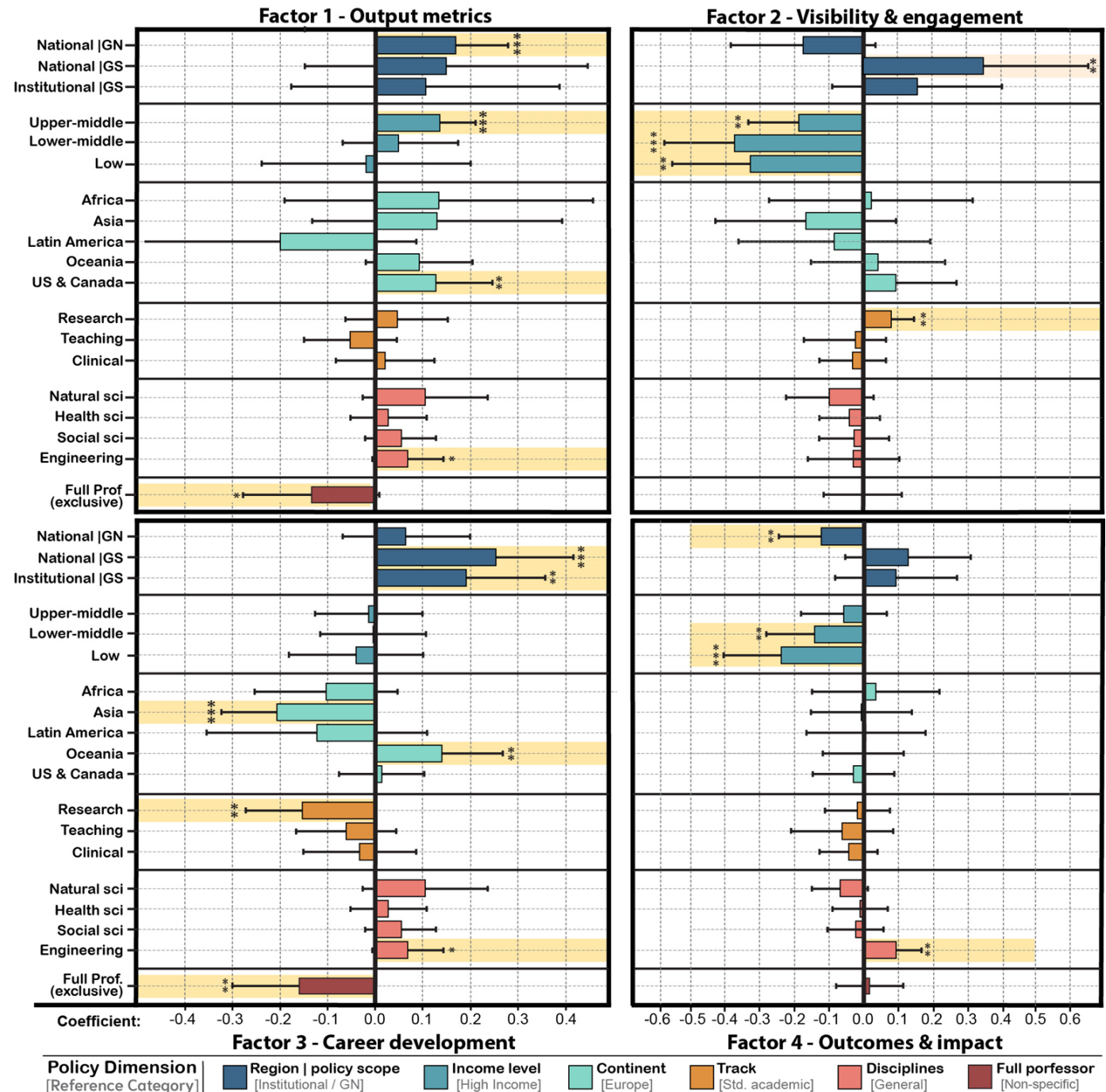
- *Narrow focus*
- *Less emphasis in diversity of candidates profiles*

		Output metrics	Visibility & Engagement	Professional Development	Outcomes & Impact
RESEARCH OUTPUTS	Number of publications	0.87			
	Recent publications	0.69			
	Patents				0.87
	Citations	0.35		0.64	
	Journal Indexing	0.58	-0.34		0.52
	Number of authors	0.71		0.47	
	Authorship order	0.85			
	Societal impact		0.84		-0.40
	Non-metric quality of publications		0.75		
	Role of authors	-0.84			
CAREER DEVELOPMENT	Non-metric journal quality				0.66
	Funding			-0.62	0.64
	Farsight				0.72
	Collaborations	-0.30	0.45		0.36
	Experience abroad			0.78	
	Presentations		0.57		
	Professional development			0.75	
	Memberships		0.62		
RC	Professional titles	-0.31		0.35	
	Invited positions	-0.58	0.43		
SERVICES	Awards	0.51	0.69		
	Commercialisation/Consultancy				0.56
	Service to the profession	-0.56		0.69	
	Mentoring	-0.47		0.46	0.33
	Teaching				
	Administrative roles	-0.55	0.31		0.32
	Community service		0.80		
GT	Serving period			-0.60	
	Interdisciplinarity	-0.48	0.58		
	Ethics & Integrity	0.35			

Influence in the choice of criteria

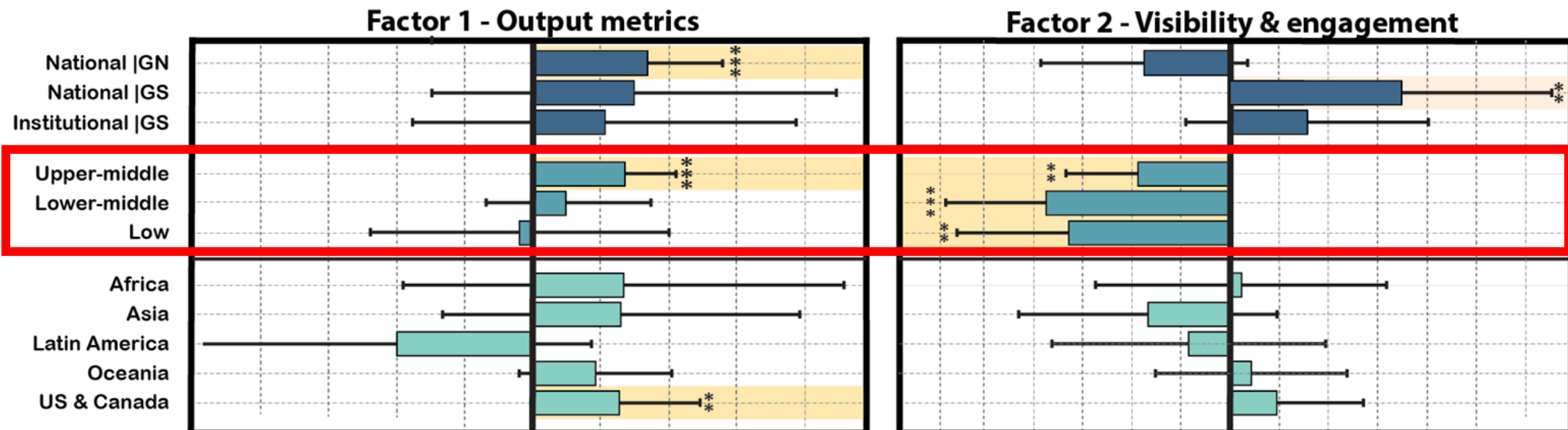
Regression analysis to analyse factors that influence the policy.

- **Context related:** Global Region, Policy Scope Continents, Economic status
- **Job related:** Discipline, tracks and rank

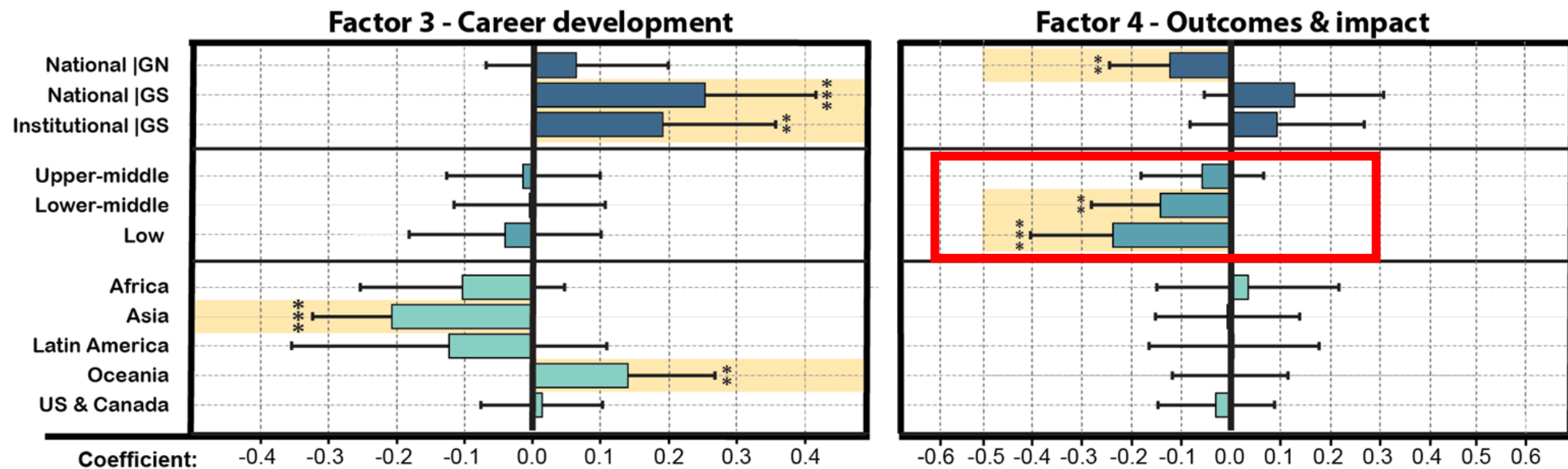


Global regions and policy scope

• *Visibility* is a key focus in HIC, whereas UMI countries place more emphasis on *metrics* and less on *Visibility*.



• LM and LI countries show a decreased emphasis on *Visibility*, also showing a reduced focus on *Outcomes and Impact*.



Main takeaways

1. Promotion criteria are not uniform, and vary across institutions and countries
2. However, there are preferred clusters of criteria, remarking the lack of diversity in qualities sought per institution/agency
3. The pronounced differences are not between job related factors, but by the context of where the researcher will be evaluated.
4. Scientometrics are most popular in upper-middle income countries.

What are the implications of these findings for the circulation of knowledge within the Diamond Open Access framework?

Metrics continue to dominate globally, particularly in **upper-middle-income countries**, which discourages the circulation of knowledge through this route.

Lack of diversity of candidates profiles indicates a **deficiency in mission-driven RA policies**, reflecting insufficient attention to **local issues** and **minority perspectives** -focal points emphasized by non-commercial publishing avenues.



Thank you!

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