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In search for HR Excellence in Research



# The scientific merit assessment in Social Sciences & Humanities



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## *“Merit” & “Transparency” principles*

- ➔ moral, ethical connotation (deals with conduct)
- ➔ values that tend to denote the idea of an obviousness of their signification
- ➔ in fact : not a mere ethical issue
- ➔ but : governance/management principles that should be discussed as such, i.e. political issues that shape the life of universities and scientific communities

*Merit & Transparency principles in HR Strategies*

- ➔ Open competition-based logic in recruitment
- ➔ Fairness / equity
- ➔ Require specific tools to be implemented :
  - strong, reliable & public procedures
  - standardised research assessment or evaluation

*Scientific merit assessment demands standardised research evaluation, measuring tools (shared frame of reference)*

*(many reasons such as : the need for efficiency in a context of ever-growing evaluation workload, the will of academic & research institutions to position themselves in international competitive environments)*

**But, in turn,**

*Standardized research evaluation tends to standardise scientific merit & thus to shape the production of knowledge*

As researchers are themselves evaluators /  
assessors (extended principle of peer-reviewing)

➔ *Defining what « valuable » knowledge and  
« good » scientific contribution are*

➔ *is our collective responsibility*

Not merely objectified thanks to ready-made  
bibliometric instruments or to all-purpose recipe !

## **Such responsibility means :**

- careful attention to the concrete implications of our task (what is at stake ?)
- good knowledge and responsible use of our evaluation tools (powers and limits ; what can they measure ?)
- open spaces for discussion & disputation about our tools (criteria and standards)
- reliable evaluation whose objectivity depends on our capacity to build a collective judgement attuned to the specificity of the situation

## **Research Council in Humanities and Social Sciences 2016-2017**

***A collective & pluridisciplinary inquiry into our evaluation standards and criteria***

- ➔ plurality and diversity of disciplines, methodologies and epistemological paradigms
- ➔ what can we learn from each other ?
- ➔ what do we value ? what do we stand for ?
- ➔ how to make « excellence » a meaningful objective, and not a watchword ?

## **Research outcomes (production)**

**3 different types to be distinguished and valued differently /aspects of « merit »**

### **→ Scientific research publications (in the strict sense) of the term**

*all works contributing to the advancement of knowledge, aimed at scholars and scientific communities and that are submitted to a scholarly **peer-review** validation process prior to its publication (with a significant probability of rejection or correction)*

### **→ Expert works and papers**

*works aimed at professional or specialized publics (for instance public or government services), showing the social relevance and use value of the research, outside the scientific communities*

### **→ Extension work and public dissemination**

*written and oral communications aimed at a general audience(extended sharing)*



## How to evaluate scientific publication in the strict sense ? The « quality » issue

- ➔ 2 distinct modes of objectivation of value (quanti/quali)
- ➔ 3 types of evaluation **to combine** :
  - **Quantitative (by bibliometric indicators, extrinsic)**
  - **Qualitative A (by non-bibliometric indicators, extrinsic)**
  - **Qualitative B (by analysis of intrinsic quality)**

## **How to evaluate scientific publication in the strict sense ? The « quality » issue**

### ***Quantitative evaluation (by bibliometric indicators)***

Counting either simple or proportioned (h-index, Impact Factor)

What they *indicate* : extrinsic qualities such as visibility, influence, renown

Do not necessary reflect the intrinsic quality of scientific work

- ➔ limited instruments that are now known to do worse than better if not associated with other assessment methods
- ➔ special case : journal rankings ( we promote joint initiatives for alternative rankings in certain disciplines)

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And yet a journal's impact factor is dismissed by many as useless or even destructive to the scientific community. In an attempt to shed some light, a group of researchers and journal editors today released a data set and analysis of the citation counts used to calculate this magical number. And their conclusions are likely to delight critics of the metric.

## **How to evaluate scientific publication in the strict sense ? The « quality » issue**

### ***Qualitative A (by non-bibliometric indicators, but still extrinsic indicators of the quality)***

- Standard peer-reviewing (free submission, anonymous reviewing with significant probability of rejection or revision)
  - Non standard (but classical in the H & SS) peer-review procedures (to be explained by the applicant)
  - Other extrinsic indicators such as the scientific reputation of the publisher, the editor, reviews and recensions, citations, international scope
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- ➔ Grab as much information as possible and give the applicant the possibility to explain
  - ➔ Do not neglect minor subjects, niche knowledge, local objects, and other languages (do not systematically favour mainstream research )

## **How to evaluate scientific publication in the strict sense ? The « quality » issue**

### **Qualitative B (by analysis of intrinsic quality)**

How can we overcome the limits of extrinsic quality assessment and ensure reliable judgements ?

- Extension of the peer-reviewing process
- Reading of scientific publications

## How to evaluate scientific publication in the strict sense ? The « quality » issue

### Qualitative B (by analysis of intrinsic quality) : Criteria ?

**Theory** : good information, solidity of conceptual background, originality, relevance of the question and/or of hypotheses, quality of results interpretation, possible paradigmatic innovation, etc

**Methodology** : suitability as to the object of investigation, clarity and intelligibility of the method, quality of the data collection and if relevant, reproducibility, originality

**Formal aspects** : quality of writing and/or communication

## **Plea**

**Evaluation serving research (and not a research serving evaluation)**

**Evaluation that supports quality (sustainable research, slow down)**

**Connected with the reality of diverse knowledge practices**

**Thank you !**