

## Three observations

- **Changes have already started**
- **Recognition of the 3 missions is more important than ever**
- **The need for broad alignment**



# Assessment of Academics at UCLouvain

- **Research**
  - publications, notoriety, « burden », reflexivity
- **Teaching**
  - design, involvement, innovation, « burden », professional development
- **Service**
  - internal, external, international, spin-off, lifelong learning



# Coalition for Advancing Research Assessment COARA and FWB

- **WP1 Defining new ways of evaluating research (leader : UCLouvain)**
- **WP2 Ethics, integrity and openness of scientific publications (leader : Uliège)**
- **WP3 Organisation of ethics committees: rules and practices for research projects (leader : ULB)**
- **WP4 Management of dilemmas linked to scientific integrity, evolution of the notion of authorship and its abuses, debate on publish or perish (leader : UMons)**
- **WP5 Strengthening support for researchers and the development of talent (leader : UNamur)**

## **WP1 Defining new ways of evaluating research**

- **Phase 1: inventory and analysis of new research evaluation indicators, tools or procedures**
- **Phase 2: proposal of indicators, tools or procedures for evaluating research, taking into account all contributions**
- **Phase 3: establishment of avenues of appropriation within the FWB institutions**

## Some interim results

- **Wide diversity by field and career stage**
- **Narrative CV and AI**
- **Importance of contextualizing**
- **Difficulties :**
  - **Comparing very different profiles**
  - **Putting together the right committees**
- **Best practices :**
  - **Method well defined upstream**
  - **Hearing candidates**
  - **External experts**