

Statement of Principles on Recognising and Rewarding Researchers

Research and innovation have taken huge leaps in recent past. This requires new and responsible ways of assessing research and innovation. Though there is a growing momentum for reform towards broader and more inclusive research assessment, there are also many challenges that organisations face to implement such changes. To help alleviate these challenges and to globally move towards new ways and means of assessing research and anyone who conducts research, GRC participants agree that:

1. Research, research institutions, and researchers and their associates need to be assessed through broad and holistic ways of recognising and rewarding, adapted to the relevant contexts in which the assessment takes place, such as the disciplinary field or career stage.
2. There is a need to recognise the diversity of research activities, innovation, and outputs and outcomes that require diverse skills and competences, in order to appropriately reward researchers, support staff, and scientific innovators. Funders must value research practiced through a diversity of approaches and ways of knowing, including research that is performed with broader engagement across scientific disciplines and sectors of society (e.g. citizen science).
3. Assessment procedures need to be enduring as to create space for the wide range of potential research activities, practices, and outputs that may be assessed for their quality and impact. This ensures that those conducting research will be assessed on the full scope of their activities which, in the past, has not always been the case.
4. Research assessment needs primarily a qualitative approach, supported by the open and responsible use of quantitative indicators. Current assessment criteria and processes will need to be reassessed regularly and adjusted, where necessary, to be fit for purpose in creating space for responsible ways of research assessment.
5. Responsible research approaches and practices should be guided by the promotion of equity, diversity, and inclusion in all aspects of research, such that the global research ecosystem is inclusive and accessible to all who participate in the research endeavour.
6. Funders play an important role in future-proofing research assessment procedures and in facilitating culture change. All of which need to take place in conjunction with researchers, universities, and other research performing entities. Transparent communication and co-design should play a vital part in these changes.
7. Facilitating the mobility of researchers and enhancing the interoperability of research systems needs to be a joint and global effort. Through coordinated global action, researchers can be freed of boundaries and enabled to move between geographical locations, disciplinary fields, and sectors.

8. Continuous collaborations and sharing of best practices are pivotal to lower thresholds for funders that might lack the necessary resources to develop research assessment practices in line with these principles from the ground up.
9. Funders that have the means to do so should commit to pilot actions and research on research assessment activities and make data and results from these activities openly available. In doing so we ensure mutual learning, and also actively contribute to open data and open science practices.