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July 6, 2022

NASEM Strategic Council for Research Excellence, Integrity, and Trust

 sfdora.org

 [@DORAssessment](https://twitter.com/DORAssessment)



DORA's funder discussion groups form a community of practice to consider topics related to fair and responsible research assessment.

Overview

- **Increase knowledge sharing** about research assessment reform and **facilitate collective action**
- Open to public and private research funders (do not have to be a DORA signatory)
- Two parallel groups based on geography
 - Africa, N. & S. America, Europe
 - Asia-Pacific



Motivation to focus on Narrative CVs

The **introduction of narrative CVs** for grant evaluation was a **major topic in DORA's funder discussion group** in 2020 and 2021.

Group members **did not want to replicate the drawbacks of the traditional CV format** or introduce new ones.



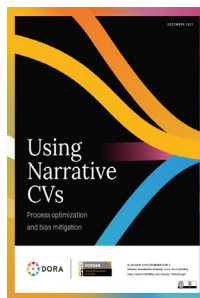
Timeline

September 2021

**Process optimization and bias
mitigation workshop**



January 2022
Report released



<https://tinyurl.com/DORAnarrativeCVs>

Using Narrative CVs: Process optimization and bias mitigation

*A workshop sponsored by DORA in partnership with the
Funding Organisations for Gender Equality Community of Practice
(FORGEN CoP)*

September 2021

The term “narrative CV” suggests that storytelling is key, but the focus of the NWO CV is on substantiation and evidence, while

“ providing flexibility.

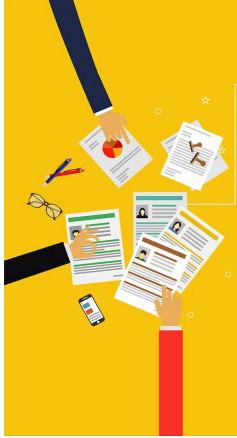
Kasper Gossink-Melenhorst,
THE DUTCH RESEARCH COUNCIL (NWO)

Benefits of narrative CVs



- Ability to recognize a **broad array of outcomes and outputs** of research
- Concise, structured format **promotes even assessment** of qualitative information across a pool of applicants.
- **Narratives give control back to the authors** by allowing them to provide context for their contributions and achievements

Challenges and opportunities for optimization



- Confusion about expected content and how to evaluate
- How to maintain consistency and flexibility across funding schemes
- How to be inclusive of broader research outputs and still use selective criteria
- Disclosure of effective research time calculations

“Language needs to be taken seriously,
especially at scale and when there are
social, psychological, institutional, or
financial consequences involved as is the
case for grant funding decisions.”

Dave Markowitz

UNIVERSITY OF OREGON

Opportunities for optimization: language



- Narratives may increase bias associated with gendered language
- Self-promotion tactics make it difficult to untangle confidence vs. competence
- Narratives disadvantage non-native language authors

“By providing a consistent structured format and evaluation process, funders can increase the narrative CV’s reliability in grant funding.”

“

Chris Hartwell
UTAH STATE UNIVERSITY

Recommended actions

01

Build a foundation to support the use of narrative CVs by creating a shared definition of what a narrative CV is and a list of objectives for what it hopes to achieve.

02

Focus on training for reviewers, applicants, and staff at funding organizations, to improve consistency in the evaluation process.

03

Monitor the effectiveness of narrative CVs to continually optimize their utility as a tool for robust research assessment.

Timeline

September 2021

Process optimization and bias mitigation workshop

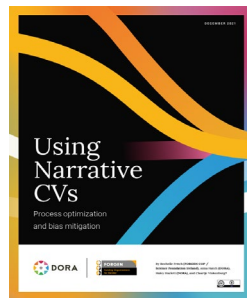


February 2022

Identifying shared objectives and monitoring effectiveness workshop



January 2022
Report released



Coming in Fall 2022

Definition

Objectives

Optimization by experimentation



Using Narrative CVs: Identifying shared objectives and monitoring effectiveness

A workshop sponsored by DORA in partnership with the Funding Organisations for Gender Equality Community of Practice (FORGEN CoP), Science Foundation Ireland, the Swiss National Science Foundation, and UK Research and Innovation

February 2022

Defining a narrative CV

DRAFT definition

A narrative CV is a type of CV format that provides structured written descriptions of academics'/researchers' contributions and achievements that reflect a broad range of relevant skills and experiences.



Objectives for the use of Narrative CVs in grant evaluation

Top 3 ***DRAFT*** objectives

- Increase the recognition of a wider range of research contributions
- Increase fairness in grant funding decisions
- Increase flexibility for researchers to demonstrate contributions



Next steps



1. Report capturing the outputs of the second workshop
2. Building partnerships to promote experimentation and optimization

