Is Open Science challenging career evaluation in the Iberian universities?
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edição GEOTIC - GEOlogia e Tecnologias da Informação e da Comunicação

ISSN: 1645-0388
Career evaluation in the Portuguese Universities

Vertical progression

- FULL PROFESSOR
- ASSOCIATE PROFESSOR
- AUXILIARY PROFESSOR

Horizontal progression

1 2 3 4

UC Luís Neves
Career evaluation in the Portuguese Universities

Vertical progression

May occur at any moment determined by the institution

International call for candidates with evaluation through a panel of 5-9 specialists

Quality may prevail over fast science indicators (depending on panels and institutions)

Open Science may have a role depending on institutions and panels

Horizontal progression

Occurs periodically in cycles of 2 or 3 years involving all academic staff at once

Due to its massive nature, it is usually based in a large set of indicators

Quantity prevails over quality, with little space and time for subjective evaluation

The role of Open Science is limited due to the absence of reliable indicators
What can we do to promote open science in the context of career evaluation?

**Institutional level**

Define recruitment criteria that can promote a true quality evaluation and are Open Science inclusive

- Provide institutional platforms to support Open Science ([Impactum](#), [Open Monograph](#))
- Provide a digital archive for all scientific publications ([Estudo Geral](#))
- Promote the interoperability of the digital archive with evaluation platforms

**Scientific community level**

Certification of the scientific quality of open access journals, namely on peer review procedures (avoid predatory publishing)

- Develop reliable and meaningful quantitative indicators for Open Science ([Altmetrics](#))
Thanks for your attention!

2nd CRUP – CRUE Open Science Seminar
Career Assessment in the transition to Open Science

July 5
9h-12h am WET
10h-13h am CEST
online

Luís Neves
03/07/2020