Research Careers – NOVA's Experience

ICoRSA Annual General Meeting

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Vice-Rector

January 12th, 2024

Main Scientific Areas @NOVA

Social Sciences and Humanities

Science and Technology

Information Management

Business & Economics
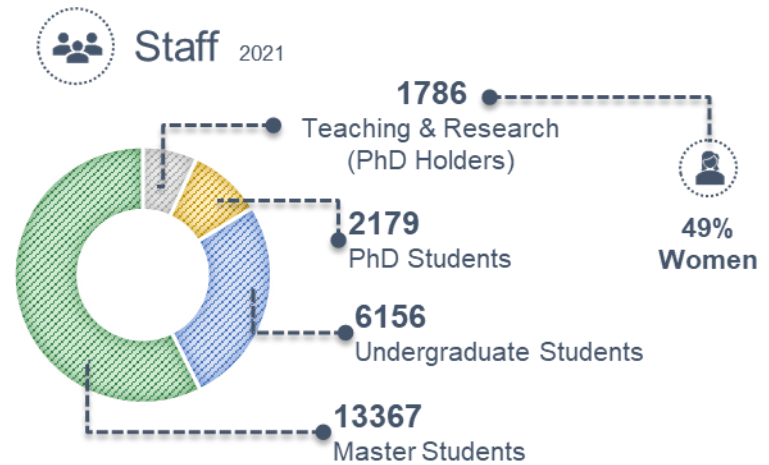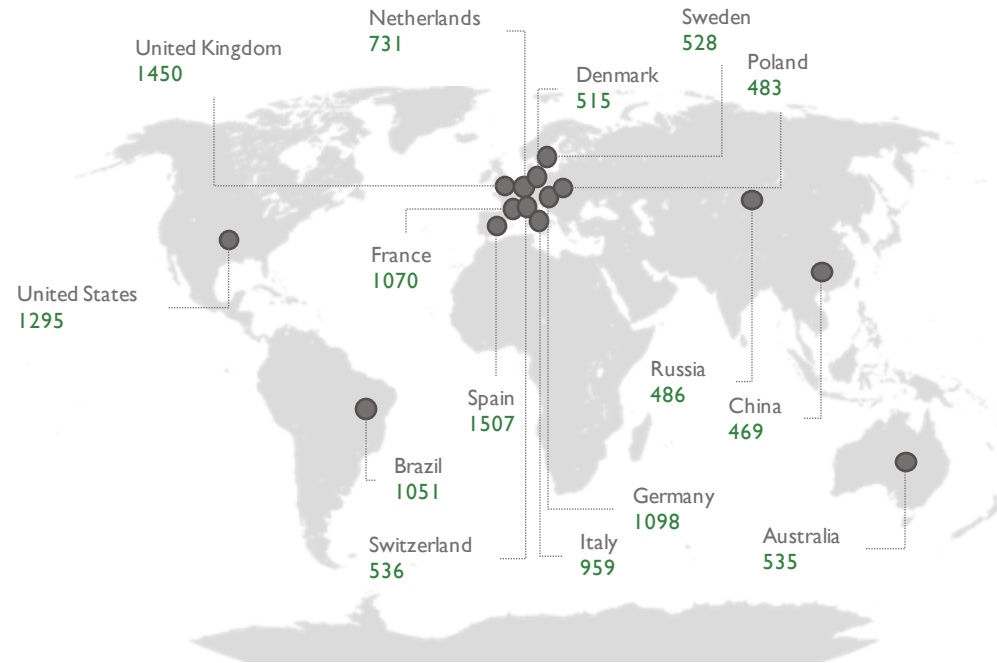one of the top business schools in Europe, highly ranked and internationally fully accredited
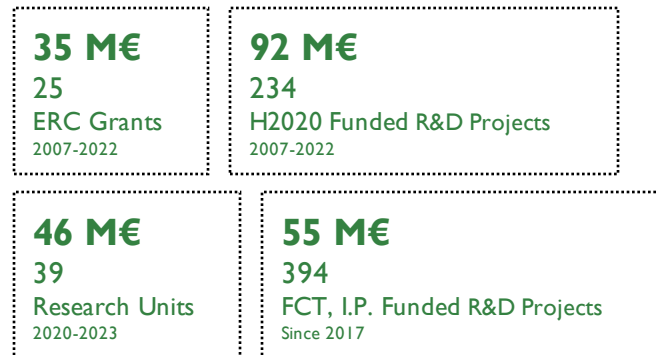
Health Sciences
largest hub in the country

Facts & Numbers

NOVA — NOVA UNIVERSITY LISBON

World map with international collaboration numbers:

- United Kingdom 1450
- Netherlands 731
- Sweden 528
- Denmark 515
- Poland 483
- United States 1295
- France 1070
- Russia 486
- China 469
- Spain 1507
- Brazil 1051
- Switzerland 536
- Italy 959
- Germany 1098
- Australia 535

€ Funding

35 M€	92 M€
25	234
ERC Grants	H2020 Funded R&D Projects
2007-2022	2007-2022

46 M€	55 M€
39	394
Research Units	FCT, I.P. Funded R&D Projects
2020-2023	Since 2017

Staff 2021

- **1786** Teaching & Research (PhD Holders)
- **2179** PhD Students
- **6156** Undergraduate Students
- **13367** Master Students
- **49% Women**

9 Academic Units

39 Research Units

15 Research Infrastructures — **29,3 M€** NOVA 6,4 M€

FUNDING FOR RESEARCH PROJECTS

## FUNDING SECURED PER YEAR

Average last 4 years (without outliers –
PRR/ Teaming):
-   37% International Projects
-   15% National Projects
-   13% Research Units and Ass. Labs.
-   35% M€ HR support

Diversification of international funding:
collaborative Projects, EIT, Widening (Horizon
Europe), La Caixa, etc

Leadership (projects): 46% average
International; 69% average National

Overall, less than 50% of PhD
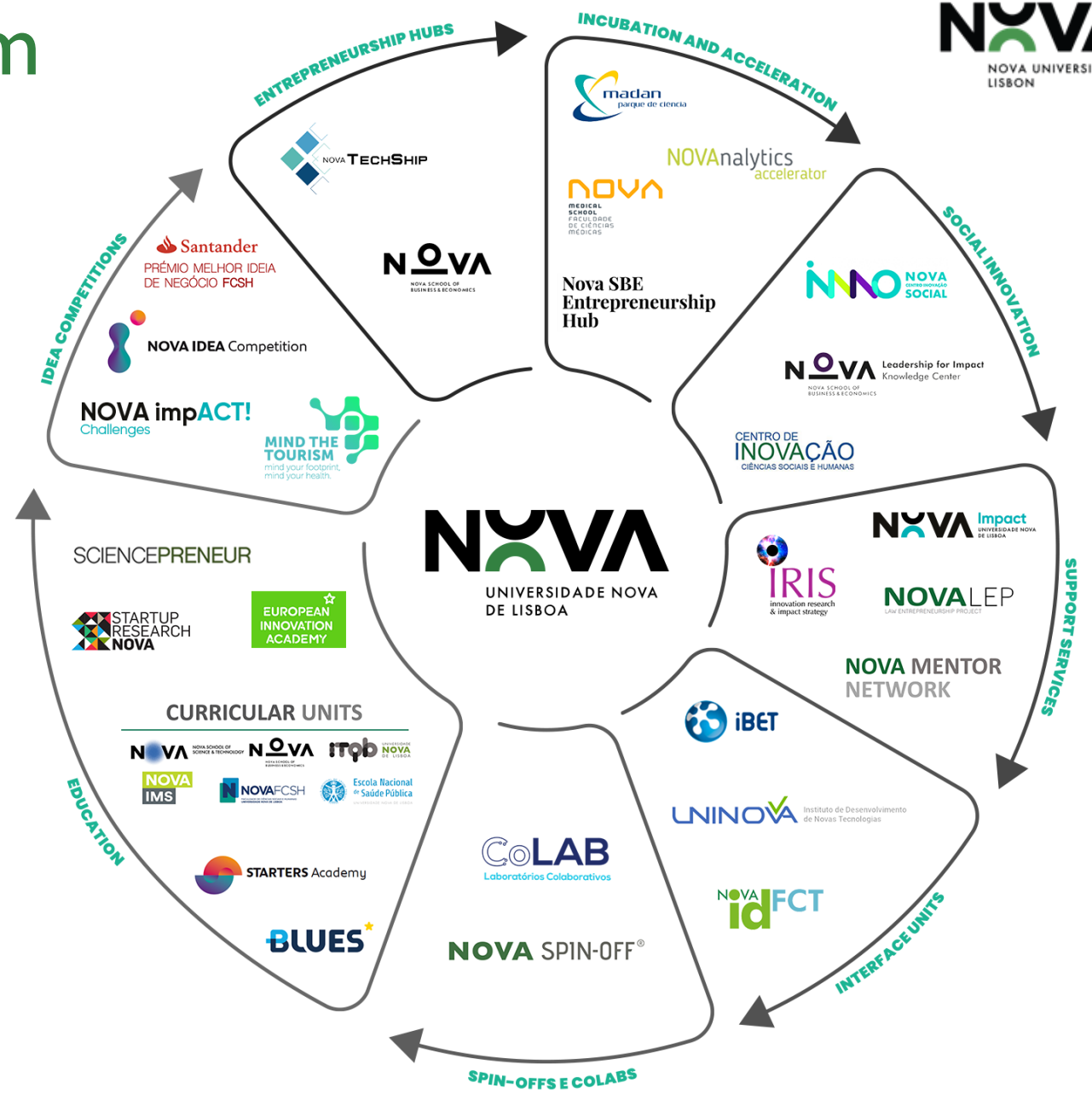researchers/faculty had approved projects in
the last 4 years
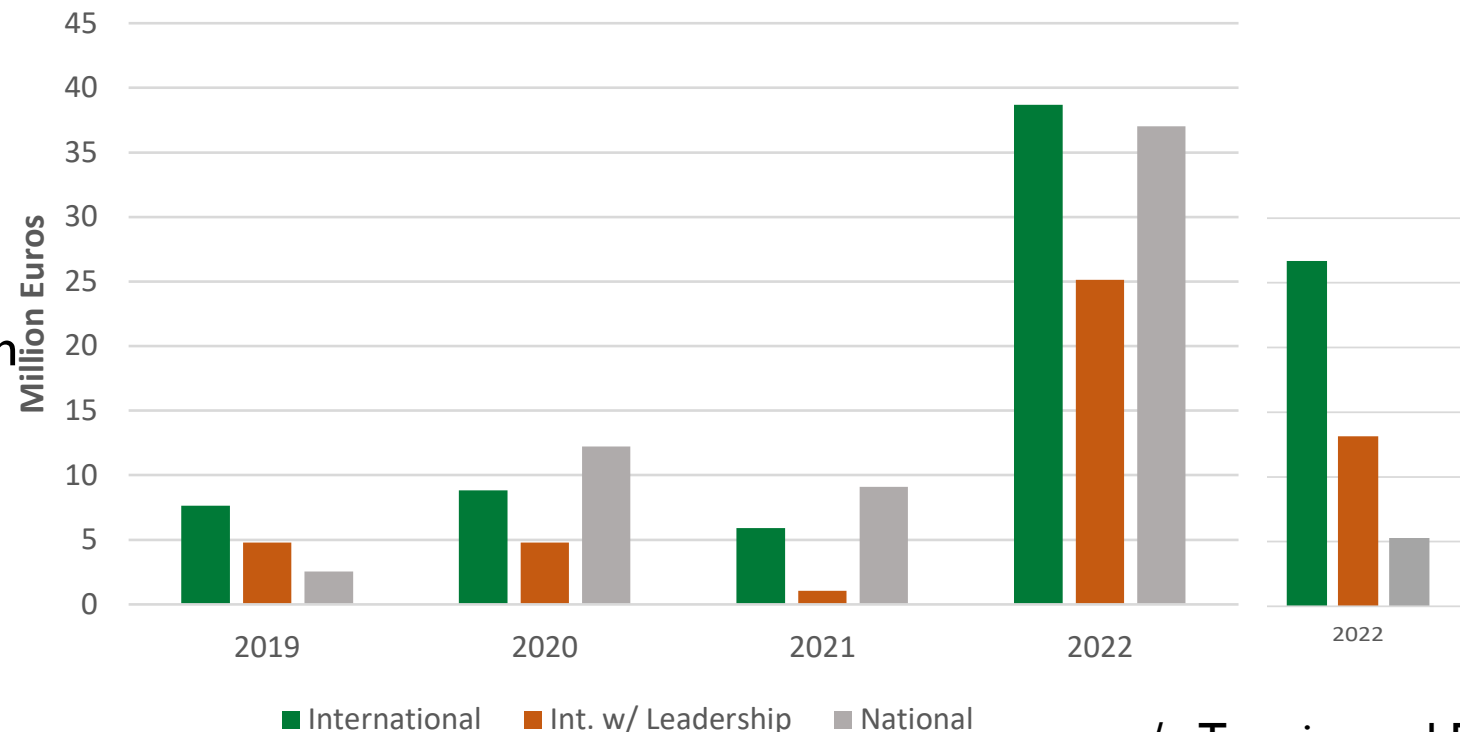
w/o Teaming and PRR

Our Innovation Ecosystem

#education
#training

#awards

#networking

#collaboration

2022

University with more entrepreneurial students

1st place
University Ranking Report 2022

TOP 10 PORTUGUESE UNIVERSITIES BY ALUMNI FOUNDED STARTUPS:

RANK	NAME	LOCATION	FOUNDED[1]	# STUDENTS[2]	# ALUMNI FOUNDERS[3]
#1	Universidade Nova de Lisboa	Lisboa, Almada, Cascais e Oeiras	1973	21,873	268
#2	Universidade do Porto	Porto	1911	32,092	241
#3	Universidade Católica Portuguesa	Lisboa, Porto e Braga	1967	11,855	231
#4	Universidade de Lisboa	Lisboa	2013	50,751	168
#5	Universidade de Coimbra	Coimbra	1290	22,924	131
#6	Universidade do Minho	Braga	1973	19,246	118
#7	Universidade de Aveiro	Aveiro	1973	15,031	82
#8	ISCTE – Instituto Universitário de Lisboa	Lisboa	1972	10,543	49
#9	Instituto Politécnico do Porto	Porto, Matosinhos, Felgueiras, Vila Nova de Gaia e Vila do Conde	1985	20,108	44
#10	Universidade Lusófona do Porto	Porto	1994	2,388	30

[1] **Source:** University website.
[2] **Source:** RAIDES 2022, Direcção Geral de Estatísticas da Educação e Ciência (exception Porto Business School).
[3] **Source:** Startup Portugal Dealroom, October 2022.

RESEARCHERS @ NOVA – A CAREER CONCERN

NOVA has over 500 Researchers with PhD, mostly in social sciences, and science & technology

0% are Coordinators (equivalent to Full Professors)
9% are Principal Investigators (equivalent to Associate Professors)
23% are Assistant Researchers (equivalent to Assistant Professors)
64% are Junior Researchers (Post-Docs with contracts)

11% have Permanent Contracts
62% have 6-years Contracts

RESEARCHERS @ NOVA – A CAREER CONCERN

Teaching career has a totally different landscape:

Around 1000 staff with PhD, from which:
- 56% Assistant Professors
- 29% Associate Professors
- 14% Full Professors

Virtually all teaching staff with PhDs are in the teaching career, either in Tenure Track or already with permanent contracts

In Portugal, national budget for Universities covers only the teaching Mission and all Research funding is competitive

ATTRACT AND RETAIN TALENT - MEASURES

- New Regulation for the Evaluation of Researchers Performance – Despacho n.° 6757/2023 from June 23 2023
- New Regulation for incentives to Researchers – in publication
- *New Regulation for Research Careers* – under development
- New Regulation for individual Fellowships – approved in 2023
- New Regulation for Science Managers and other Science support activities – under development
- Offices(s) to support career Development – under development
- Pilot program to support career development for contracted researchers under the scope of the funded SECURE EU project – 2023/24
- Strategic Plan for attracting Talent (with CEI) - 2024
- Develop flagship international PhD programs in strategic areas

  - ***Reward and attract Excellence and Impact***
  - ***Decrease % of temporary contracts (aim at 1/3)***
  - ***Guarantee career opportunities in Research and Teaching***
  - ***Guide career development***

A NEW RESEARCH ASSESSMENT SYSTEM

"*Towards a reform of the research assessment system*" (Scoping report, European Commission, 2021)

New methodologies to Assess Research sould follow the following principles (COARA):

- Reward **quality**, and the (potential) **impact** of research;
- Reward research that meets the highest standards of **ethics and integrity**, including compliance with ethics and integrity rules and practices;
- Value the **diversity of research activities and outputs**;
- Consider **not only the research outputs**, but also the process/conduct of research, and reward **good scientific practices like early sharing and open collaboration**;
- Value **team work**, as well as **cross-disciplinary collaborations** when appropriate;
- **Support different researcher profiles and different career paths**.
- Ensure **gender equality, equal opportunities and inclusiveness**.

OUR RESEARCHER ASSESSMENT SYSTEM

- Embed the principles from EC and COARA, namely regarding valuation of University **3rd Mission, Qualitative Assessment, Ethics, Open Science, Interdisciplinarity**, among others

- Relevance of Assessment for contracted researchers:
  - Provides **information for opening calls for an Academic career in a given area if a contracted researcher is evaluated as Excellent**

  - Allows progression for the **next payment degree** ("escalão")

  - Gives information regarding **renewal of contracts,** when applicable

- Relevance of Assessment for Researchers already in Academic career :
  - Provides information for **tenure (3 years)**

  - Allows **possibility of progression** from Assistant to Principal and Principal to Coordinator

  - Under legal analysis is the possibility to progress from Junior to Assistant Researcher given an experimental period

OUR RESEARCHER ASSESSMENT SYSTEM

- Criteria

a) Scientific research - between 40% and 85%;
b) Innovation, impact and valorization of knowledge - between 10% and 45%;
c) Teaching and training - between 0% and 30%;
d) Administrative and management tasks - between 0% and 40%.

In each criteria, both qualitative and quantitative indicators can be used.
A list of potential indicators is provided.

OUR RESEARCHER ASSESSMENT SYSTEM

- Example of Implementation (ITQB)
- Researcher prepares a report describing how he/she addressed the main criteria in the past 3 years. The quantitative indicators are limited (best papers have to be selected and described). Specific percentages and criteria are defined by the researcher.

- The report is assessed by 2 independent reviewers that are suggested by the researcher and approved by the Evaluation Committee

- The assessments are validated by the Evaluation Committee and the levels will be:

  - Insufficient
  - Good
  - Very Good
  - Excellent

  Each level will give different points for progression, while Insufficient might originate a process against the researcher

IMPACT NARRATIVES @ NOVA

NOVA
Research
Impact
Narratives

**Challenging
NOVA Researchers**
to showcase the impact
of their research

NOVA
NOVA UNIVERSITY
LISBON

The program included 2 online seminars with international experts on writing research impact narratives, with hundreds of participants from NOVA

After a period of analysis and curation:

- 5 will win prizes (Science and Innovation Days)
- The vast majority will be published in a new section of NOVA's website
- The knowledge and experience acquired will be very helpful in future centres and projects evaluations