



**DORA**

and narrative CVs

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ORCID Funders Interest Group

9 November 2023



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# DORA's mission

Research needs to be assessed and people want to use quantitative evidence to do so.

But many measures now used are flawed or inappropriate.

DORA fosters better ways to assess research.

# DORA signatories in ORCID Funders Interest Group

African Academy of Sciences

Aligning Science Across Parkinson's

Canada Foundation for Innovation

Canadian Institutes of Health  
Research

Consejo Nacional de Ciencia y  
Tecnología

Deutsche Forschungsgemeinschaft

European Commission

Israel Science Foundation

Japan Science and Technology Agency

National Health and Medical Research  
Council

Templeton World Charity

# DORA Supporters

## Visionary

The logo for the Howard Hughes Medical Institute (HHMI) features the lowercase letters "hhmi" in a bold, green, sans-serif font.

Howard Hughes  
Medical Institute



Swiss National  
Science Foundation



UK Research  
and Innovation

## Sustainer

The logo for the Luxembourg National Research Fund (FNRS) features a stylized, teal-colored graphic of three overlapping shapes above the letters "FNRS" in a bold, teal, sans-serif font.

Luxembourg  
National  
Research Fund



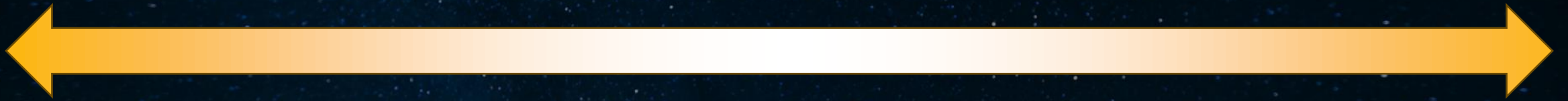
## Contributor

The logo for the Science Foundation Ireland (SFI) features a stylized, teal-colored graphic of a person jumping above the letters "sfi" in a bold, teal, sans-serif font. The text "Science Foundation Ireland" is in a smaller, teal, sans-serif font to the left, and "For what's next" is in a smaller, teal, sans-serif font below "sfi".

Science  
Foundation  
Ireland

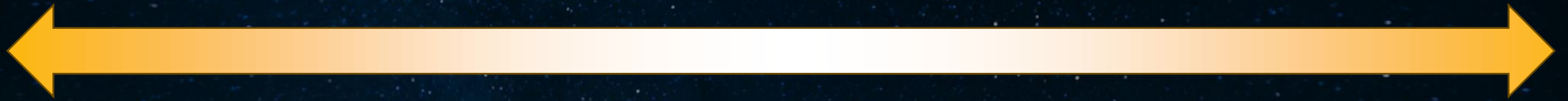
sfi  
For what's next

**Research assessment exists on a continuum**



**Metrics based  
assessment**

**Expert based  
assessment**

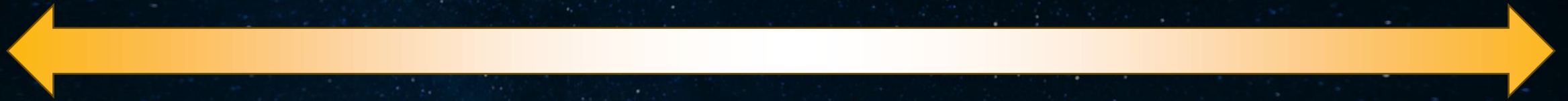


Quantitative

Qualitative

**Metrics based  
assessment**

**Expert based  
assessment**



Risks 

Bias

Cronyism ("Old boys' networks")

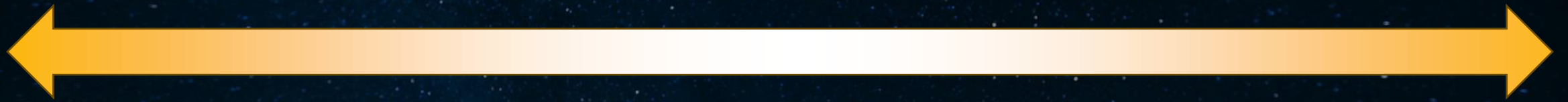
Patronage

Corruption



**Metrics based  
assessment**

**Expert based  
assessment**



Perceived benefits

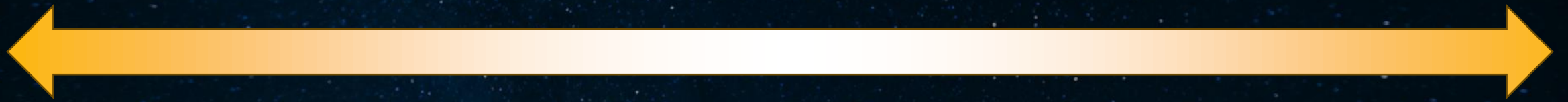
Objective

Quick

Ease of ranking

**Metrics based  
assessment**

**Expert based  
assessment**



Risks 

Illusion of objectivity

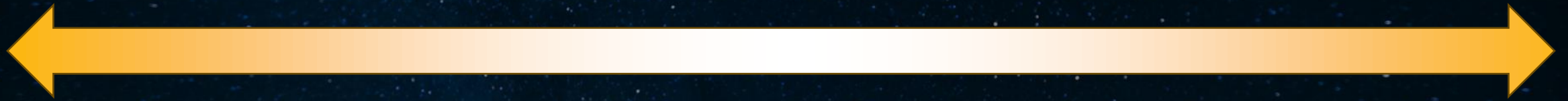
Goodheart's Law / gaming

Lottery-like success

Not what researchers value

**Metrics based  
assessment**

**Expert based  
assessment**



Perceived benefits

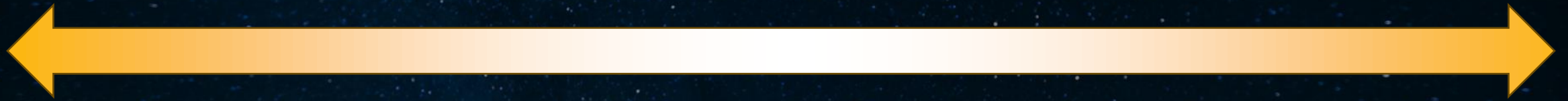
Context

Depth

Community validation

**Metrics based  
assessment**

**Expert based  
assessment**



DORA's goals:

Transparent

Fair

Nuanced

Broad

# Narrative CVs

Usually involve **written descriptions** of work instead of, or in addition to, lists of achievements

- Wide variety of names and forms
- No generally agreed definition

# “Read the paper” isn’t enough

This image▶  
was a **turning point** but it is  
difficult to understand  
why *without understanding the  
context it appeared in*



Image credit: NASA



Hubble



James Webb

# Possible benefits of narrative CVs

Provide **context** for numbers

- Career breaks
- Implementing good practices that are time consuming
- Administrative obligations

Increase **range** of what is considered “success”

Can emphasize **quality of research**, not quantity of outputs



# Possible benefits of narrative CVs

**Brevity:** Some versions exclude lengthy lists of publications

**Paperwork reduction:** “The achievements do not have to be directly associated with the current application. ... That means you can write the CV once and then use it with small adaptations for other applications(.)”

# Some organizations using narrative CVs

UK Research and Innovation

European Research Council

Swiss National Science Foundation

German Research Foundation

Luxembourg National Research Fund  
(FNR)

Netherlands Organization for  
Scientific Research

University of Maryland

Dutch Research Council (NWO)

Science Foundation Ireland

G. & B. Moore Foundation

Health Research Board Ireland

New Zealand Ministry of Business,  
Innovation & Employment

# Example: Royal Society

“Résumé for Researchers” (2019)

How have you contributed to:

1. The generation of knowledge?
2. The development of individuals?
3. The wider research community?
4. Broader society?

# Example: UK Research and Innovation



**UK Research  
and Innovation**


“Résumé for Research and Innovation”  
used for *some* programs

- “(T)hink about the **breadth** of your experience in the context of your application.”
- “The content should be written as an evidenced narrative, including both **qualitative** and **quantitative** evidence. You should avoid using lists where possible.”

# Example: Luxembourg National Research Fund




## “Individual narrative profile”

- Intended to **streamline** and **simplify** the application process
- Two-page limit
- Personal statement and details; key outputs, contributions and achievements; **ORCID** 

# Example: Swiss National Science Foundation



“CV”

- Goal is to “facilitate **comparisons** between applicants” and make assessment more **transparent**
- Education and training; previous and current employment; major achievements with selected works; academic “age”; **ORCID** 

# Example: U. Maryland Department of Psychology



## Annotated CVs

- Focuses on researchers' **behaviors** rather than outputs
- Better reflect actual work products

# Sample annotations

Category	Possible annotations
Article type	Empirical, review, theoretical, commentary
Data	Original, previously published, archival
Number of experiments, sample size	Exp 1 (N), Exp 2 (N)
Data type	Field, lab, modelling, internet, clinical
Reproducibility	Open data, preregistration, replication
Authorship role	CRediT taxonomy
Contribution	Training, underrepresented groups, policy



# Annotation of Research

## Mapping Criteria to Reporting

### Traditional CV:

- Promotes bean counting
- Hides content and contribution
- Ignores work products

### Annotated CV:

- Provides richer context
- Makes work products visible
- Provides opportunity to highlight what matters

Johnson, D. J., Ampofo, D., Erbas, S. A. \*, Robey, A., Calvert, H. \*, Garriques, V. R. \*, Gulbransen, L. \*, Hatch, J. \*, Iqbal, R. \*, Lewis, M. \*, Stern, E. \*, & Dougherty, M. R. (2021). Cognitive Control and the Implicit Association Test: A Replication of Siegel, Dougherty, and Huber (2012). *Collabra: Psychology* 4 January 2021; 7 (1): 27356. doi: <https://doi.org/10.1525/collabra.27356>



Johnson, D. J., Ampofo, D., Erbas, S. A. \*, Robey, A., Calvert, H. \*, Garriques, V. R. \*, Gulbransen, L. \*, Hatch, J. \*, Iqbal, R. \*, Lewis, M. \*, Stern, E. \*, & Dougherty, M. R. (2021). Cognitive Control and the Implicit Association Test: A Replication of Siegel, Dougherty, and Huber (2012). *Collabra: Psychology* 4 January 2021; 7 (1): 27356. doi: <https://doi.org/10.1525/collabra.27356>

- **Article type:** Empirical
- **Data:** Original data.
- **Number of experiments:** 2 experiments.
- **Data type and sample size:** Behavioral data; IAT, AMP, & Stroop. Study 1 (N=148); Study 2 (N=218).
- **Reproducibility:** Open data and open analysis code ([osf.io/973ez](https://osf.io/973ez)); pre-registered. (<https://osf.io/dgxut/>). Paper open access.
- **Role:** Secondary. Conceptualized idea; assisted with methods; verified that models ran; and provided critical edits. UG students are denoted with asterisks. Robey, Johnson, and Ampofo are post doctoral students or graduate students. Johnson and Robey led the project.
- **Contribution:** Paper presents 2 failed replications of a study that I published in 2012. The study was carried out as part of an open-science training seminar with undergraduate students.

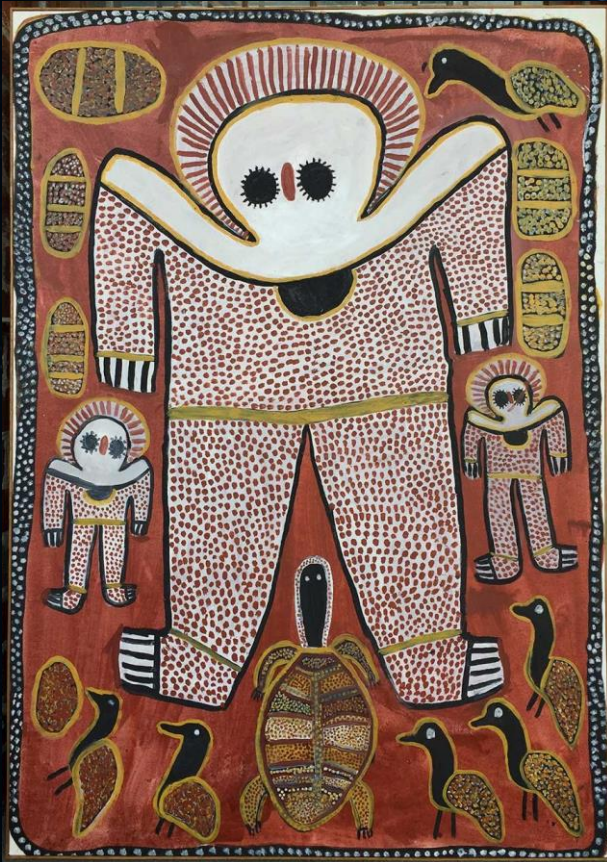
# Potential costs of narrative CVs

Linguistic injustice

Information overload and opportunity cost

- May require researchers to:
  - Track information they are not currently tracking
  - Write more
- May require assessors to read more

# Humans like narrative



Wandjina



The Epic of Gilgamesh



Journey to the West



Robin Hood

# Would you rather....

Read through a two page narrative CV with targeted, relevant information?

or

Read through a 30 page CV with generic lists of all research, all teaching, and all service outputs?

# Avoiding information overload

Reduces reliance on long, comprehensive CVs

Limit descriptions and annotations to avoid “info dumps”

- “Annotate three key papers”

# Does assessment take more time?

“(R)eviewers did not perceive evaluation of the narrative CV to be longer or more complicated compared to a traditional CV(.)”

- FNR. 2023. *Narrative Profile: Implementation and Feedback Results*

# Does assessment take more time?

“In some ways, yes. In other ways, it’s so much more straightforward because I know exactly what I’m looking for when I’m looking through someone’s dossier.”

“So it probably takes a little more time, but we’re talking about someone who we’re committing significant resources to.”

- Michael Dougherty

Psychology chair, University of Maryland

# Extra time may be a good thing



Slower decisions may be  
better decisions



Can persistent identifiers  
(PIDs) help?

# Benefits of persistent identifiers

Increase timeliness of information to funders

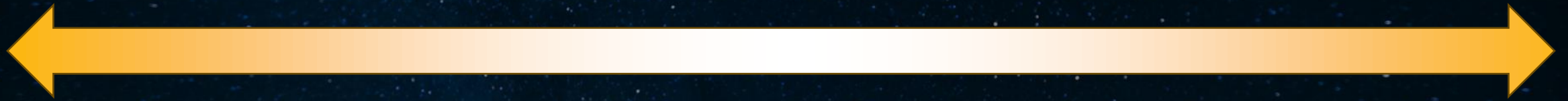
Reduce administrative burden on researchers

Reduce burden on administrative staff

Maintain access to researcher's work after funding awarded

**Persistent  
identifiers**

**Narrative  
CVs**



Perceived benefit:

Structured, standardized  
information


Perceived benefit:

Flexible, individual  
information

# Ways forward

ORCID  could allow researchers to include narrative information or annotations in their profile

- E.g., “Select your five most papers and describe their importance.”

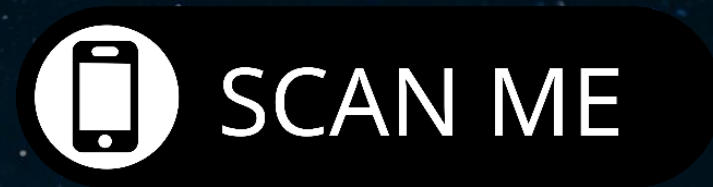
ORCID  could allow researchers to list standard CRediT listings for their contributions on papers

# What you can do

Sign DORA! ([sfdora.org/sign](https://sfdora.org/sign))

Use our collection of good practices to implement change

Tell us how you improved assessment so we can tell others ([sfdora.org/contact](https://sfdora.org/contact))



# Like to learn more?

Join DORA Funder Discussion  
Group!

[bit.ly/DORAFunderGroup](https://bit.ly/DORAFunderGroup)



# The DORA team

Many people volunteer to serve on DORA's Executive Board and Steering Committee!

[sfdora.org/team](https://sfdora.org/team)

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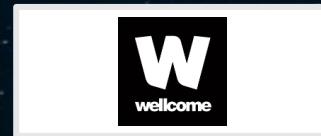
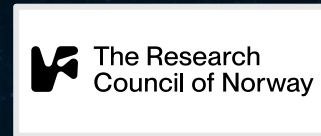
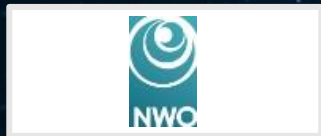


# DORA Supporting organizations

## Visionary



## Sustainer



## Contributor



# Resources

Using Narrative CVs: Process Optimization and bias mitigation

<https://zenodo.org/doi/10.5281/zenodo.5799413>

Cross-funder action to improve the assessment of researchers for grant funding

<https://sfdora.org/2022/01/19/cross-funder-action-to-improve-the-assessment-of-researchers-for-grant-funding/>

Changing the narrative: considering common principles for the use of narrative CVs in grant evaluation [https://sfdora.org/2022/06/06/changing-the-narrative-considering-](https://sfdora.org/2022/06/06/changing-the-narrative-considering-common-principles-for-the-use-of-narrative-cvs-in-grant-evaluation/)

[common-principles-for-the-use-of-narrative-cvs-in-grant-evaluation/](https://sfdora.org/2022/06/06/changing-the-narrative-considering-common-principles-for-the-use-of-narrative-cvs-in-grant-evaluation/)