

The Responsible Use of Research Metrics at the University of Portsmouth

Part 1

Our Approach

The University of Portsmouth signed up to the [San Francisco Declaration on Research Assessment \(DORA\)](#) and have developed our Principles relating to the use of research metrics in accord with the views expressed in that Declaration:

DORA Declaration Recommendations for Institutions *(the emphasis is ours):*

- *Be explicit about the criteria used to reach hiring, tenure, and promotion decisions, clearly highlighting, especially for early-stage investigators, **that the scientific content of a paper is much more important than publication metrics or the identity of the journal in which was published.***
- *For the purposes of research assessment, consider the values and impact of all research outputs (including datasets and software) in addition to research publications, and consider a broad range of impact measures, including qualitative measures of research impact, such as influence on policy and practice.*

The Metric Tide: Recommendations

- The research community should develop a more sophisticated and nuanced approach to the contribution and limitations of quantitative indicators.
- At the institutional level, HE leaders should develop a clear statement of principles on their approach to research management and assessment, including the role of quantitative indicators.
- Research managers and administrators should champion these principles and the use of responsible metrics within their institution.
- HR managers and recruitment of promotions panels in HEIs should be explicit about the criteria used for academic appointment and promotion decisions.
- Individual researchers should be mindful of the limitations of particular indicators in the way they present their own CVs and evaluate the work of colleagues.

Our policy is also informed by, and aligns with, the principles enshrined in the [Leiden Manifesto](#)¹, and is in line with the recommendations developed by the [Metric Tide](#) to support the effective leadership, governance and management of research cultures:

In addition, further sources were also consulted in developing our principles, including the draft guidance on implementing the DORA principles (issued by the Wellcome Trust), ideas embedded in ““An A is an A”: The New Bottom Line for Valuing Academic Research” (Aguinis,H; Cummings,C., Ramani,R.S, and Cummins,T.G, *Academy of Management Perspectives*, 2020), and existing best practice across the sector.

¹ The Leiden Manifesto for Research Metrics contains ten principles which take a broader view of the responsible use of all bibliometrics across a range of disciplines and settings. As an institution with arts, humanities and social sciences scholars, we felt we felt the Leiden Manifesto’s principles could also usefully inform our approach to the use of metrics at Portsmouth.