

Encouraging and rewarding (societal) impact through promotion and tenure practices

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If there is such a thing as the Holy Grail of impact, what is it? Some say it is developing a methodology capable of accurately assessing levels, types, and the quality of impact. Others prioritize the acquisition of impact literacy for both professional and academic staff, or creating supportive infrastructures and environments. Many will argue career progression models must incorporate incentives and rewards for impact-related activities such as public engagement, science communication, or co-creation.

Clearly we realize all of the above are required to promote real change but this panel zooms in on the latter. The session offers an overview of how this challenge is being tackled globally, providing examples of policy and implementation from the Low Countries (including the Ghent Model and research evaluation methods from the Netherlands), the UK, the USA, and Australia. The panel will address questions such as: Are there region-specific or independent trends? Are HR policy and administrative processes keeping up with the shift in research strategy? Which research assessment methodologies are used to evaluate career performance and how do these relate to impact? What are the main challenges faced in different locations and are there things we can learn from one another internationally?

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