

# How can we improve organizational assessment of researchers

World Conference on Research Integrity

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# Disclosures of interests

- I'm a co-editor-in-chief of the journal *Systematic Reviews* and receive a small stipend from the publisher, BioMed Central Springer Nature
- I have no other real or perceived disclosures of interests to declare

# Evolution of the Hong Kong Manifesto



## Call for Proposals: Focus Tracks

### Purpose

To broaden programme planning, Co-Chairs of the 6<sup>th</sup> World Conference on Research Integrity (WCRI) welcome proposals from members of the WCRI Foundation Governing Board and 6<sup>th</sup> WCRI Programme Committee for focus tracks. Focus tracks are structured discussion between participants on a clearly defined topic. The proposed topic should be relevant to a broad range of participants and be clearly linked to the conference theme ("*New Challenges for Research Integrity*").

### Structure

Focus tracks will be held during the conference. A focus track can be held in one session (normally 90 minutes), or more than one session.

### Application

All proposals have to be submitted by members of the WCRI Foundation Governing Board and 6<sup>th</sup> WCRI Programme Committee by May 15, 2018. Input and inspiration on the content of the proposal from other individuals and organisations are welcome, provided that a member of the WCRI Foundation Governing Board or 6<sup>th</sup> WCRI Programme Committee takes the responsibility and submits the proposal.

### Selection

The proposals will be reviewed by the conference organisers. Focus track should not be dependent on 6<sup>th</sup> WCRI support for speakers.

**Deadline for submission of proposals is May 15, 2018.**

# Evolution of the Hong Kong Manifesto

## Call for Proposals: Focus Tracks

<b>Title</b>	How can we improve organizational assessment of researchers?
<b>Description</b>  (200 words max.)	<p>Assessment of researchers is necessary for decisions of hiring, promotion, and tenure. The current system of faculty incentives and rewards is perceived by many as perverse, possibly rewarding questionable behaviors, and misaligned with the needs of society and disconnected from the evidence about the causes of the reproducibility crisis and suboptimal quality of the scientific publication record. A set of six principles for better assessing scientists and associated research and policy implications is proposed.</p> <p>Using those principles as a basis, this focus track will review the six principles along with participant discussion about their nomination/selection and merit (session 1). Similarly, the focus track will look at how these principles, and other evidence-based principles might be endorsed and implemented in different institutions and disciplines.</p> <p>Reference: Moher D, et al (2018) Assessing scientists for hiring, promotion, and tenure. PLoS Biol 16(3): e2004089.</p>
<b>Relevance to the conference theme</b> <b><i>“New Challenges for Research Integrity”</i></b>  (100 words max.)	Improving the current system of faculty incentives and rewards is a crucial complement to other attempts, such as training, to improve research integrity, but has been relatively neglected.
<b>Intended outcome/result</b>	A paper summarizing both audience collective experiences in improving the assessment system, and concrete ideas to implement the principles.
<b>Interactivity</b>  (100 words max.)	Large group discussion and “homework” between session 1 and session 2.
<b>Intended audience</b>	Researchers, funders, academic institutions, publishers, and research administrators interested or involved in research and researcher assessment policy.
<b>No. of sessions</b> <b>(with provisional sub-title)</b>  (normally 90 minutes per session)	Preferably 2 sessions

# Iteration of the Hong Kong Manifesto

1 **The Hong Kong Manifesto for Assessing Researchers:**  
2 **Fostering Research Integrity**

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5 David Moher<sup>1</sup>, Lex Bouter<sup>2</sup>, Sabine Kleinert<sup>3</sup>, Paul Glasziou<sup>4</sup>, Mai Har Sham<sup>5</sup>

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10 Department of Philosophy, Faculty of Humanities, Vrije Universiteit, Amsterdam, The  
11 Netherlands; <sup>3</sup>*The Lancet*, London Wall Office, London, UK; <sup>4</sup>Centre for Research in Evidence-  
12 Based Practice, Bond University, Gold Coast, Old, Australia; and <sup>5</sup>School of Biomedical  
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# Hong Kong Manifesto principles

#	Principles
1	Assess researchers based on responsible practices in all aspects of the research enterprise
2	Value the reporting of all research, regardless of the results and reward honest and transparent reporting
3	Value the practice of open science
4	Value a broad range of research activities, such as innovation, replication, synthesis, and meta-research
5	Value a range of other contributions to research, such as peer review for grants and publications, and mentoring

# What we would like to do during the focus track session today

- Build an implementation data bank
- Successes and failures
  - How have you built open science into researcher assessments
  - How have you built registration into researcher assessments

# Implementation and adherence

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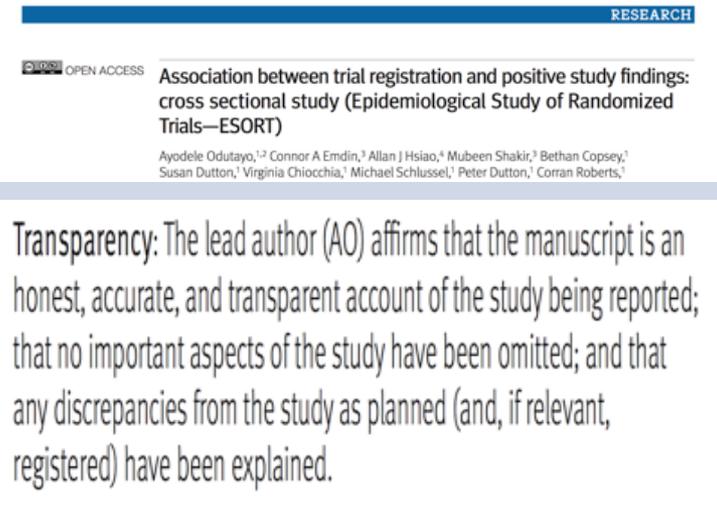


john williams  
@wi\_john



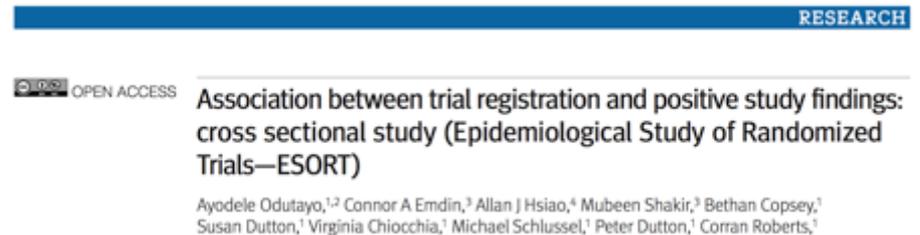
NIHR will request researchers applying for clinical trial funding to submit the registration history of any previous trials they have conducted, as well as the publication of trial results. The NIHR will then take such information into account when making funding decisions.

# Implementation

#	Principles	Implementation
2	<b>Value the reporting of all research, regardless of the results and reward honest and transparent reporting</b>	<p>Declaration of Transparency</p> <p>The lead author* affirms that this manuscript is an honest, accurate, and transparent account of the study being reported; that no important aspects of the study have been omitted; and that any discrepancies from the study as planned (and, if relevant, registered) have been explained.</p> <ul style="list-style-type: none"><li>– *The manuscript's guarantor</li></ul> <div data-bbox="1174 415 1891 925"><p>RESEARCH</p><p>OPEN ACCESS</p><p>Association between trial registration and positive study findings: cross sectional study (Epidemiological Study of Randomized Trials—ESORT)</p><p>Ayodele Odutayo,<sup>1,2</sup> Connor A Emdin,<sup>3</sup> Allan J Hsiao,<sup>4</sup> Mubeen Shakir,<sup>5</sup> Bethan Copsey,<sup>1</sup> Susan Dutton,<sup>1</sup> Virginia Chiochia,<sup>1</sup> Michael Schluskel,<sup>1</sup> Peter Dutton,<sup>1</sup> Corran Roberts,<sup>1</sup></p><p>Transparency: The lead author (AO) affirms that the manuscript is an honest, accurate, and transparent account of the study being reported; that no important aspects of the study have been omitted; and that any discrepancies from the study as planned (and, if relevant, registered) have been explained.</p></div>

# Declaration of transparency for each research article

- The lead author\* affirms that this manuscript is an honest, accurate, and transparent account of the study being reported; that no important aspects of the study have been omitted; and that any discrepancies from the study as planned (and, if relevant, registered) have been explained.
  - \*The manuscript's guarantor



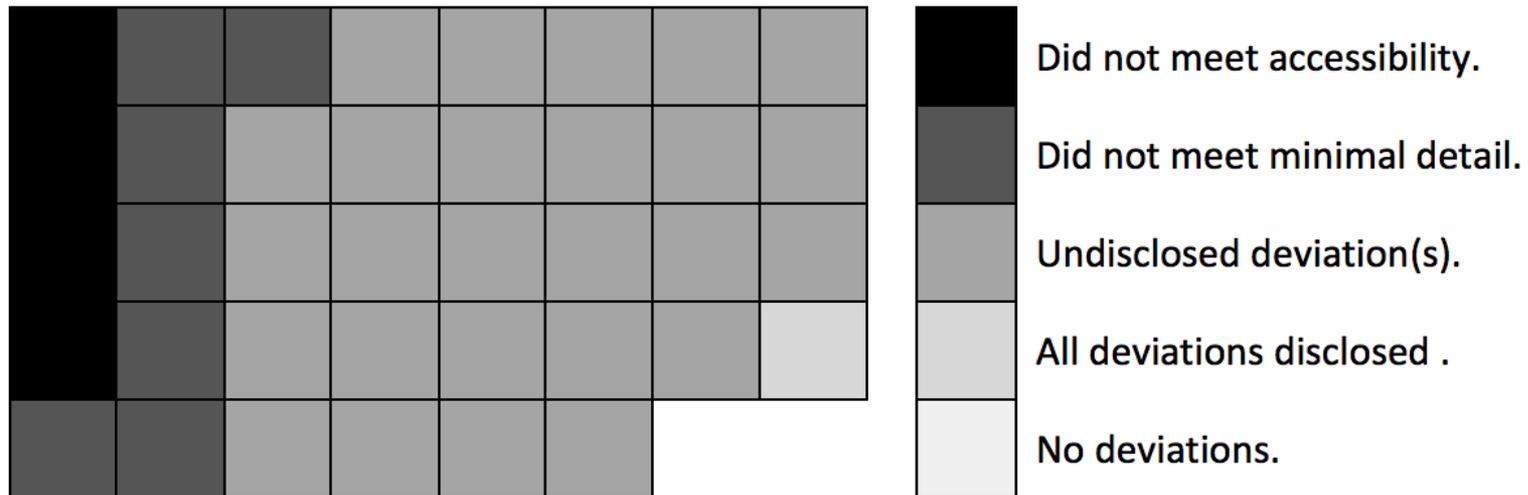
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# Implementing a CV for the 21<sup>st</sup> century

<b>publication</b>	<b>Go make it happen. Life, Liberty and the Pursuit of Happiness (2019), 549(7670):23-25</b>
<b>Journal metrics</b>	<b>Downloads; citations</b>
<b>Social media metrics</b>	<b>Altmetric score 975 (and breakdown)</b>
<b>Signed declaration of transparency</b>	<b>Yes; Open Science Framework (OSF)</b>
<b>Yada</b>	<b>Yes; OSF</b>
<b>Yada Yada</b>	<b>Yes, OSF</b>
<b>Yada Yada Yada</b>	<b>Yes; completed report OSF No; journal publication</b>

# Psychological Science

27 published articles with a preregistration badge  
between February 2015 and November 2017

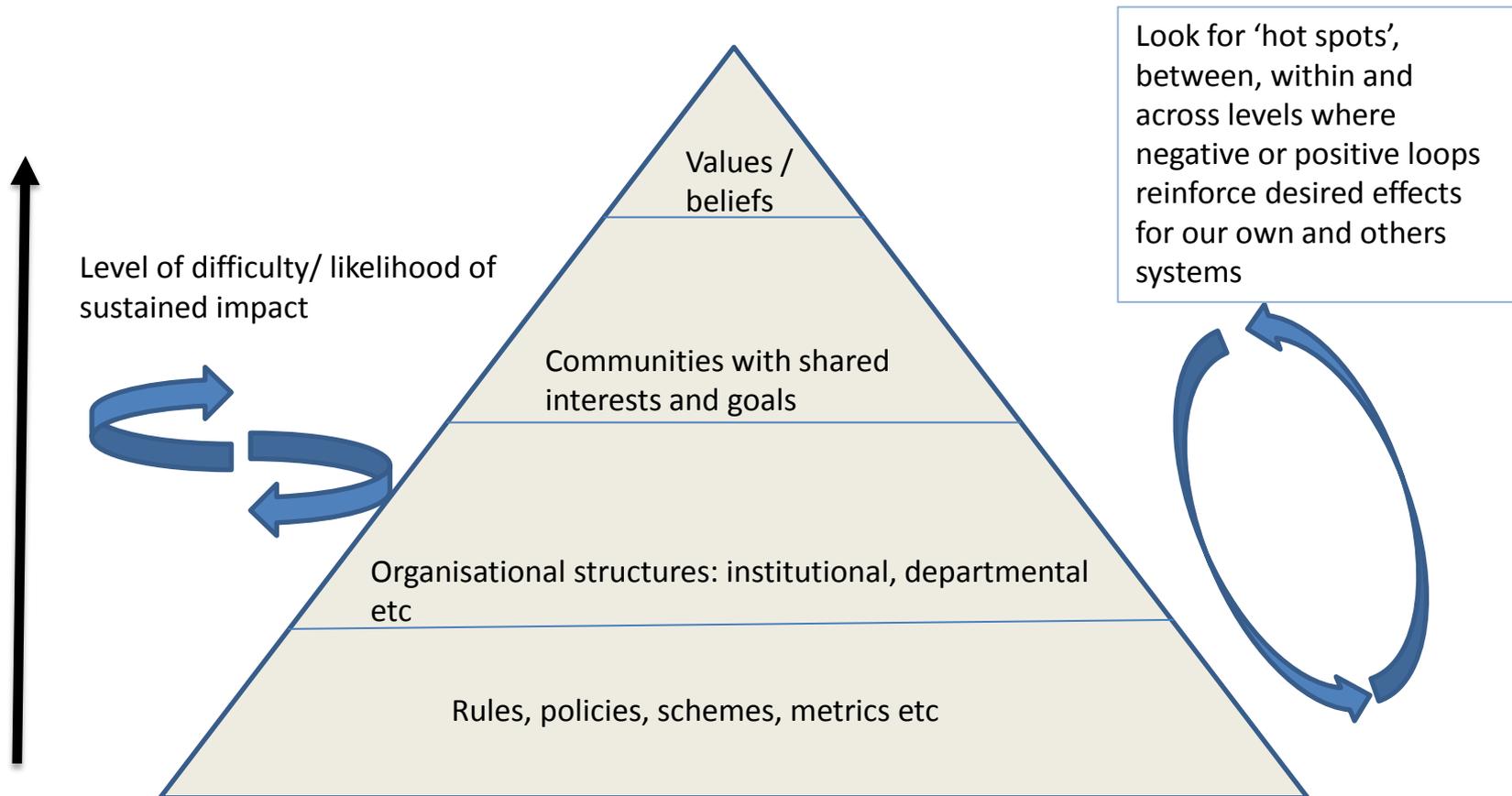


*Figure 1.* Assessment on preregistration level. Each cell represents one preregistration plan. None of the plans was adhered to without deviations.

# What we would like to do during the focus track session today

- Where in the system is the implementation taking place
- Split into five breakout groups
  - One group for each principle

# Levels at which you can intervene in a system to effect change





# What we would like to do during the focus track session tomorrow

- Synthesize yesterday's breakout session
  - Share experiences of implementation
  - How to maximize implementation and adherence
  - Build a tool kit

# Breakout sessions

#	Principles	Facilitator
1	<b>Assess researchers based on responsible practices in all aspects of the research enterprise</b>	Anne-Marie Coriat Room LG.16
2	<b>Value the reporting of all research, regardless of the results and reward honest and transparent reporting</b>	David Moher  Room LG.39
3	<b>Value the practice of open science</b>	Lex Bouter Room LG.63
4	<b>Value a broad range of research activities, such as innovation, replication, synthesis, and meta-research</b>	Paul Glasziou  Room LG.64
5	<b>Value a range of other contributions to research, such as peer review for grants and publications, and mentoring</b>	Ginny Barbour  You stay here!

# Thank you

