ESF Career Tracking & Monitoring Platform (CTMP)

Launch workshop: survey findings & conclusions

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Who is present?

19 participants

- 8 national research organisations (Estonia, Ireland 2x, Luxembourg, Norway, Poland, Sweden, United Kingdom)
- 4 invited experts (Ghent, NIFU, OECD, Vitae)
- 2 universities (FU Berlin, Tartu)
- 2 ESF
- 1 supranational research organisation (EMBO)
- 1 private research funding organisation (Wellcome Trust)
- 1 consultant
Who replied?

13 out of 16 possible replies
= 81.25% response rate

- 6 research councils (EE, IE (SFI), LU, NO, SE, UK)
- 4 experts (Ghent, NIFU, OECD, Vitae)
- 2 universities (FU Berlin, Tartu)
- 1 supranational organisation (EMBO)
What do we want to know?

The questionnaire

- Participants’ experience in career tracking & monitoring
- Interests in, needs for & contributions to CTMP
- Views on envisaged projects in the framework of the CTMP
- Additional suggestions
  - CTMP in general
  - Workshop agenda
Does your organisation have earlier experience in career tracking of researchers in line with the definition?

“Initiatives that follow up researchers’ careers over a certain time period to understand researchers’ career pathways. Surveys that trace back careers over several years, cohort studies at several moments in time (not just one) or longitudinal surveys are considered to fit the definition.”

Table 1

N= 13

<table>
<thead>
<tr>
<th>Yes</th>
<th>10</th>
<th>4 experts, 5 ROs (IR, LU, NO, SE, UK), 1 university (Tartu)</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>
If yes, please describe briefly the experience, which your organisation has achieved:

9 replies received

- Data base for career monitoring (Ghent)
- Surveys & research projects
  - OECD CDH: cross-sectional, retrospective
  - Vitae UK: What Do Researchers/PhDs Do?
  - NIFU on behalf of RCN NO
  - Tartu: EU project on career tracking of Estonian researchers
  - IE (SFI): longitudinal study tracking careers of research team members
  - RC UK: tracking careers of doctoral graduates
- Workshop (FNR)
Please provide any useful references/links:

➔ Please refer to hand-out
Does your organisation have earlier experience in monitoring of researchers‘ careers for evaluation or similar purposes?

Table 2

<p>| | | |</p>
<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Yes</td>
<td>10</td>
<td>3 experts (Ghent, NIFU, Vitae), 5 ROs (EE, SFI IR, LU, NO, UK), EMBO, 1 university (Tartu)</td>
</tr>
<tr>
<td>No</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>
If yes, please describe briefly the experience, which your organisation has achieved:

8 replies received

- Evaluation & impact measurement in broad terms (Ghent, Vitae, RC UK)
- Career progression (EE, EMBO)
- (First) destinations (IE (SFI), EMBO)
- Gender related information (NO (RCN/NIFU), EMBO)
Please provide any useful references/links:

→ Please refer to hand-out
Does your organisation operate a **researchers’ database** (personal data, CVs)?

Table 3

N= 14 (several answers were possible)

<table>
<thead>
<tr>
<th>Yes, it is a database specific to the organisation</th>
<th>5</th>
<th>1 expert (Vitae), 2 ROs (SE, UK), EMBO, 1 university (FU Berlin)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, it is a national/international database</td>
<td>6</td>
<td>2 experts (NIFU, Vitae), 3 ROs (EE, IR, NO), 1 university (Tartu)</td>
</tr>
<tr>
<td>No</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>
Please describe briefly which data are compiled and (where relevant) which career stages are included (e.g. R1-R4):

Table 4

<table>
<thead>
<tr>
<th>Career Stage</th>
<th>Organization(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>R 1</td>
<td>RCUK</td>
</tr>
<tr>
<td>R 1 – R 2</td>
<td>Vitae</td>
</tr>
<tr>
<td>R 2 – R 4</td>
<td>EMBO, FU Berlin, SE</td>
</tr>
<tr>
<td>R 3 – R 4</td>
<td>IE (SFI), RC UK</td>
</tr>
<tr>
<td>R 1 – R 4</td>
<td>NO, EE</td>
</tr>
</tbody>
</table>
Please provide any additional information or references/links:

➔ Please refer to hand-out
Organisation’s interest in the CTMP

Please describe your organisation's overall interest in the CTMP:

13 replies received

- Core mission: career tracking (Ghent)
- Bigger picture: complementary source of information (OECD), comprehensive picture of researchers’ careers (Vitae)
- Development: monitoring of career moves (esp. to industry, IE (SFI)), career tracking tool (LU, EE, EMBO)
- Methodology/practical issues: RC UK, universities FU Berlin, Tartu
- Implementation/evaluation: career planning (NO RCN/NIFU), check appropriateness of funding (SE)
Which are your organisation's specific needs that the CTMP should seek to address?

9 replies received

- Data: policy support for harmonisation (OECD), compatibility of data (SE)
- Methodological issues: RC UK
- Development: career tracking tool (LU, FU Berlin) & researchers’ database (FU Berlin)
- Implementation: improve research career planning (NO)
- Impact/output: return on investment in researchers, careers according to programmes’ aims (Ghent)
- Bigger picture: comprehensive picture of researchers’ careers (Vitae)
Does your organisation **plan to start** a career tracking exercise or a researchers’ database in the near future?

Table 5

N= 8 (several answers were possible)

<table>
<thead>
<tr>
<th>Yes, a career tracking project</th>
<th>2 experts (Ghent, Vitae), 3 ROs (LU, NO, SE), EMBO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, a researchers’ database</td>
<td>1 RO (NO), 1 university (FU Berlin)</td>
</tr>
</tbody>
</table>
Please explain:

10 replies received

- Career tracking: Doctorates & postdocs, alumni (LU), alumni of former fellows & young investigators (EMBO), careers of researchers in HE after doctoral graduation (Vitae)

- Database: identification of high potentials for tenure track (FU Berlin), new data system (SE)

- Plans to be concretised: IE (SFI), EE, Tartu

- Ongoing initiatives: NO (NIFU on behalf RCN), Ghent
Contributions to make the CTMP a success...

What could you/your organisation contribute to make the CTMP a success?

10 replies received

- Collaboration in career tracking pilot (LU)
- Sharing of methodological insights & experience (Ghent, OECD, Vitae, NO (RCN/NIFU), RC UK, Tartu, EMBO
  - CDH project (OECD)
  - Advanced bibliometrics (NIFU)
  - Experience of a small country (Tartu)
- Sharing of data on 1st destinations (statistics): IE (SFI)
Which of the topics are you **most interested in** (several answers were possible)?

**Table 6**

N=19 (several answers were possible)

| Orientation on how to conduct career tracking studies | 3 experts (Ghent, NIFU, OECD), 4 ROs (IE (SFI), NO, SE, RC UK), 1 university (Tartu) |
| Pilot project | 1 expert (Vitae), 1 RO (LU) |
| Data source | 3 experts (Ghent, NIFU, Vitae) 4 ROs (EE, NO, SE, RC UK), EMBO, 1 university |
Orientation on how to conduct career tracking studies

6 replies received

- Own learning: Ghent, Tartu (methods allowing for international comparison), RC UK (use of technology)
- Sharing of experience: OECD (CDH survey), NO (RCN/ NIFU: database, reports)

Pilot project

2 replies received

- Collaboration in career tracking pilot (LU)
- Testing methodologies for data comparison & international benchmarking (Vitae)
Data source

6 replies received

- Data protection, robustness, access: RC UK, FU Berlin
- Understanding of European researchers careers through quantitative & qualitative data (Vitae)
- Developing & sharing of experience: Ghent, NO (RCN/NIFU)
Orientation on how to conduct career tracking studies

- Vitae: small study on use of social media to track researchers,
- Tartu: 1 year experience in tracking Estonian scientists,
- IE (SFI): 1st attempt of longitudinal survey

Pilot project

- Vitae, FU Berlin: longitudinal study on tracking (international) researchers
13 replies received: YES

Orientation on how to conduct career tracking studies

- Vitae: small study on use of social media to track researchers,
- Tartu: 1 year experience in tracking Estonian scientists,
- IE (SFI): 1st attempt of longitudinal survey

Pilot project

- Vitae, FU Berlin: longitudinal study on tracking (international) researchers
Data source

- EE: Estonian Research Information System
- IE (SFI): grant management system in preparation comprising researcher profile component (PIs’ personal profile, outputs & team members)
- RC UK: experience with Repositories for Social Science, e.g. Economic & Social Data Service (www.esds.ac.uk)
- SE: SCB – Statistics Sweden
- EMBO: basic database resulting from survey on former fellows & applicants
Existing good practice referring to suggested topics

12 replies received: 8 YES

Orientation on how to conduct career tracking studies
- 4 replies: ESF & FNR workshop & report ‘How to Track Researchers Careers’

Pilot project
- Questionnaires of existing tracking studies

Data source
- RC UK database, ECOOM’s HRRF database, NIFU database, EUA survey on practice in career tracking
4 replies received

- EMBO: How to determine the ‘quality’ of careers? How to measure?

- NO (RCN/NIFU): Further study of use of bibliometric data for study of careers; potential use of commercial sources

- LU: Address EC to consider international study on funding schemes at PhD & postdoc level
4 replies received

- Ghent: How to align different stakeholders’ expectations into one career tracking study, rather than conducting separate ones?
- OECD: Liaising with official statistical agencies in efforts to launch new statistical surveys so as to build on existing initiatives, avoid duplication & ensure convergence with already existing efforts
- IE (SFI): Ways of using social media to monitor careers
- NO (RCN): Present online case demonstrating how to use bibliometrics in career tracking
Experience in career tracking & monitoring

- Wide range: international/national/regional, long-standing/new

Interests in the CTMP & needs

- Learning: bigger picture, methodologies
- Developing: tools for career tracking/monitoring, technological approaches
- Harmonising ↔ exchanging: data
- Evaluating: output & outcomes of investment in research careers
Conclusions from the survey / 2

Contributions

- Collaborating in pilot career tracking survey
- Sharing of: experience, methodologies, data

Upcoming topics

- Comparability & convergence: core questionnaire, harmonisation of data
- Use of social media & bibliometrics
- Involvement of other stakeholders, e.g. EC
- ‘Quality’ of research careers