

ESF Career Tracking & Monitoring Platform (CTMP)

Launch workshop: survey findings &
conclusions

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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



**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)



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

Yes	10	4 experts, 5 ROs (IR, LU, NO, SE, UK), 1 university (Tartu)
No	3	



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

N= 13

Yes	10	3 experts (Ghent, NIFU, Vitae), 5 ROs (EE, SFI IR, LU, NO, UK), EMBO, 1 university (Tartu)
No	3	



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



Operation of a researchers' database/ 1

*Does your organisation operate a **researchers' database** (personal data, CVs)?*

Table 3

N= 14 (several answers were possible)

Yes, it is a database specific to the organisation	5	1 expert (Vitae), 2 ROs (SE, UK), EMBO, 1 university (FU Berlin)
Yes, it is a national/international database	6	2 experts (NIFU, Vitae), 3 ROs (EE, IR, NO), 1 university (Tartu)
No	3	



Operation of a researchers' database / 2

Please describe briefly which data are compiled and (where relevant) which career stages are included (e.g. R1-R4):

Table 4

R 1	RCUK
R 1 – R 2	Vitae
R 2 – R 4	EMBO, FU Berlin, SE
R 3 – R 4	IE (SFI), RC UK
R 1 – R 4	NO, EE



Operation of a researchers' database / 3

Please provide any additional information or references/links:

→ Please refer to hand-out



*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)



Organisation's specific needs with respect to the CTMP

*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)

Yes, a career tracking project	2 experts (Ghent, Vitae), 3 ROs (LU, NO, SE), EMBO
Yes, a researchers' database	1 RO (NO), 1 university (FU Berlin)



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)



Previous experience referring to suggested topics / 1

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



Previous experience referring to suggested topics / 1

13 replies received: YES

Orientation on how to conduct career tracking studies

- Vitae: small study on use of social media to track researchers,
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- IE (SFI): 1st attempt of longitudinal survey

Pilot project

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



Previous experience referring to suggested topics / 2

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

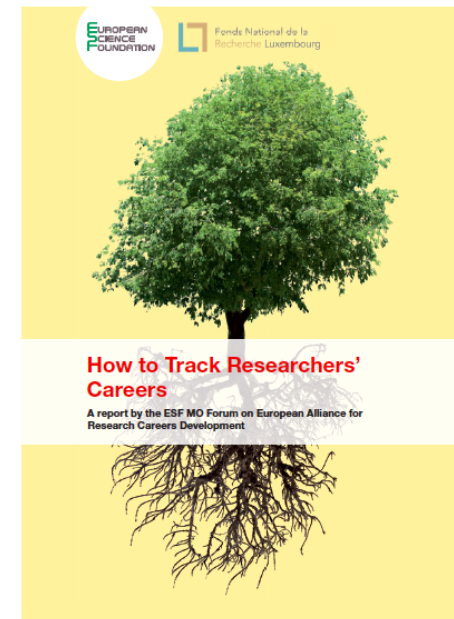
- 4 replies: ESF & FNR workshop & report 'How to Track Researchers Careers'

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



Additional topics for agenda of this workshop

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



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

