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Onderwerp Reaction to final report of research assessment
Psychology 2017-2022
Bijlage(n) -

LS.

We have received and thoroughly reviewed the final report of the external research review provided by the External Review committee regarding our research program 'Navigating in a Complex World' in which the FSBS department of Psychology and the section Methodology and Statistics collaborate. We appreciate the diligence and professionalism demonstrated throughout the assessment process and are very pleased with the results. The comprehensive analysis has offered valuable insights into our organization's strengths and areas for improvement. We therefore would like to take this opportunity to thank the committee for their work. Please find below our reply to the recommendations of the committee.

#1-2 In addition to emphasising coherent research themes that cut across traditional domains of psychology, offer sufficient freedom to individual researchers who wish to pursue their own, more specialised research paths. Let excellent curiosity-driven research, which often provides the necessary foundation for future applications, not be hindered by the emphasis on societally relevant research.

We agree that individual researchers should retain the freedom to pursue curiosity-driven fundamental research. Our approach is to keep offering incentives along the priorities of our strategic plan, which indeed includes a focus on strategic themes, focus areas, and societal impact. We will ensure that these positively incentives are not negatively perceived as precluding curiosity-driven fundamental research. On the contrary, our researchers remain free to pursue such endeavors in their allocated research time. Furthermore, our research support staff will continue to assist researchers to apply for grant money to finance curiosity-driven fundamental research. We will make sure to highlight resulting successes in newsletters and other communications, so that researchers who fit this profile feel valued and included. Importantly in many of the regular more specialized lab meetings that are organized for smaller groups of researchers, curiosity-driven research plays a major role.



#3 • Develop a more systematic quality management approach by unifying the current best practices and making sure that all levels in the organisation are aware of these, instead of the current abundance of procedures, rules and regulations.

We agree that a more systematic quality management approach is important for the success of our program. We will therefore implement a more continuous evaluation process by having a yearly review moment in which we will evaluate our program using the factors mentioned in the SEP protocol. During this interim review, we will discuss the issues that are most urgent to tackle. Next, we will create moments in which best practices can be shared and in which we can disseminate the implemented changes in our procedures, rules and regulations. For instance, we will dedicate some of the Linschoten lectures, which are open to researchers from all levels, to the dissemination of such best practices.

#4 Think more about alternative ways to evaluate research quality to avoid ambiguity among early-career researchers (e.g., by providing clear criteria for tenure and promotion).

We recognize that there is a risk that our new 'recognition and rewards' model creates ambiguity about research quality and promotion criteria, which should be avoided. For this reason, the faculty will implement a new promotion policy later this year (the policy was already in the making from before the assessment). It will provide clear guidelines on

- how existing quality criteria (as outlined in 'UFO' and 'FLOW'), which will remain the same as before, are to be interpreted in terms of the new TRIPLE model for recognition and rewards
- how promotion decisions are made, at each level from assistant to full professor

The TRIPLE principles hold that (1) there are multiple (rather than uniform) career paths that can lead to promotion, and (2) there are multiple ways from which we can infer research quality, which include traditional indices (e.g., citations) but may also include other indices, such as societal impact. To ensure objectivity, a faculty-wide committee will be made responsible for making promotion decisions from assistant to associate professorship. We note that all our assistant, associate, and full professors are appointed on the basis of tenure from the start of their appointment (with a short probation period).

We have accepted the report and the researchers involved have been informed. The report will be made public and posted on our website. We also wish to take this opportunity to thank the committee for their work.

On behalf of the Faculty of Social and Behavioural Sciences,

prof. dr. Leoniek Wijngaards-de Meij
Dean