Section 40

This document builds upon the criteria defined by the previous formation of this section in order to ensure continuity as regards evaluations. It defines general principles that organize the evaluation work of the section regardless of its type (recruitment of researchers, periodic evaluation, grade promotion), and then formulates a few specifications attached to each of these objectives.

1. General principles for the evaluation of researchers

As regards the criteria for evaluating researchers, the following provides a guide and key terms for all stages of the evaluation: individual examination of the applications by the rapporteurs, exchanges between the members of the section, decisions made in plenary meetings, the drafting of evaluation reports. The section constantly monitors the observation of these criteria in all phases of their work and by all its members.

The members of the section are particularly attached to a number of key principles: the centrality of research activities, the taking into consideration of publications and research products in the evaluation, the meaning attached to the internationalization of research, and the engagement of researchers in their professional environment.

- **Centrality of research activities**
  The section considers that research activities are the core of the work of researchers. This scientific activity of the researcher must be translated into publications (articles in peer-reviewed journals nationally and internationally, works of research and possibly synthesis, contributions to anthologies). The section considers as research works publications that present their own results (archive and/or field surveys conducted by the researcher, alone or as a team, exploitation of data produced by the researcher or his or her team, etc.). Multiple other activities are taken into account, which include scientific leadership, team supervision, evaluation, networking, teaching, outreach, consulting, etc.).

- **Taking publications into account**
  Scientific production, which in our disciplines mainly takes the form of publications, is an essential element of evaluation. But it is not the only one, and the section emphasizes that the researcher is also evaluated for his/her project, the specific moment of his/her professional career, his/her membership in bodies and all other professional activities and productions. In addition, the section states that it does not perform bibliometric evaluation (statistical analysis of the publication activity) and that, instead, it is attentive to the content of the publications. It must nevertheless distinguish between publications. As a result, researchers are expected to devote particular care to the presentation of their publications, which must be classified in explicit categories, at a minimum distinguishing: books (single author or co-written) published by an academic publisher/collection, other books, the editorship of books or journal special issues, articles in peer-reviewed scientific journals, chapters in collective books, articles in other journals, books reviews other publications. The section report may reclassify journals from what is proposed by the researcher under evaluation. The section is attentive to the variety of publications produced, while noting that publication of articles in peer-reviewed journals and research books in academic collections is essential.

- **The meaning of internationalization**
  Internationalization is an expected dimension of the researcher's activity, modulated according to their respective career stages but also their research goals. It also takes various forms, including relations with colleagues in different countries and the dissemination of research in languages other than French. The section is attentive, in evaluating the
international activities of researchers, to the real scientific value of their commitments. It takes into account a range of indices of internationalization: Research residencies, collaborations with research teams, scientific networks, panel or colloquia organisation, participation in conferences, consulting for institutions, publications, etc.

**The professional environment**

The section assesses individual situations by situating them in their professional environment, in particular their respective research centre. In particular, it pays attention to the quality of the integration of individual researchers in groups and the material resources from which the researchers benefit (within the framework of their unit as well as contractual financing). This attention is intensified in the case of evaluatees that may appear problematic, because these problematic situations can be rooted in the failures of the scientific policy and the supervision of the units. The section undertakes to make detailed observations as soon as problems are identified, to set targets for struggling researchers, to assist them in finding satisfactory solutions, in relation to the scientific direction and human resources sections, and to be involved in post-evaluation follow-up.

2. **Periodic evaluation of researchers**

The section considers that the most important criterion for assessing researchers remains the quality of their scientific activity. This must translate into convincing achievements and a project that is both clear and explicitly linked to the research programme of the unit to which the researcher belongs. The researcher is evaluated on past performance, but also for the future. The activity reports must therefore highlight both the deepening and the accumulation of knowledge in a given field and/or the renewal of the scientific project and themes.

The section agrees that the research profession is divided into multiple activities and that there is a plurality ways in which one can invest in it. If the research activities are the core of this, the share taken by other components of the business is variable according to the researcher or depending on the moment in their career at which they are situated. Moreover, the section takes into account all of these components, while giving a specific and central place to the research activities themselves.

- **Research activities**

  The research activities as such are translated into publications but not reduced to them. It is therefore important to report on the field surveys, the periods dedicated to the collection and processing of materials, empirical projects backed or not backed by research contracts. With regard to publications, the researchers are invited to take particular care in the presentation of their publications, which must be broken down into explicit categories (indicated in the general principles above).

  Scientific activity is also reflected in the formulation of a research project, which can extend previous work, but must involve new research operations or stages of theorising or synthesis. The researchers are encouraged to show how their personal project is part of broader collective dynamics, within teams, laboratories, contracts and networks. In addition, the specific contribution of the researcher to the collective programmes mentioned must appear clearly.

  The section recommends that the report on research activities (review and project) should not exceed 15 pages in the case of a mid-term assessment, and 30 pages in the case of a full-term assessment.

- **The diversity of the activities of researchers**

  The section recognises the necessary diversity of the activities of the researcher throughout his/her career. Another important activity is the scientific leadership within the research unit of the researcher and beyond. It takes various forms, such as the coordination of collective works, sometimes carried out with researchers from other structures (working groups, seminars, colloquia, etc.), the search for partners and the setting up of national or international
networks (panels/round tables during meetings to participate in ANR, PCRD or other types of projects).

Administration of the research is valued, particularly major implications in the UMR, such as management or deputy management of a research unit. Other responsibilities in higher education institutions or research management bodies are also taken into account. These activities – which are of crucial importance to the functioning of scientific institutions and communities – must not, however, divert the researcher from the primary mission for too long.

Training in research and the supervision of young researchers and PhDs is also an important activity in the career of researchers. Participation in teaching is also taken into account, but it must be controlled and the section considers that it be much lower than the teaching volume of academics.

Participation in activities of collective interest is taken into account, whether one-off activities such as the evaluation of projects, articles or works, applications or requests for funding from local, national or international bodies for participation in selection committees, or for the scientific committees of research programmes, or more cumbersome and stable responsibilities such as participation in committees to produce scientific journals or their management.

Scientific activity must also respond to the desire to share knowledge acquired beyond the community of peers: the promotion of knowledge, the production of expertise, communication in the media, and all activities contributing to the dissemination of research are taken into account, as an additional criterion, in the evaluation of the researcher.

3. Recruitment of researchers

Each category of competitive examinations corresponds to a different stage of the career, the assessment criteria are modulated, while being included in the framework defined by the previously explained general principles. But whatever the competition, the main criteria for assessing candidates are the quality of the work already carried out, the personal contribution of the candidates to the results obtained, the quality of the research project, the ability to integrate into a research team. In all cases, the section pays attention to these components to assess both the scientific potential and the creativity of the candidates, as well as their achievements and experience acquired as a researcher.

- **CRCN Competition**

With regard to the works produced, the section is particularly attentive to the following elements: Contribution and solidity of the doctoral thesis, quality of publications (media and content), ability to enter into discussions in a research field, particularly at international level, emerging scientific visibility (through publications, but also through the inclusion in relevant research networks), and, where appropriate, experience gained from research since the candidate's thesis defence.

With regard to the research project, the section is particularly attentive to the following elements: differentiation in relation to the work already carried out (in the context of the thesis or in another context), mastery of an innovative problem in the field of research, robustness of the approach (methodological and theoretical), originality of research issues, rationale for the feasibility of the project.

Depending on the research career, the skills of the candidates in terms of cooperation (cooperative projects, whether funded or not, local, national and international), the coordination of the research (taking of collective responsibilities and supervision activities), influence (invitations to make presentations, guest lectures, participation in scientific committees, publications) can also be taken into account.
For the applicants who are preselected on the basis of written texts, the ability to defend and justify their project and their production orally is also an important criterion.

In addition, the section appreciates the suitability of the candidate(s) for the position to be filled, in the event of a tagged post or themeing [fléchage and coloriage].

### DR2 Competition

With regard to the works produced, the section is particularly attentive to the following elements: the completion of at least one significant research project that is posterior to the doctoral degree, the importance and quality of the personal publication file (at least two research works or their equivalent in the form of scientific journal articles); the relevance of empirical and theoretical studies; originality of results produces and contribution to renewal of questions in the discipline, national and international recognition of works, capacity to direct collective projects, investment in scientific facilitation and management activities, involvement in laboratory life and in research administration tasks, teaching and promotion of research.

As regards the research project, the section is particularly attentive to the following elements: Renewal of the research programme, consistency of the medium-term research orientations, originality of the theorisations of the goal or other form of contribution to the production of new knowledge (methods, approaches), involvement in international debates in the field.

### 4. Researcher grade promotion

The criteria taken into account for grade promotions converge with those applicable to applications for various competitions. They are adjusted to the different bodies and grades. The section recommends that, regardless of the grade in question, the report on research activities (report and project) should not exceed 40 pages, and be centred on the recent period. For promotions to the various grades of director of research, the section recommends that the application be completed with two publications selected by the candidates, and attached to the file.

#### CRHC grade Applications

The section will attach particular importance to the whole range of activities carried out during the career.

- Conduct of medium-term research programmes and current perspectives.
- Regular and significant scientific output.
- Participation in scientific communities of reference, through the training of young researchers and students, dissemination of expertise, enrolment in scientific networks, etc.
- Recognition in his or her speciality, including internationally.

#### Applications for the DR1 grade

- Scope, consistency and originality of the research programme.
- International recognition of the work of the researcher (publications, participation in research networks, etc.).
- Publication file structured around several scientific works or their equivalent in the form of scientific journal articles.
- Significant contribution to the renewal of problems in areas of speciality.
- Regular responsibilities in coordinating research (organisation of events, network coordination, project management, editorial responsibilities, etc.).
- Responsibilities in the administration of research (within the unit, the reporting establishment or other bodies).
- Regular contribution to the training and supervision of doctoral research.

#### Applications for the DRCE Grade

In addition to the elements relevant for the rank of DR1, the following elements:
Strong contribution to the development and structuring of research in the discipline and/or speciality.

Exceptional scientific productions showing remarkable scientific input. Leading recognition at the national and international level.

5. **Delegations to the CNRS**
In line with the guidelines already explained, the criteria for examining requests for delegation to the CNRS are: Qualitative assessment of past scientific activities (in all their dimensions: research, teaching, investment in collective tasks), solidity and originality of the research project, link with the programme of the requested research unit.