

Criteria and recommendations for the evaluation, recruitment and grade promotion of researchers

CID 53 « Humans, societies, physical and digital technologies »

The Interdisciplinary Commissions cover emerging fields of knowledge that are not included in the division of subjects into the disciplinary sections.

The CID 53 covers all research into the relations between science and society, including:

- Scientific practices and methods.
- Health and environmental risks.
- Life science and technologies.
- Digital technologies and society.
- Science, expertise and decision-making.

These themes have been more precisely defined by keywords that are available on the website: <https://www.cnrs.fr/comitenational/english/CID/CID53.html>

General criteria (competitive examinations and evaluations):

The CID 53 evaluates the scientific quality of applications and evaluation files. This is a **qualitative** evaluation taking into account all aspects of the profession of researcher: the originality, interest, importance and scope of a researcher's contributions, the quality of journals his or her work is published in and scientific events, etc. Practices differ according to the discipline concerned so the evaluation takes into account a variety of publication media to include those that are usual in different fields such as articles, books, software, etc. Applicants and researchers are expected to include all the information required to evaluate their contributions in their files.

The CID 53 attaches great importance to the explicitly **interdisciplinary** dimension of the work it evaluates particularly when this work combines the natural sciences (or mathematics) with the humanities and social sciences. Interdisciplinarity can take on several different forms according to the directions taken by researchers, their approaches, subjects and also the uses of the research. The CID 53 expects researchers to justify the interdisciplinary dimension of their research.

The commission pays particular attention to the **international dimension** of researchers' activities. This may involve their work, research visits, collaborations with research teams, leading scientific networks, organising panels or symposia, taking part in conferences, providing expertise for institutions and so forth.

The CID 53 also takes into account a researcher's ability to coordinate projects and take part in the supervision and administration of research.

Finally, the CID 53 evaluates researchers' abilities to interact with different audiences beyond their discipline. These can be academic or non-academic in nature and include providing expertise to public authorities, speaking in the media, working with schools or associations, etc.

For candidates in the DR2 (*research professor 2*) competitive examination, the following factors will also be taken into consideration:

Collective responsibilities (the management and leadership of units, teams, platforms, Research Networks or GDRs, etc.); research leadership (thematic networks, academic societies, journal editorial committees, etc.). A given form of responsibility may represent different levels of commitment and involvement in different structures so candidates are expected to provide sufficient information to enable the CID to evaluate the workload required (for example, by including a description of tasks, an evaluation of the associated workload, etc.).

National and international influence and recognition (plenary conferences, taking part in programme committees, conference invitations, etc.). Again candidates are expected to provide sufficiently precise information so the CID can evaluate these factors.

Involvement in research training. Experience of (co-)supervising research (PhD students, postdoctoral fellow, master's degrees, etc.) is one dimension of this. For candidates whose careers have taken place in France, an authorisation to supervise research (HDR) or an equivalent foreign qualification can be viewed as proof of the ability to supervise research.

Advice to candidates in CR (researcher) and DR competitive examinations:

The CID 53 recommends that files submitted to the disciplinary section should not just be resubmitted without prior modification. Such files should instead also include a justification of thematic relevance and interdisciplinarity as regards the criteria of CID 53 as explained herein.

The main issues, originality and importance of past and future research results must be clearly stated, notably outside the original discipline (including those aimed at non-academic audiences where appropriate). The discipline(s) to which the research belongs should be indicated from the outset.

The CID 53 appreciates receiving application files that are neat, well organised, clearly written and presented, both in writing and when presented orally. These files should give precise details of about the level and type of involvement in the different tasks presented and should clearly and coherently prioritise productions and activities.

In CR application files, the project summary should be approximately 30,000 - 40,000 characters including spaces while the report on work should be approximately 20,000 - 30,000 characters including spaces. For DR applications, the project summary should be approximately 30,000 - 40,000 characters including spaces and the work report should be approximately 30,000 - 40,000 characters including spaces.

The CID 53 is made up of experts from different disciplines and therefore encourages candidates to prepare their files and presentation speeches so they are accessible and understandable to colleagues who may not be specialists in the candidate's field.

The CID 53 does not take letters of support into account, for example from unit directors. However a short, formal letter setting out the possibility of hosting the candidate if s/he is recruited can be attached to the application.

[1] For example, software contributions can be presented using this document produced by the INS2I Scientific Council as a model: <https://cn6.fr/documents/logiciels-csi-ins2i.pdf> (in French)