



What counts for us?

Why the University of Zurich No Longer Provides Data for THE Ranking

Workshop “Reimagining university rankings: exploring strategic priorities and alternatives”, 18 June 2024

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Why UZH no longer Provides Data for the THE Ranking

- The University of Zurich (UZH) is **committed to open science**, which stands for open exchange, transparency and reproducibility, and promotes **high-quality, efficient and impactful research**.
- The benefits and **influence of rankings** on the world of academia **have long been the subject of controversial debate**.
- The **rankings' measurement of performance and quality is inadequate**, they sometimes take the wrong aspects into account, and they run counter to universities' strategic goals such as the promotion of open science practices.
- UZH is convinced that **scientific quality should be the decisive factor in all research policy decisions**, that open science practices make an important contribution to said scientific quality, and that rankings should not be allowed to have a negative influence in this regard.



What counts for universities

1. Focus on Quality Education and Student-Centered Approach
2. Investing in good conditions for Innovation and Research
3. Long-Term Sovereignty over Strategic Decisions



Vision and Strategy of UZH



Open Science Policy

UZH is dedicated to an open research culture that encompasses open sharing, transparency, reproducibility, and accountability **as a means to increase research quality and research impact and to benefit society.** To foster an open research culture and to advance Open Science, **UZH strives to be Open by Default.**



“a shared direction for changes in assessment practices for research, researchers and research performing organisations, with the overarching goal **to maximise the quality and impact of research.**”

Research Assessment Reform at UZH

- Workshops and surveys with central units and faculties
- Gap analysis and drafting of an action plan
- Research assessment of: Individuals/Projects/Units
- Activities: Ongoing/Planned/Desirable

- **What gaps to be filled?**
- **By whom?** (central/decentral)
- **In what way?** (level of normativity)

4. Leaving THE ranking

1. HI-FRAME
2. OS-Check UFO
3. New Guidelines for ACI

	Ongoing / implemented			Planned / desirable		
C1. Diversity of contributions						
C2. Qualitative evaluation						
C3. Abandon metrics						
C4. Avoid rankings						
C5. Commit resources						
C6. Review & develop						
C7. Raise awareness						
C8. Exchange practices						
C9. Communicate progress						
C10. Research on research						



A Pathway towards Multidimensional Academic Careers

A LERU Framework for the Assessment of Researchers

Prof. Bert Overlaet

LERU position paper January 2022



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HI-FRAME



OPEN BY DEFAULT

Open Science Policy



Verhaltenskodex Gender Policy

Von der Universität Zürich am 11. August 2005 erlassen.

Grundsatz: Die Angehörigen der Universität Zürich setzen sich mit Entschlossenheit und Kreativität dafür ein, dass Frauen und Männer gleiche Rechte und gleiche Entwicklungsmöglichkeiten haben. Der folgende Verhaltenskodex gilt für alle, die an der Universität Zürich arbeiten oder studieren. Die Angehörigen der Universität Zürich werden von den leitenden Gremien der Universität Zürich dazu unterrichtet, die menschliche Gleichberechtigung von Frau und Mann zu fördern und zu präzisieren.



Arbeiten in einem Seminarraum der Universität Zürich

6. Der Sprachgebrauch der Angehörigen der Universität Zürich muss geschlechtsneutral sein, und die Geschlechtergerechtigkeit sowie Gleichheit zu fördern.
7. Die für die Chancengleichheit relevanten Kriterien werden regelmäßig überprüft, mit den Führungskräften der Universität Zürich verknüpft und im Blick auf Erreichbarkeit und Zielerfüllung analysiert. Die Gleichstellungskommission berätungsweise die Abteilung Gleichstellung und Diversität über die Angehörigen der Universität Zürich in Fragen der Gender Policy.

Wichtige Informationen:
Gleichstellungskommission: www.uzh.ch/uzh/de/diversity/gk.html
Diversity Office: www.uzh.ch/uzh/de/diversity/dof.html
E-Mail: diversity@uzh.ch



Diversity Policy: Promoting, Practicing, and Benefiting from Diversity

Adopted by the Executive Board of the University on 11 March 2019 (19/03/2019-01)

The University of Zurich (UZH) is committed to the active and systematic promotion of diversity and prevention of discrimination. As Switzerland's largest education and research institution, active in Europe and worldwide, UZH embraces diversity as a core value. UZH supports diversity-friendly and inclusive research, teaching, studies, academic self-organization, and administration. With reference to the Federal Constitution of the Swiss Confederation, UZH believes in diversity.



Living diversity
UZH is committed to a culture of truly practical diversity. UZH staff and students meet each other with respect, interest, and open-mindedness regardless of age, disability, gender, genetic identity, origin, religion, sexual orientation, social or occupational position, or language. In our encounters with each other, we welcome the opportunity to broaden our horizons, to learn from our mistakes, and to thrive through new challenges.

Assuming social responsibility
Against the backdrop of societal change, UZH raises university members' awareness of current issues and encourages ongoing diversity and inclusion. UZH sustainably supports the members in acquiring and strengthening the required skills.

Facilitating discrimination-free participation
UZH recognizes and values each person as an individual. UZH promotes equal opportunities and documentation. UZH participates in studies, research, and employment. It offers its members development and career opportunities according to their talents and interests. Wherever possible, UZH considers its staff and members' personal and social responsibilities.

Defining and implementing objectives
UZH implements the Diversity Policy with an implementation plan. The implementation plan defines diversity and includes objectives and defines strategic and operational measures for achieving these objectives, personal and social responsibilities.

Version of 24th October 2019

How to Design Fair and Transparent Selection Processes

Guidelines for Chairs and Members of Professional Appointment Committees

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Some Sources and Inspirations for the project HI-FRAME

Evaluation of Research Careers fully acknowledging Open Science Practices

Rewards, incentives and/or recognition for researchers practicing Open Science

Written by the Working Group on Research under Open Science July 2021



Some first Learnings

- Positive reactions in the press and from other stakeholders
- Some processes need to be adapted
- If the goal is clear, then you can move towards it step by step. Let's move together to make each other stronger!
- LERU Position Paper “[Next Generation Metrics for Scientific and Scholarly Research in Europe](#)”, April 2024
- “Looking at the IITs [Indian Institutes of Technology], there seems to be little downside to boycotting *THE WUR*, and there could be some risk in staying, especially for institutions that have over-invested in specific metrics. ..., but so far there seems little reason to fear leaving the *THE WUR*. “ ([University World News, 27.4.2024, Global](#)).