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WEBINAR – NEW CV FORMAT

SNSF, 29.06.2022

Information session on the
implementation of the new CV format
in the SNSF funding instruments

CV – Motivation

- **Relevant criteria for the award of research grants**
 - The scientific quality of the proposed project
 - scientific relevance
 - topicality and originality,
 - suitability of methods,
 - feasibility
 - The scientific qualifications of the researcher
 - scientific track record
 - ability to carry out the research project

(SNSF [funding regulations](#); Art. 24)

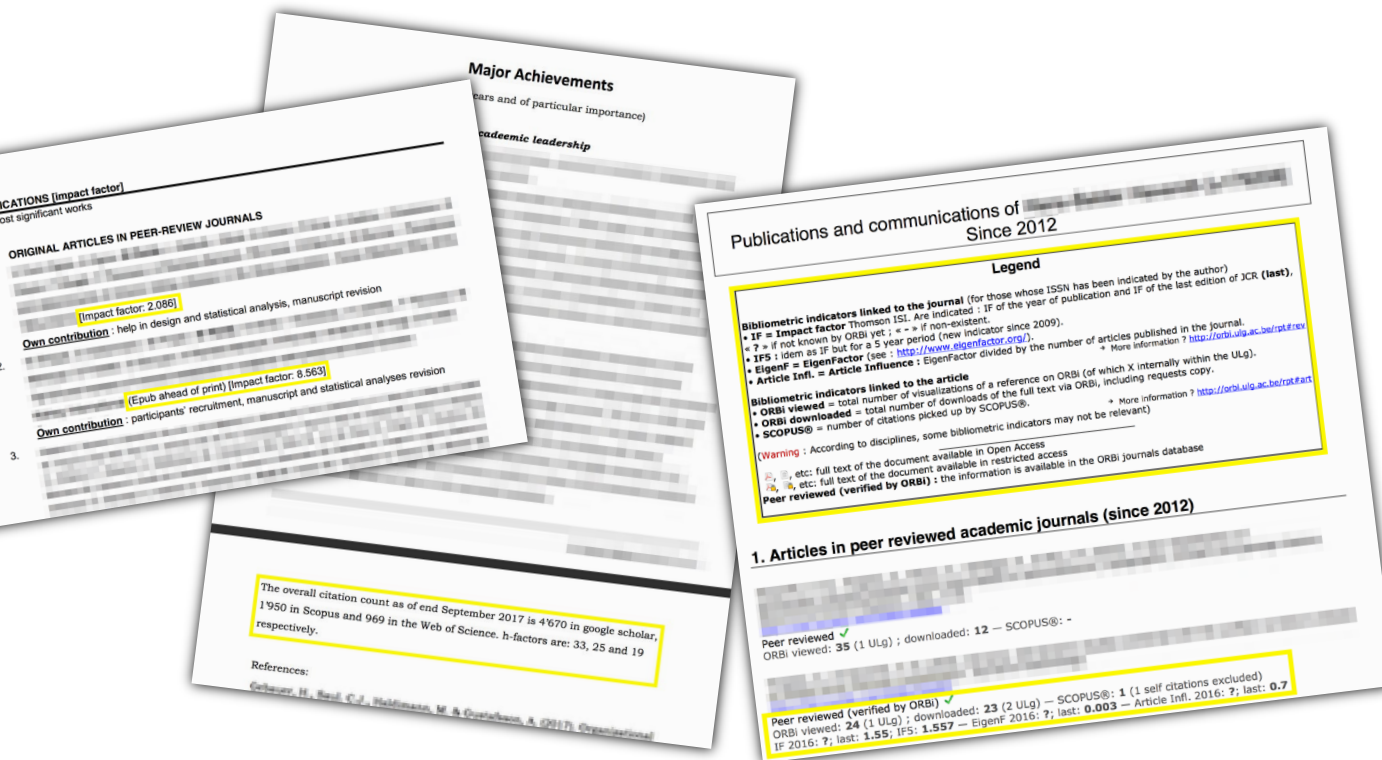


New CV – Motivation



Issues: publication counts, self-chosen metrics, personal information, heterogeneity, cherry-picking

Track records are heterogeneous but information/categories used in scientific evaluation should not be



Development and Evaluation

Step 1 | Groundwork: In 2018, in meetings and a workshop the CV Harmonisation-Group (H-Group), consisting of international funders and experts discussed various ways to improve academic CVs for fairer research assessment [3].

Step 2 | Design: In 2019, a working group consisting of panel members and the office defined the structure and content of the new CV format.

Step 3 | Pilot: In 2020, the SciCV was mandated for all 346 applications submitted in the April 2020 call in the SNSF Project Funding scheme in biology and medicine.

Step 4 | Analysis and follow-up: 2020 -21, in collaborations with the Centre for Science and Technology Studies (CWTS) at Leiden University, analyses of the SciCV pilot and participants' experiences with it. These experiences served as a basis for finalising the new CV.

Step 5 | Implementation: October 2022

Strinzel M, Brown J, Kaltenbrunner W, de Rijcke S, Hill M. Ten ways to improve academic CVs academic CVs for fairer research assessment. Humanit Soc Sci Commun. 2021

Strinzel M, Kaltenbrunner W, van der Weijden I, von Arx M, Hill M. SciCV, the Swiss National Science Foundation's new CV format. bioRxiv preprint doi: <https://doi.org/10.1101/2022.03.16.484596>.

Pilot

	Applicants		Reviewers					
	Experience		1 st time	Experience		Type		
SciCV element	Junior	Senior		Junior	Senior	External reviewer	Panel member	RC member
Project related narrative	3.87	3.44	4.13	4.05	3.53	4.14	3.56	3.05
Contributions to science	3.79	3.34	3.72	3.79	3.56	3.86	3.33	3.05
Academic Age	3.57	3.17	3.46	3.40	3.54	3.43	3.89	3.36
H-index	3.30	3.19	3.02	3.33	3.19	3.22	3.56	3.00
RCR	2.98	2.94	2.80	3.19	2.69	2.91	3.43	2.95
Omission of publication list	3.91	3.97	4.41	4.13	3.19	4.27	4.33	2.32
Overall usefulness for assessment	-	-	4.02	3.78	3.26	3.93	3.67	2.64

Ratings were made on a scale from 1 (not at all useful), 2 (slightly useful), 3 (moderately useful), 4 (very useful), to 5 (extremely useful), except for the “Omission of publication list”, which was made on a scale from scale from 1 (strongly agree), 2 (agree), 3 (somewhat agree), 4 (neither agree nor disagree), 5 (somewhat disagree), 6 (disagree), to 7 (strongly disagree).

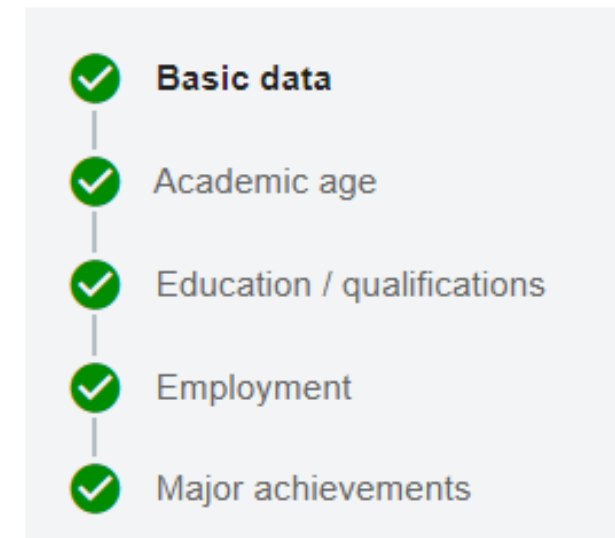
Terms	Total occurrence	Total occurrence male/female applicants	Occurrence female applicants in %	% occurrence among female applicants	% occurrence among male applicants
the first	302	204/98	32.45	18.01	14.21
novel	212	155/57	26.887	10.48	10.794
publication	156	102/54	34.615	9.926	7.103
paper	113	82/31	27.434	5.699	5.710
discovered	89	64/25	28.09	4.596	4.457
success	85	54/31	36.471	5.699	3.76
author	85	60/25	29.412	4.596	4.178
discovered	89	64/25	28.09	4.596	4.457
discovery	80	65/15	18.75	2.757	4.526
expert	79	46/33	41.772	6.066	3.203
article	77	53/24	31.169	4.412	3.691
independent	71	50/21	29.577	3.86	3.482
grant	68	45/23	33.824	4.228	3.134
innovative	54	36/18	33.333	3.309	2.507
pioneer	54	38/16	29.63	2.941	2.646
unique	48	34/14	29.167	2.574	2.368

Overview of new CV

- Blended (narratives and “lists”)
- Up to 3 achievements
- Up to 10 citations of works
- No full publication list, but link to ORCID
- Academic Age
- No metrics
- Interactive online platform



CV



Net academic age

- **Rationale:** Allow applicants to account for and declare a range of career breaks or time spent outside academia
- **Use:** Evaluation of track record of achievements in relation to net academic age; allows to make a fair comparison with other applicants
- **Of note:**
 - Deductions are not visible for evaluators
 - provide short description of deductions, facilitates plausibility check by office

CV

Jane Test

Current position(s): Assistant professor with tenure track or similar

Academic age: 7 year(s) 9 month(s)

Major achievements and selected works

- **Rationale:** Applicants can highlight their most significant achievements, in a combination of narrative elements with references to works as supporting evidence
- **Use:** Evaluation of track record; together with research plan
- **Of note:**
 - Achievements can be chosen from entire career
 - No necessary link to proposed research needed



Achievement 1

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[3] journal-article. Klionsky, D. J., Petroni, G., Amaravadi, R. K., Baehrecke, E. H., Ballabio, A., Boya, P., Cecconi, F., Choi, A. M. K., Choi, M. E., Chu, C. T., Codogno, P., Colombo, M. I., Cuervo, A. M., Derubeau, E., Eskelinen, E.-L., ... Pietrocola, F. (2021). Autophagy in major human diseases. The EMBO Journal, 40(12), e100000. <https://doi.org/10.15252/embj.2021108863>. DOI.

New CV – more information

SNSF CV platform: portal.snf.ch

SNSF Website: [CV format](#)

Webinars

_potentially in August/September; tbd

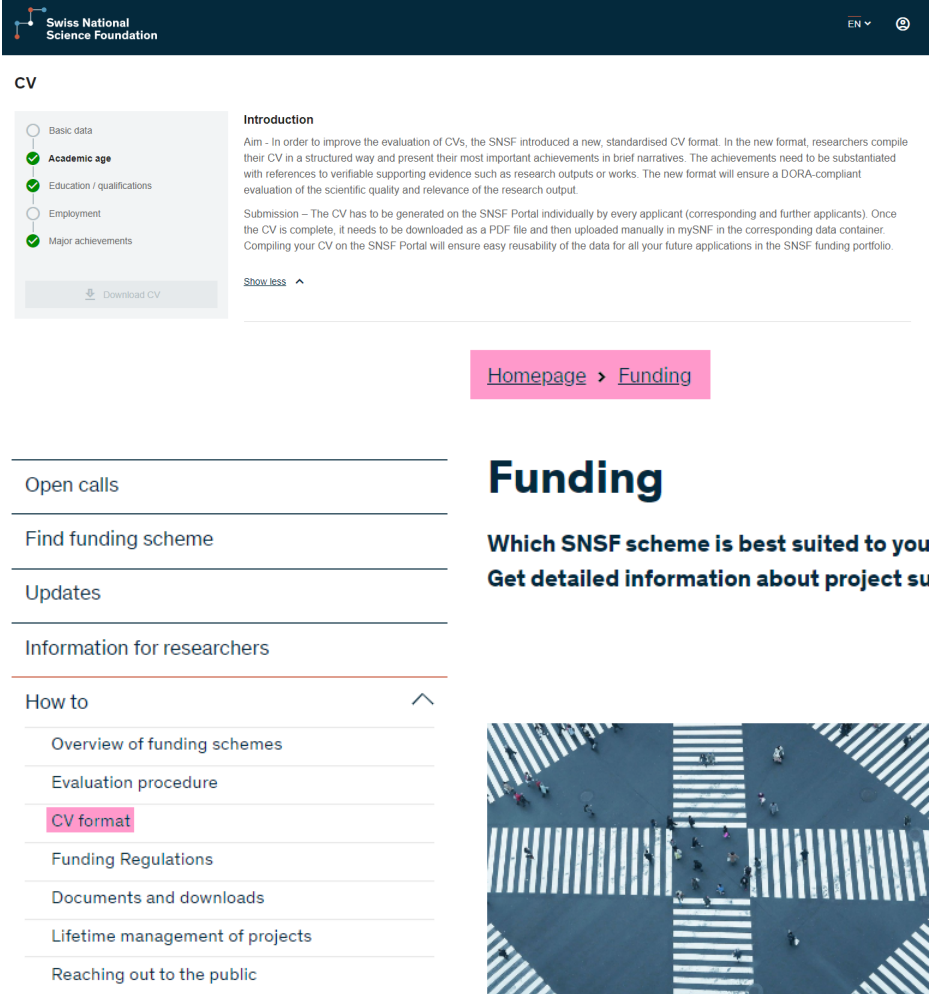
SNSF News

_28.02.2022 «[A new CV](#)»

_09.06.2022 «[You can now create your CV](#)»

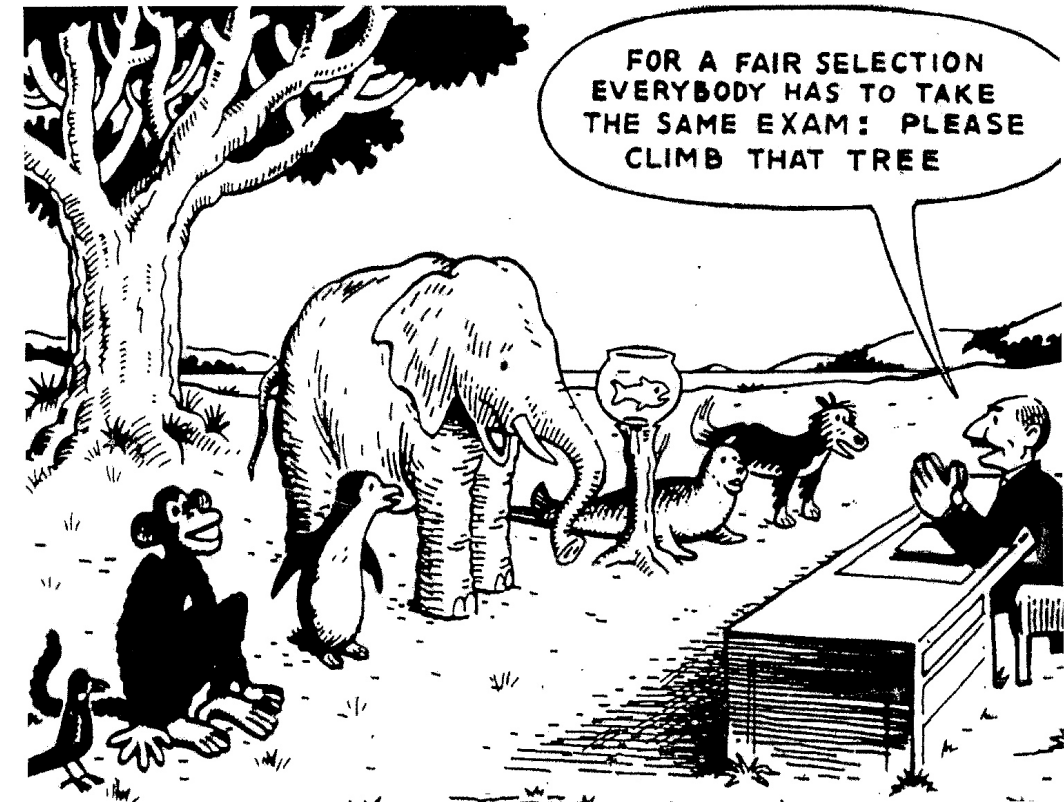
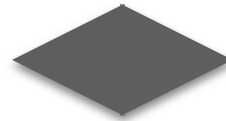
Evaluation of CV pilot

_pre-print Strinzel et al., 2022



The screenshot shows the SNSF CV platform website. At the top is the SNSF logo and navigation links. The main content area is titled 'CV' and features a sidebar with a progress indicator for 'Academic age', 'Education / qualifications', 'Employment', and 'Major achievements'. The 'Academic age' section is highlighted. The main text area contains an 'Introduction' section with a brief overview of the new CV format and its purpose. Below this, there is a 'Download CV' button. On the right side, there is a 'Funding' section with a link to 'Homepage > Funding'. Below the 'Funding' section, there is a list of links: 'Open calls', 'Find funding scheme', 'Updates', 'Information for researchers', 'How to', 'Overview of funding schemes', 'Evaluation procedure', 'CV format' (highlighted), 'Funding Regulations', 'Documents and downloads', 'Lifetime management of projects', and 'Reaching out to the public'. At the bottom right, there is a large image of a crosswalk with many people crossing.

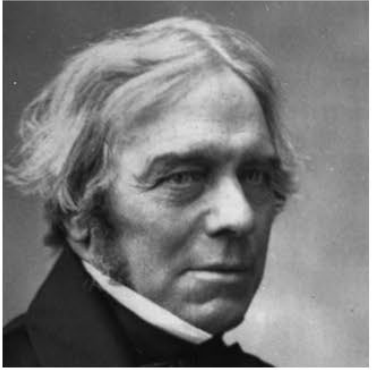
Standardisation vs Heterogeneity



Who Is the Fastest Sprinter?



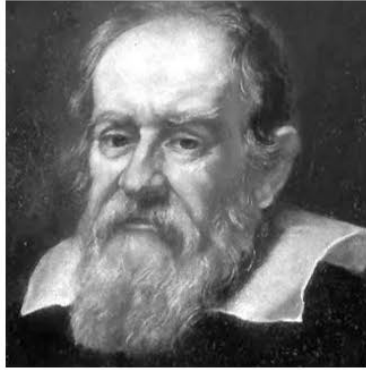
Whom do we want to support?



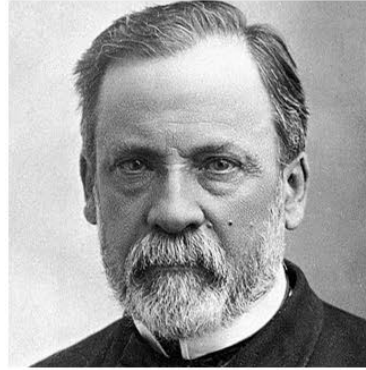
Michael Faraday



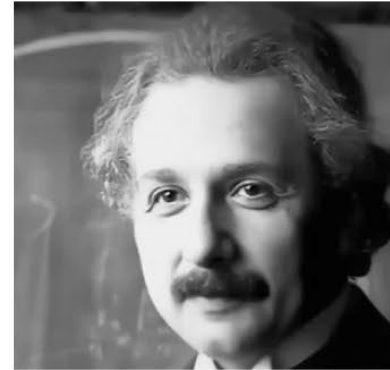
Marie Skłodowska-Curie



Galileo Galilei



Louis Pasteur



Albert Einstein



Gregor Mendel



Charles Darwin



Leonhard Euler



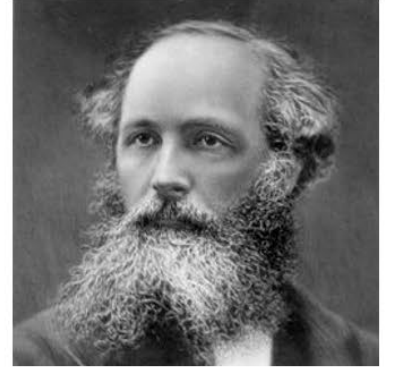
Ibn al-Haytham



Isaac Newton



Gottfried von Leibniz



James Clerk Maxwell

Thanks

- Michael Hill, Michaela Strinzel, Martin von Arx
- All participants in pilot

Reserve slides

Net academic age - Calculation

Start Point

{
_PhD defence or
_equivalent qualification or
_state examination (clinicians)
}

Gross Academic Age



Net Academic Age



Full time equivalent (FTE) number of years and
months the applicant has worked in academia

End Point

{
submission deadline of
respective call for
proposals
}

Net academic age - Deductions

– A range of possible deductions to account for different career paths and personal situation:

Categories

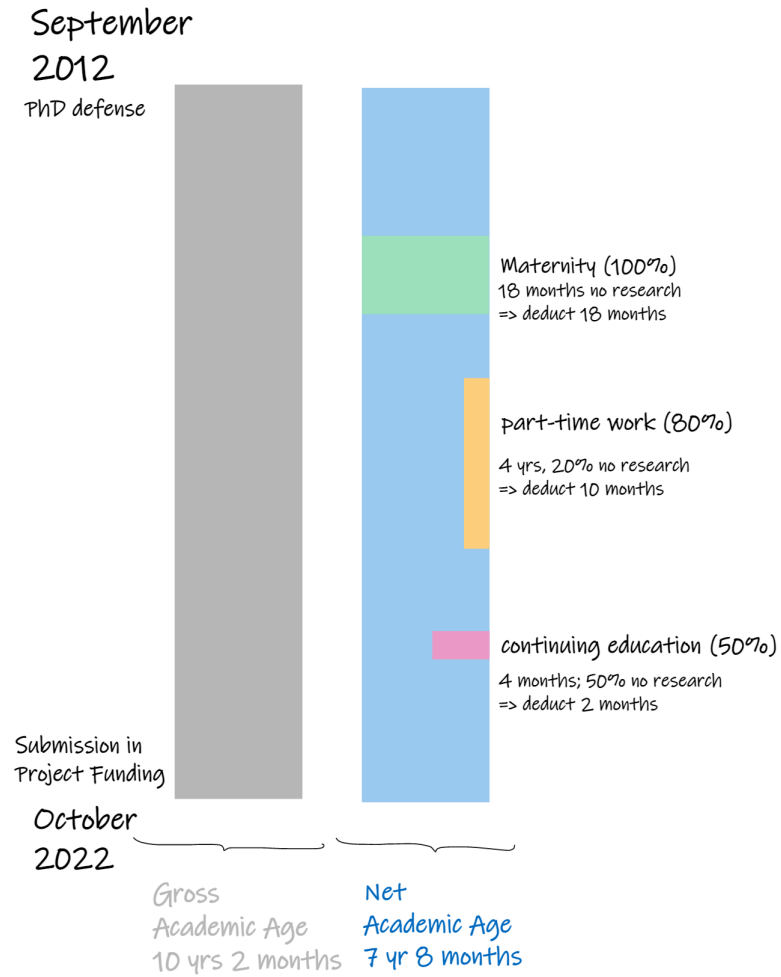
- maternity
- paternity
- adoption
- parental leave
- care duties
- inability to work due to illness or accident
- services that benefit the general public
- continuing education
- non-scientific employments
- clinical activities
- part-time work
- unemployment

Deductions:

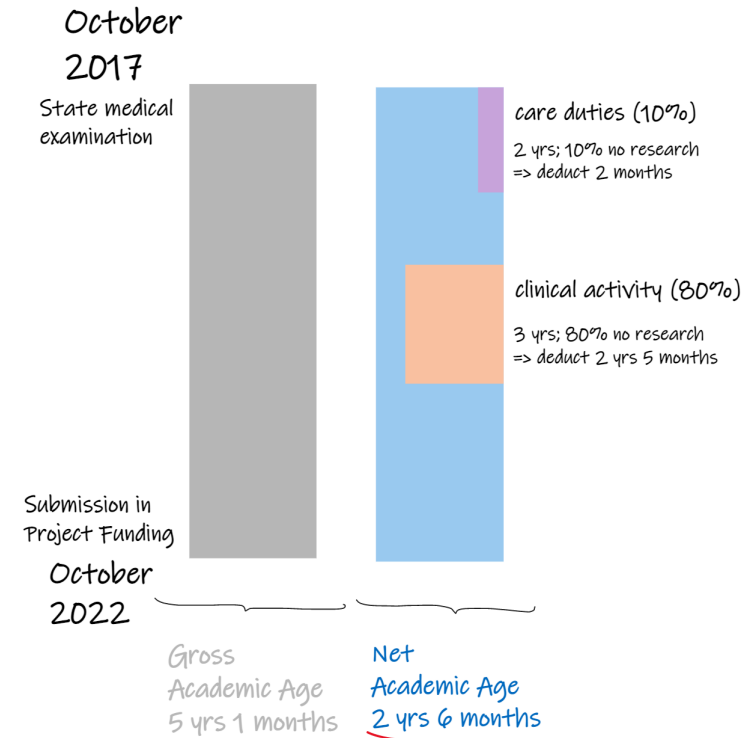
- maternity: Actual time and option for voluntary compensation of up to 18 months per child.
Mothers have the option to decide which deduction best reflects their respective situation.
- all other categories: actual time

Net academic age - Examples

Example 1



Example 2



New CV – more information

SNSF CV platform: portal.snf.ch

Support: <https://snf-ch.atlassian.net/servicedesk/customer/portals>

SNSF Website: [CV format](#)

Questions: evaluation@snf.ch

Webinars

_potentially in August/September; tbd

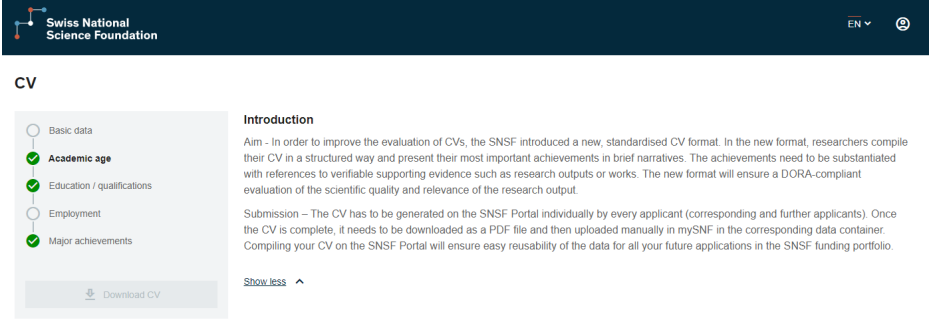
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Homepage > Funding

Funding

Which SNSF scheme is best suited to you
Get detailed information about project su

- Open calls
- Find funding scheme
- Updates
- Information for researchers
- How to
 - Overview of funding schemes
 - Evaluation procedure
 - CV format**
 - Funding Regulations
 - Documents and downloads
 - Lifetime management of projects
 - Reaching out to the public



Quality over Quantity

- **Currently in CVs:**

- Often lists
- Missing context
- Quantitative information



_Invited lectures: Conference A, Symposium B, Meeting C

_Prizes: Winner of Conference Scholarship, Prize A

_Supervision: 18 Master students, 7 PhD students

_Grants obtained between the years 2010 and 2021: Total: 2.4 mio CHF, Average 200'000 CHF / year.

_ [4] software. Paris, T., Jeesun Kim, & Davis, C. (2015). EEG responses to two contexts of AV speech presentation. University of Western Sydney. <https://doi.org/10.4225/35/54BF146FA4012>.

- **Goal:** rather describe your contribution and the overall impact of the achievement, how does this show your abilities/qualities as a researcher

- **Achievements will be different but it is ok!**

- Depend on career stage
- Discipline-specific
- Personal research interests and skills

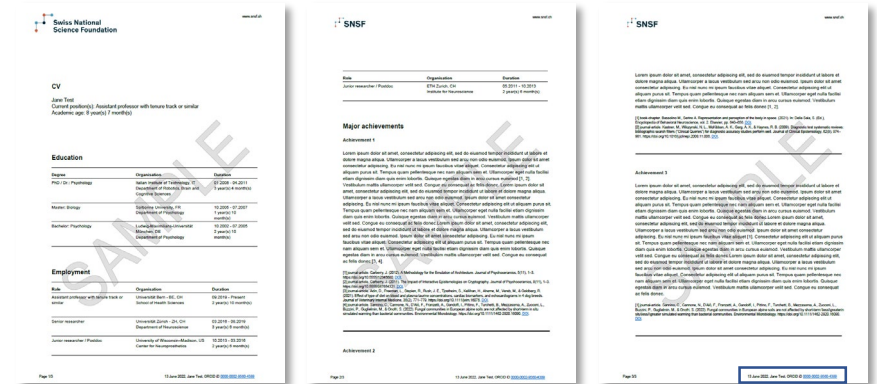
_Format is standardized but gives flexibility

_Shift towards CV formats with focus on narrative elements (NIH, FNR, NWO, US NSF, NIH, etc.)

_information/training for panel members at SNSF

ORCID iD

- **Rationale:** Unique identifier, additional source of information
- **Use:** can be consulted by evaluators, if they feel unable to judge the achievements and the competencies of the applicants on the basis of the narratives, the science part of the application and, where the scheme asks for it, the career plan
- **Good to know:**
 - Data import for works into SNSF-portal
 - Swiss ORCID consortium



27 June 2022, Jane Test, ORCID iD [0000-0002-9560-4389](https://orcid.org/0000-0002-9560-4389)