





In consultation with the academic body, the University of Central Lancashire has launched a policy statement on the

Responsible use of research metrics is a policy area that has been rapidly rising up





Our ambition is that tools used to collect and monitor research activity at the University will be made openly available and researchers encouraged to question indicators used in relation to their research activity, verify the accuracy of data relating to themselves and make corrections if required. Staff managing data collection and evaluation will aim to ensure accuracy and robustness of the data. Researchers should register for an ORCID ID to ensure consistent, reliable attribution of their work and are encouraged to work with the relevant Professional Service to ensure their details on systems such as CLoK, UCLanData and iTrent, and external sources are accurate.

We recognise that publication and citation practices vary between disciplines and develop on a range of timescales. and that certain research indicators and sources of data underpinning those practices may work well for some forms of research outputs whilst being unsuitable for others. We will not promote the use of one measure over another and will follow best practice through working with the research community to select research quality indicators and data sources. The availability of research metrics will not drive our decision making about research activities and priorities, and metrics will play a supporting role only in that decision making. There may be certain circumstances where the use of metrics is not appropriate in relation to decision making.

We recognise that research quality indicators such as the *h*-index are affected by career stage, FTE/workload, gender and other protected characteristics, as well as discipline and database/source, and will seek to take these factors into account when interpreting metrics. Reading and judging a researcher's work is much more appropriate than relying on a single figure. It is also recognised that academics undertake a wide range of research activities, not all of which can be easily measured or benchmarked. We recognise that consideration must be given to the full range of activities, expertise, experience, influence and engagement of individual researchers when assessing an individual's performance.

Considering the wide variations in the quality and scope of available data, the University will undertake the practice of using multiple indicator sources (where available) to provide a contextualised, robust and accurate picture of research quality. We will avoid using over precise numbers that give an illusion of accuracy.

It is accepted that the process of measurement can itself affect the system being measured through the incentives that are created, especially if a single indicator is used. These effects should be anticipated, and to minimise such effects, a suite of possible indicators or basket of metrics will be utilised where practical.