An Innovation and Change in Researcher Achievement Evaluation

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(NARS ROK)
Ⅰ. Innovations
1. Categorizing tasks
2. Making a Score Form
3. Evaluation by a Score Form

Ⅱ. Changes
1. one year research planning
2. Increasing Fairness of Evaluation
3. Raising the predictability of the next year's goal setting

Ⅲ. Limitations
1. Existence of evaluation exclusion activity
2. Uncertainty of comprehensive evaluation
3. Intensification of competition
4. Non-favoritism of long-term task
1. **Categorizing tasks**: references, reports, and activities from the inside and outside of the NARS

- **references**
  - **Quantitative evaluation**: Counting
    - Written answer
    - Verbal answer
    - Face-to-face reporting
  - **Qualitative evaluation**: Evaluation of the quality of references during the year

- **Reports**
  - **Key Reports**
  - **General Reports**

- **Activities**
  - activities from inside of the NARS
  - activities from outside of the NARS
2. Making a Score Form

□ references: there is no limitation for total sum

○ Quantitative evaluation
- Written answer: 3.5/each reference
- Verbal answer: 1.75/each reference
- Face-to-face reporting: 5/each reference

○ Qualitative evaluation
-(S) 100 (A)80 (B)60 (C)40

□ Reports: Maximum 500

○ Key Reports (A)100 (B)90 (C)80
○ General Reports (A)25 (B)22 (C)20
## Innovations 3: a Score Form

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
<th>Score</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activities</strong></td>
<td>Innovation and creative work proposal</td>
<td>180</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Proposal writing and development</td>
<td>20</td>
<td></td>
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<tr>
<td></td>
<td>Implementation plan and budget</td>
<td>10</td>
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<tr>
<td></td>
<td>Project completion</td>
<td>15</td>
<td></td>
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<tr>
<td></td>
<td>Management of projects</td>
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<tr>
<td></td>
<td>Other activities (related to the company's goals)</td>
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<tr>
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<td>Faculty and student participation</td>
<td>10</td>
<td></td>
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<tr>
<td></td>
<td>Other activities (not related to the company's goals)</td>
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<td></td>
</tr>
<tr>
<td><strong>Extra Activities</strong></td>
<td>SCG and SCI publications</td>
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</tr>
<tr>
<td></td>
<td>Publication of journal articles</td>
<td>25</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Faculty and student research</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Other activities</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

**Total Score:** 330
3. Evaluation by a Score Form

□ Primary evaluation
  ○ Full evaluation on each researcher’s annual outcome
  ○ Sum of 1-year evaluation results

□ Final evaluation
  ○ Director’s final review on evaluation

I .Innovations-4
Ⅱ. Changes-1

1. 1 year research planning

☐ All researcher Make a plan
  ○ Research Management
    - Annual work allocation: Balanced research plan
    - Reducing researchers' workload

☐ Development of research item
  ○ Expansion of choice
  ○ Selection and concentration: Increasing the qualities of reports

☐ Activities
  ○ Increasing responsiveness on current issues
  ○ Increasing reputations on the Nars and Reserchers
Ⅱ. Changes-2

2. Increasing Fairness of Evaluation
   □ Consensus on evaluation feasibility
     ○ Improving Acceptance on evaluation

   □ Increasing predictability of Evaluation

3. Raising the predictability of next year's goal setting
Ⅲ. Limitations

1. Existence of evaluation exclusion activity

☐ Variety of activities

2. Uncertainty of comprehensive evaluation

3. Intensification of competition

4. Non-favoritism of long-term task
Thank You!
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