

Guideline for the responsible assessment and evaluation of academic performance at the University of Bremen

The University of Bremen is committed to responsible assessment and evaluation of academic performance. We value the diversity of academic achievements and qualifications. Research, teaching and transfer are essential dimensions for us, in which we assess academic performance using a broad selection of suitable criteria and thus reduce dependence on individual and isolated research metrics (such as publications and citations).

Our assessment culture is based on the San Francisco Declaration on Research Assessment¹, the Leiden Manifesto², the Agreement on Reforming Research Assessment³ and the YUFE Competence Framework for Researchers⁴ developed jointly with our European partner universities. It is outlined by the following six principles:

1. We recognize the diversity of academic careers and achievements in research, teaching and transfer.
2. The assessment of academic performance is based primarily on qualitative peer review. A responsible use of quantitative indicators supports this.
3. In the assessment of research performance, we take into account the quality of publications as well as their professional relevance and contribution to the further development of academia. We attach importance to a multidimensional assessment and do not primarily focus on journal and publication figures, journal impact factors or the H-index.
4. We consider both the quality and the scope of teaching-related achievements. We pay particular attention to the conception, implementation and evaluation of teaching. This also includes advanced training and innovations in teaching.
5. We support and promote a cultural change in academic performance assessment. To this end, we develop transparent communication and consulting structures on subject-specific assessment criteria and their application.
6. We support the exchange of practices and experiences that enable mutual learning and reduce fragmentation of assessment practices both within our university and across institutions.

This guideline was adopted by the Academic Senate of the University of Bremen on 05.10.2023 (AS ruling 9282). Part of the ruling was also to sign the San Francisco Declaration on Research Assessment (DORA) as a university.

¹ <https://sfdora.org/>

² <http://www.leidenmanifesto.org/>

³ <https://coara.eu/agreement/the-agreement-full-text/>

⁴ [https://www.uni-](https://www.uni-bremen.de/fileadmin/user_upload/kooperationen/YUFE_Competence_Framework_for_Researchers_YUFERING_2022.pdf)

[bremen.de/fileadmin/user_upload/kooperationen/YUFE_Competence_Framework_for_Researchers_YUFERING_2022.pdf](https://www.uni-bremen.de/fileadmin/user_upload/kooperationen/YUFE_Competence_Framework_for_Researchers_YUFERING_2022.pdf)
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