



Managing Research Performance using Researcher Profile Information Systems

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UbuntuNet Connect 2023
25th – 27th October 2023
Kampala, Uganda.



Background



The challenge in managing research performance (institutional/individual) is access to accurate useable researcher activities data

Such (accurate) data allows:

- Managing/leveraging partnerships
- Better individual/institutional level reporting and impact assessment/evaluation
- Monitoring/track progress
- Measuring impact of research
- Charting strategic research directions



Current sources of researcher activities data



- How is information on researcher activities collected and is it well collated?
- Research Grants Management Information Systems
- E-repository
- Performance appraisal systems
- Staff web profiles
- On subscriptions: ORCID, Scopus/SciVal, Web of science/Clarivate, PURE, Converis, InfoEd, etc
- Others: Google scholar, LinkedIn, Research Gate
- Self reporting for promotion or request for institutional support
- At best, information on researcher activities is fragmented and mostly incomplete



Challenges with current sources



- No reporting capabilities
- Not searchable
- Lacking in accuracy and completeness
- No. of researchers on the platforms unclear
- Good platforms/systems are expensive and almost exclusive, skews performance tracking (e.g. web of science)



The results of incomplete information



- Compromised accuracy of the information at individual and institutional level
- Compromised ability to evaluate research impact
- Compromised ability to communicate research outcomes to end users/policy makers
- Lack of a system that allows accurate reporting/monitoring/recognitions



The need for Researcher Profile Application



What it will allow

- Collection and collation of researcher activity information effectively and efficiently
- Accurate research reporting at individual/institutional level
- Enable accurate performance evaluation/monitoring
- Managing/Leveraging/track partnerships and collaborations
- Better strategic research directions and planning
- Backs affirmations for the institution on strengths/weaknesses



What Researcher Profile information system would address



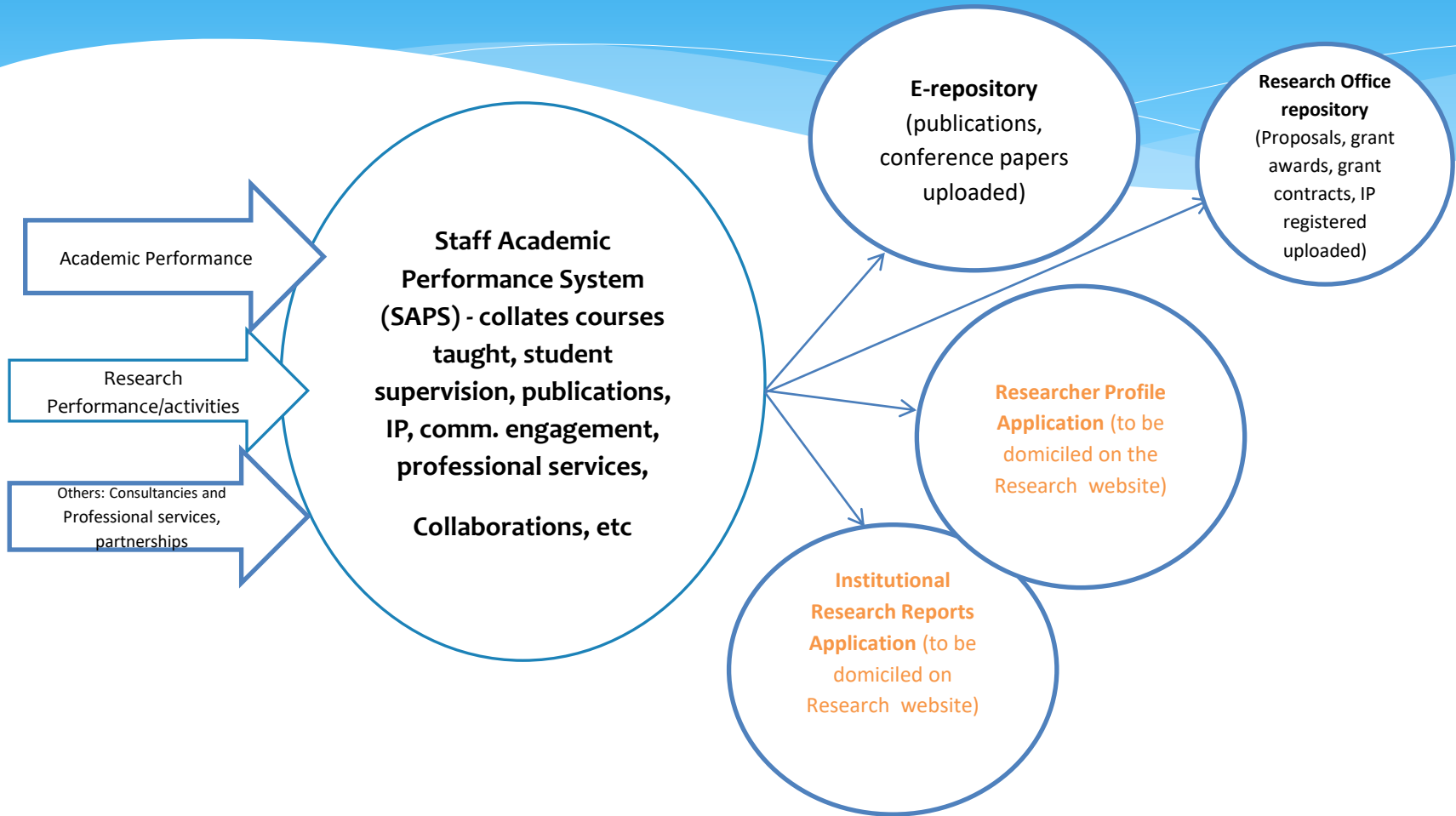
- Incompleteness and inaccuracy of research activities data
- Inconsistencies in research activities/outcomes reporting
- Weak data governance structure/access structures

HOW?

- Self populating by the researchers
- Hooking the information system to annual staff performance appraisal systems



The structure





Scope and Access structure of RPA



Data	Individual Researcher	Other Researchers	Dean/Director/Chairman	Management
Publications (conference papers/books/book chapters)	X	X	X	X
IP registered	X	X	X	X
Postgraduate supervision	X		X	X
Grant proposals submitted	X		X	X
Successful grant proposals	X		X	X
Consultancies/contract research	X		X	X



Advantages of RPA



- System is self populated for accuracy
- System is open most of the year for self updating by staff (Real time updates)
- Hooked to other information systems/repositories with ability to fetch data from other repositories
- Robust reporting capabilities



Considerations for the Change



1. Sustainability

- Cost of implementation/management
- Usability
- Value
- Structure

2. Ownership

- (buy-in, compliance, Structures)

4. Existing structure

- (Infrastructure, management framework, capacity, capabilities)



Lessons learnt so far



- Allow for flexibility - (implementation and in planning, timelines).
- Allow room to adapt plans
- Buy-in is multi level and multi directional
- Every one at every level must be able to see the value
- Planning for institutional change can be very dynamic - find what else the change can complement
- Change should never be a burden



Where we are



Deliverables;

- Buy-in through engagement at various levels –
Completed and continuous
- Baseline survey and report - **completed**
- Developer proposal - **done**

Pending issues;

- Developing the information system
- User training
- Roll- out



Acknowledgments





Thank you

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Any questions?

