

Building Trust after the Labour Action:

A way forward for a nascent bibliometric service

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Research Question

To examine the evolving role of academic librarians in the responsible and ethical stewardship of performance metrics for institutions wishing to support metrics-based services.

UMFA Strike 2016

- Workload
- Governance
- **Performance metrics**
 - Promotion, tenure, research



https://twitter.com/UMFA_FAUM/status/795610244793692160?s=20

Joint Recommendations Report

The Collection and Use of Research Metrics for Assessment and Evaluation

- Nine Principles of Agreement
- Five Principles of Evaluation
- Three Guidelines in the use of Bibliometrics

Report
**The Collection and Use of Research Metrics
for Assessment and Evaluation**

Joint Committee on Metrics
January 2018

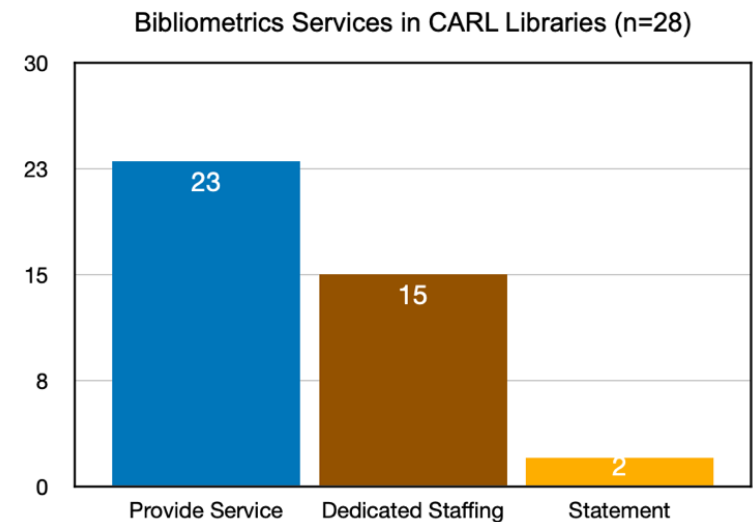


Nine Principles of Agreement

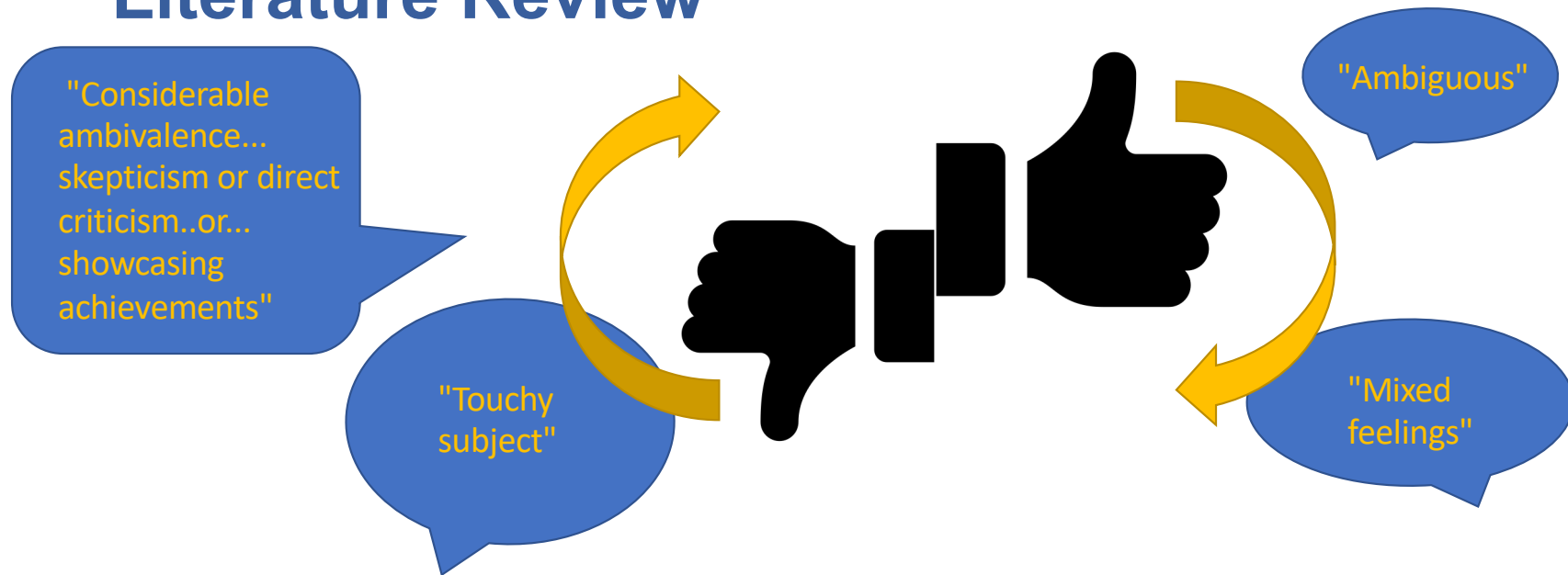
1. Regular assessment & evaluation is important for both guidance & career progression
2. Bibliometrics should be objective
3. Bibliometrics should be discipline-appropriate
4. Bibliometrics should not be biased
- 5. The *h*-index & its relatives do not indicate the quality of an individual researcher**
6. Bibliometrics alter the focus of research in undesirable ways due to incentivizing research that maximizes an individual's performances based on a particular set of metrics
7. Numerical components of bibliometrics are gender-biased
- 8. Databases use to calculate bibliometrics are not well-correlated at the individual level**
- 9. There are currently no metrics that suit the criteria for usability in the evaluation of individuals**

CARL Bibliometric Service Analysis

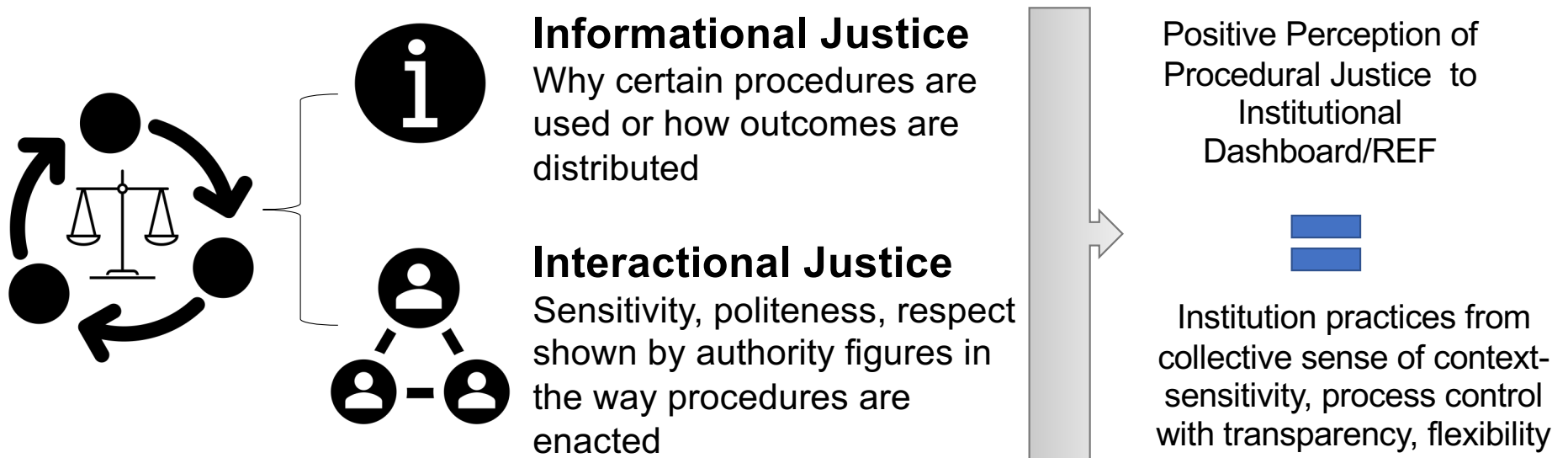
- CARL: Canadian Association of Research Libraries
- 28 of Canada's largest university libraries
- 23 offer some level of bibliometric service
 - 15 of the 23 have dedicated staffing (singular or team-based)
 - 2 institutions have posted statements on responsible use



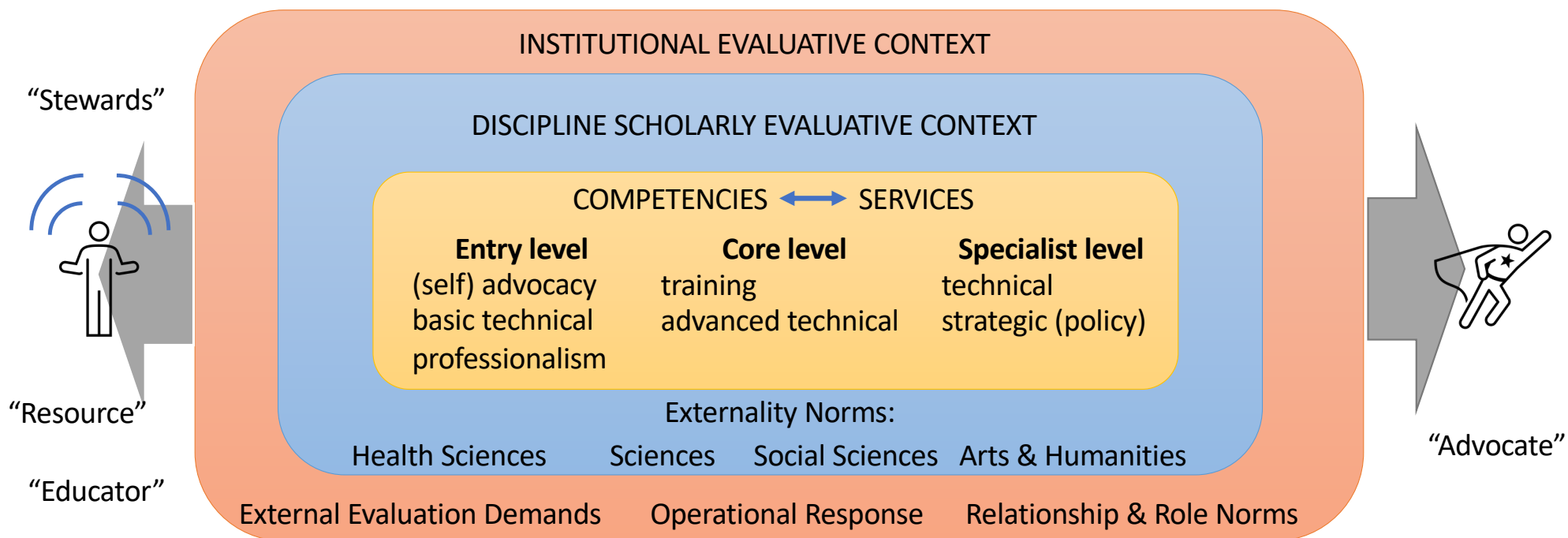
Faculty Perceptions of Research Metrics: Literature Review



Procedural Justice: situating 'metric culture' within organization process (O'Connell et al)



Librarian Role: Identification, Comfort, Context



Current State of UM Bibliometric Services

Who & why requesting:

- Departments for group metrics: funder presentations, annual reports
- Individual faculty, graduate students: grant applications, scholarship or other awards

Who is handling requests:

- Not all requests directed to the Research Services Librarian: some liaisons are handling basic requests

The institution is not currently a signatory to DORA; there is no central RIMS. There is no REF at institution or national level.

Services page has 'responsible use' language but not centrally supported; have provided documentation regarding source, choice, limitations but not in all cases

Next Steps

Advocacy & Service Development

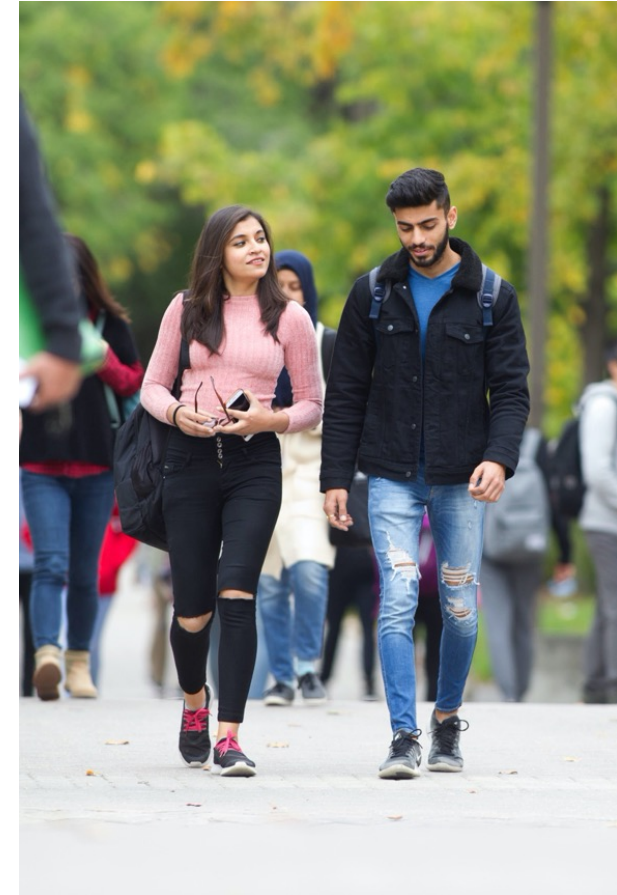
Engage UMFA to pursue institution DORA signatory;
engage individual faculties

Develop 'Responsible Use' statement as part of that
dialogue

Libraries: discuss the need to centralize bibliometric
services, build competencies for support

Future Research

- Does Responsible Use statements actively contribute to a (positive) changed perception of procedural justice?
 - How does librarian advocacy or active modeling of responsible use statements in bibliometric service provision contribute to that perception?
 - What is the degree of influence is that advocacy, if any?



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