Commenting: FIN-CAM – a tool for the assessment of researchers

We kindly ask for feedback on the draft version of the FIN-CAM (Finnish Career Assessment Matrix) assessment tool. FIN-CAM is designed to facilitate a comprehensive, systematic and transparent examination of the wide range of work areas, merits and competence of an individual researcher in various assessment situations.

We wish to receive feedback from organisations conducting researcher assessments as well as researchers working in different sectors and at different stages of their career.

Researchers are defined as persons who participate in various ways in professional activities aimed at producing new information, applying information in a new way, developing information or making use of it in education. We also encourage doctoral researchers to comment on FIN-CAM.

The feedback is collected by the Federation of Finnish Learned Societies. Please send your feedback by 7.2.2025.

Once the commenting has ended, the working group will finalise FIN-CAM. The goal is to deploy the assessment tool in 2025.

You can provide feedback either as a representative of an organisation or as a private individual. Private individuals can respond anonymously, but we will ask them to identify their background organisation and position in this organisation. As for those responding as a representative of an organisation, we will ask for their name, email address, background organisation and position in the organisation. The comments will not be published as they are; instead, they will be processed at meetings of the Working Group for Responsible Assessment of the Researcher as part of the development work related to FIN-CAM. The feedback will be removed once the assessment tool is completed.

The commenting on FIN-CAM proceeds one area of assessment at a time.

You can respond to the survey in Finnish, Swedish or English.

The processing of personal data is described in more detail in the privacy statement. By responding to this survey, the respondent accepts the processing of their personal data in accordance with the privacy statement.

For more information about the survey, please contact Coordinator of Responsible Assessment Mira Söderman (mira.soderman@tsv.fi).

Preliminary information

1. The respondent's background information*
   Please select only one of the following:

   - I am commenting as a representative of an organisation
   - I am commenting as a private individual

The following questions will open for those responding as a representative of an organisation:

2. Organisation type*

Please select only one of the following:

- University
- University of applied sciences
- State research institute
- Other public organisation
- Business
- Foundation, association or other non-profit organisation
- Other, please specify: *open text field*

2a. Name of organisation*

- Universities (*drop-down list*)
- Universities of applied sciences (*drop-down list)*
- State research institutes (*drop-down list*)

2b. Contact person* *open text field*

2c. Email address* *open text field*

2d. Position in the organisation* *open text field*

The following questions will open for those responding as a private individual:

3. Type of your primary background organisation*
   Please select only one of the following:
   - University
   - University of applied sciences
   - State research institute
   - Other public organisation
   - Business
   - Foundation, association or other non-profit organisation
   - Other, please specify: *open text field*

3a. Name of your primary background organisation*
Persons working under foundation funding but affiliated with an organisation must select the organisation in question.
   - Universities (*drop-down list*)
   - Universities of applied sciences (*drop-down list*)
   - State research institute (*drop-down list*)

3b. Position in the organisation*

- The organisation's management
- Administration and support services (e.g. HR, IT, research support services)
- Library personnel
- Researcher-teacher

- Doctoral researcher
- Other, please specify: *open text field*

Questions related to the different sections of FIN-CAM

4. Comment on the 'Research, development, innovation and competence activities' section of FIN-CAM
   Open text field

5. Comment on the 'Education and supervision' section of FIN-CAM
   Open text field

6. Comment on the 'Societal interaction' section of FIN-CAM
   Open text field

7. Comment on the 'Contributions to the research community' section of FIN-CAM
   Open text field

8. Comment on the 'General skills and competencies' section of FIN-CAM

   Open text field

9. Comment on the 'Background information and formal qualifications' section of FIN-CAM
   Open text field

Additional questions for those responding as a representative of an organisation

10. Do you think that your organisation will leverage FIN-CAM to support researcher assessment?
    Answer options: yes/no/cannot say

    10a. How do you think your organisation will leverage FIN-CAM? (If the answer is yes)
    Open text field

    10b. Why do you think that your organisation will not leverage FIN-CAM? And what would prompt your organisation to leverage it? (If the answer is no)
    Open text field

    10c. What types of challenges for the adoption of FIN-CAM do you recognise in your organisation?
    Open text field

    10d. What types of development needs do you recognise in FIN-CAM?
    Open text field

Additional questions for those responding as a private individual

11. Do you think that you will leverage FIN-CAM in your work?
    Answer options: yes/no/cannot say

11a. How do you think you will leverage FIN-CAM? (If the answer is yes)
Open text field

11b. Why do you think that you will not leverage FIN-CAM? (If the answer is no)
Open text field

11c. What types of challenges for the adoption of FIN-CAM do you recognise?
Open text field

11d. What types of development needs do you recognise in FIN-CAM?
Open text field

General questions

12. General comments and observations regarding the draft version of FIN-CAM

Open text field