



College of Reviewers: Status Update

Presentation to the University Delegates Network

October 1, 2015

- To provide an update on the status of the College of Reviewers, as of July 2015.
- To outline the short-term (spring 2016) objectives of the College.

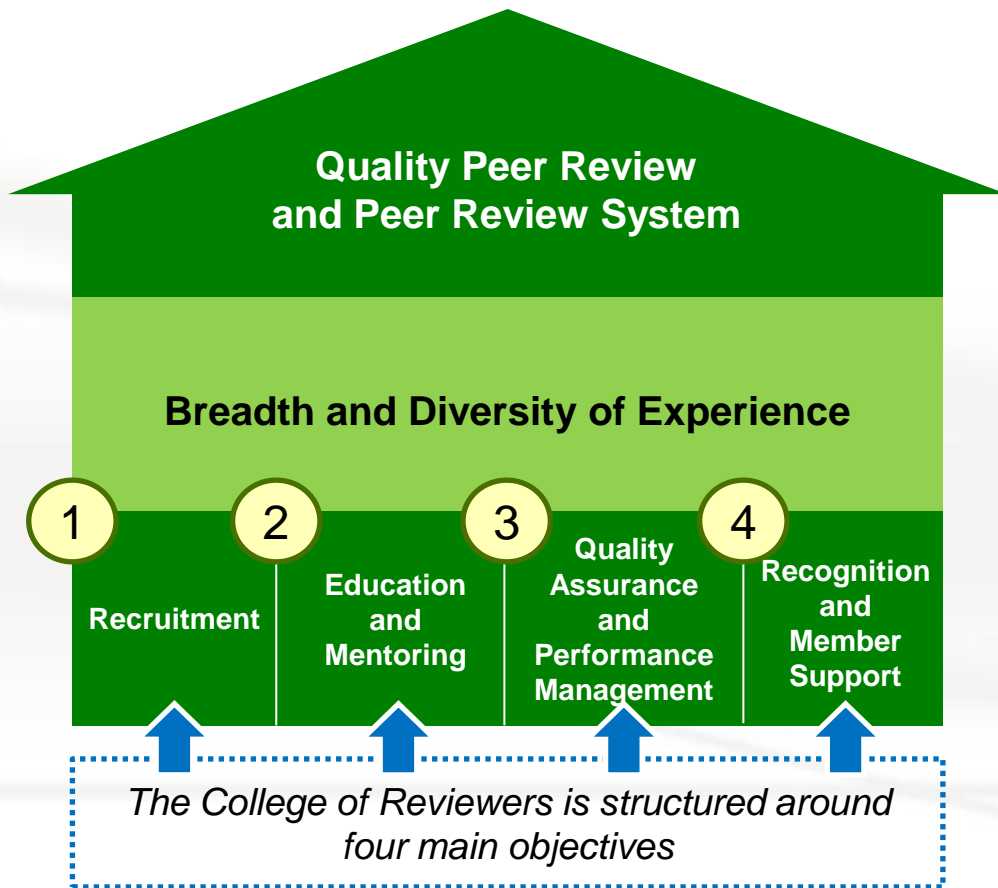
In order to support CIHR's mandate, the College of Reviewers was developed to:

- engender a shared commitment, across the Canadian health research enterprise to support excellence in peer review
- Serve the peer review needs of CIHR and its partners
- Become an internationally recognized and centrally managed resource for the research community
- Support the professionalization of peer review

Will make decisions based on analysis and evidence

College of Reviewers Branch

The College of Reviewers branch was established on July 8, 2015 within the Research, Knowledge Translation and Ethics Portfolio.

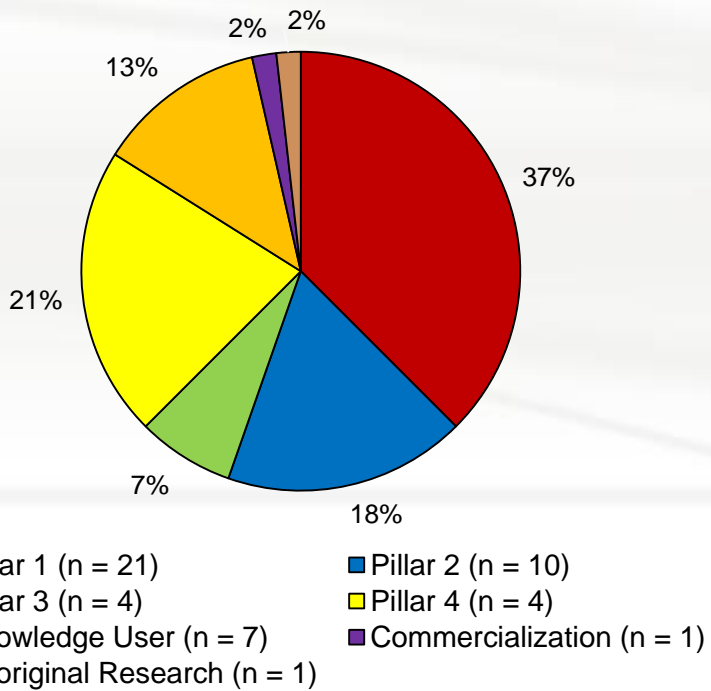


- The branch is led by a Director General, two managers and a team with expertise in recruitment, education and performance measurement
- The following sections provide a brief update on the status of current and planned College projects.

Status Update:

- Reviewer recruitment is being undertaken in waves. The test phase, which includes a pilot of the invitation process and expertise overview (Fingerprint), is now complete.
- Invitations were sent to 90 reviewers and Scientific Directors, and 54 testers provided feedback via feedback forms, email responses and Fingerprint validation responses.
- Of these, 57% of testers replied that their Fingerprint reflected their expertise as a reviewer.

Demographics of Testers



Summary of Feedback

- Several testers stated that their Fingerprint identified their primary area of research, and was clear and interesting.
- In general, there was a lack of clarity around how the Fingerprint was generated and how it would be used in the peer review process.
- A number of questions were raised about:
 - Gaps or misalignments in research expertise;
 - Missing research outputs;
 - Gaps in expertise related to research techniques, technologies and methodologies not captured (particularly for Aboriginal research)

Next Steps:

Priority #1

- Launch the next wave of recruitment
 - **Wave 1: Enrolment of existing and recent reviewers, chairs and scientific officers (September to December 2015).** Gradual phase-in planned to allow time to respond to inquiries, and adjust processes, technologies and supporting materials.
 - **Wave 2: Nominated reviewers (January 2016).** Supported by institutions, partners, Institutes, review leaders and other stakeholders.
 - **Wave 3: Targeted recruitment (first round: December 2015 to March 2016).** Informed by expertise analysis of current members.

Next Steps:

Priority #2

- Develop a mechanism to profile, recruit, train and support non-academic reviewers
- Develop an analysis plan for College demographics and gaps in expertise.

2. Education and Mentoring

Status Update:

- The College learning strategy, which identifies learning goals and the general approach to learning, mentorship and certification has been developed.

College of Reviewers Learning Strategy:

Curriculum Framework

- Curriculum was developed for the Foundation grants pilots.
- Modules outline how to conduct a Foundation review at each stage and how to review budget.

Learning Management System

- The integration of a LMS into ResearchNet created system issues. The decision was taken to explore other LMS options.
- There is currently no method to track reviewer learning

Mentorship Program

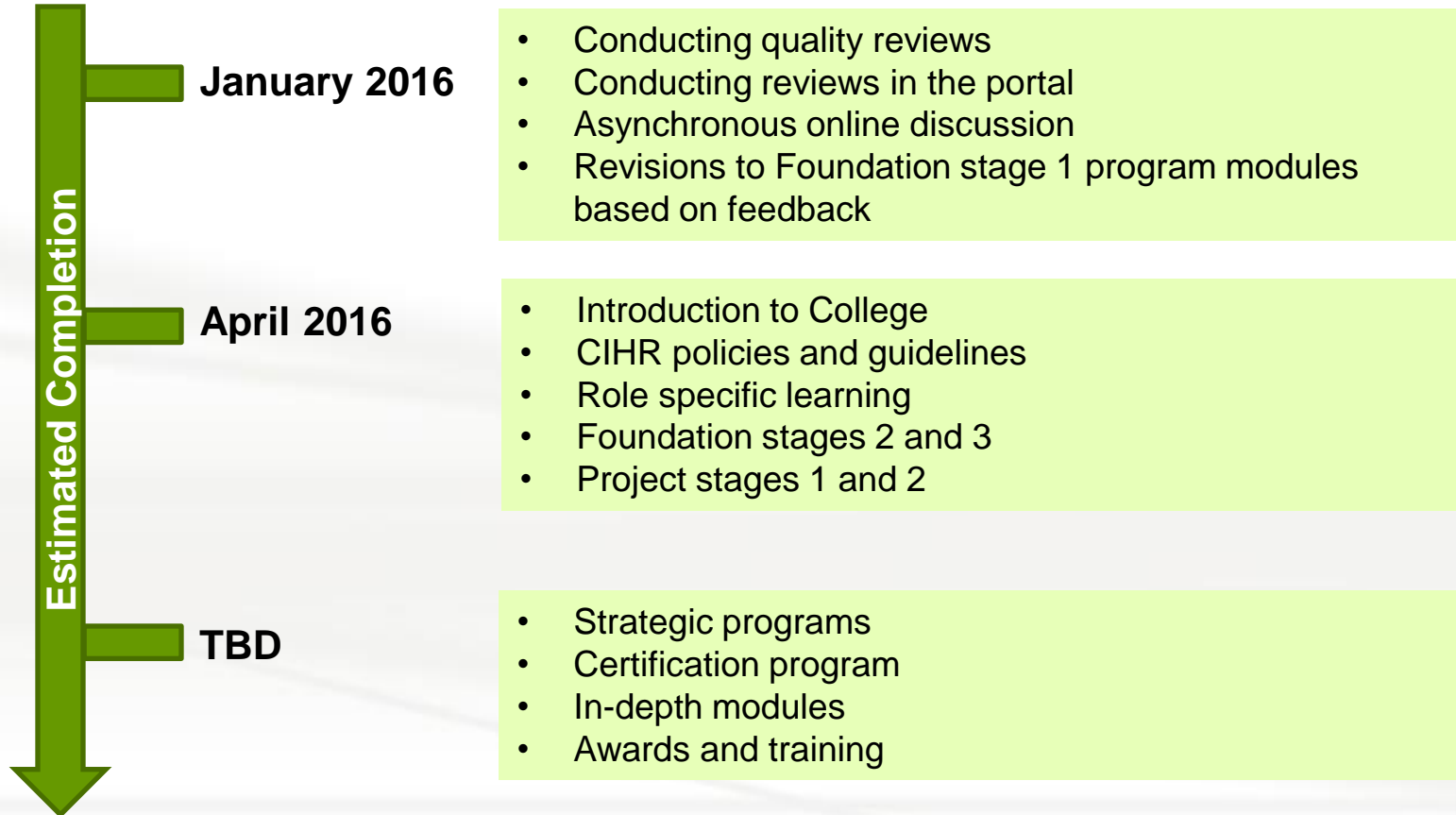
- General overview of strategy has been developed

Evaluation

- To be developed

2. Education and Mentoring

The development of learning modules will be prioritized based on need...



Note: The components of some modules may be completed earlier than scheduled.



3. *Quality Assurance and Performance Management*

Status Update:

- A study on the quality of reviews for Stage 2 of the 2014 Foundation “live pilot” competition is underway. Preliminary findings align with recommended design enhancements for the 2015 Foundation “live pilot” competition, and will inform future performance management and reviewer education strategies.

Next Steps:

- Develop a quality assurance strategy for reviews (monitor and provide feedback on reviewer performance)
- Develop a performance management framework for the College
- Develop an analytical plan for ongoing analysis and continuous improvement
- Support the continuous improvement and validation of reviewer profiles, reviewer/applicant matching solution, and the development of non-academic profiles and matching processes.

4. Recognition and Member Support

Status Update:

- Background surveys on academic preferences for recognition approaches were conducted, and indicate that institutional level recognition is one of the most impactful incentives.

Next Steps:

- Establish a meaningful recognition strategy for academic and non-academic reviewers
- Create College activity reports (feedback on annual contributions to the College)
- Formalize College structure (e.g., Cluster leads, sub-cluster leads, full members, associate members, mentors) and develop membership criteria for each group
- Launch nomination process for Expert Cluster Lead appointments
- Develop a member support framework

Status Update:

- An Interim Advisory Committee was established and provides advice and input into College activities.

Next Steps:

- Develop an engagement and communications plan to build relationships with key stakeholders
- Hold an official College launch (early 2016), potentially to announce appointment of cluster leads
- Re-examine the role and membership of the College Advisory Committee, and transition the Interim Advisory Committee to the new structure