



## **Implementation of the DORA Declaration in appointment and promotion procedures at the Faculty of Medicine of the University of Zurich**

The key recommendation of the DORA Declaration is: «Do not use journal-based metrics, such as Journal Impact Factors, as a surrogate measure of the quality of individual research articles, to assess an individual scientist's contributions, or in hiring, promotion, or funding decisions.»

Concrete measures and requirements:

1. Publication lists must not contain impact factors. Quantitative analyses by the committee must not contain impact factor-based metrics neither. Mentioning citations and h-index is permitted, but must be interpreted with appropriate care, especially in the case of younger applicants; moreover, these parameters depend on the research area. In order to collect or verify the data as accurately as possible, candidates must provide their personal ORCID in the application and link it to Scopus or Web of Science in such a way that their publication list is visible and that the number of citations per paper and the h-index are indicated.
2. In addition to the publication list, candidates should list a maximum of 5 of their most important publications from the last 10 years and provide a short (maximum 100 words) summary statement for each publication that describes the relevance and their own contribution to the work. Five additional publications from previous years can be added and described. Furthermore, up to 5 other important scientific contributions, such as patents, prototypes, software, scientific out-reach activities or similar can be included.
3. Candidates must enclose a «Research Statement» (3-5 pages) where they describe their most important scientific achievements with reference to relevant own publications and their future research plans (if applicable, with reference to already acquired third-party funding).
4. CV and «Research Statement» will be accepted in English only.