

● **Changing sneakers while running: Shifting research assessment frameworks – are women academics winners or losers?**

Globally, there is an imperative to develop research assessment frameworks that seek to overcome the normative paradigm of bibliometric data acting as the only tool to measure research quality and impact (DORA; INORMS-Scope; IDRC-RQ+, etc) because of its inherent biases and exacerbation of gender and ethnic biases, as well as favouring certain disciplines over others. This drive stems from the desire of various types of institutions (science granting councils, universities, academics themselves, research funders) to instead conceptualize the value of research by its social relevance and ability to influence positive social change. However, framing research impacts from social and or policy outcomes requires a different set of motivations and competencies, and reframes research relevance. Are funders and institutions of higher education ready for the task?.

This proposed panel will explore this issue by focussing on a case study of Mangosuthu University of Technology (MUT), MUT is a historically disadvantaged higher education institution in South Africa, and in effort to become more researchinformed, introduced a financial incentive to encourage staff to increase their number of research outputs. Aligned with sub-theme four, measuring research and innovation impact, we will explore this issue by first discussing findings from a desktop study of research incentive mechanisms used to increase research activity. From there, we will zone in on a research capacity building initiative at MUT that has sought to increase the activities of its women researchers.

Specifically, we will discuss findings from interviews in which we sought to understand the effects of these incentives and the reasons for which these women scholars desire to engage in a research career. The panel seeks to assess whether changing the incentive mechanism and the ways in which research quality is conceptualized work in their favour or are simply other barriers to accelerating their careers as researchers.

Presenters:

- Dr Betina Appel Kuzmarov, Carleton University (Canada)
 - Dr Anette Mienie, Mangosuthu University of Technology (South Africa)
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