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The 2nd evaluation of the European Young Investigator Award Scheme (EURYI)

Analysis of the first three calls for proposals

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Preface

This evaluation report is the result of NIFU STEP's evaluation of the three first calls of the European Young Investigator Awards Scheme (EURYI). It is a follow-up of the first evaluation of the EURYI scheme (NIFU STEP Working Paper 10/2005). The evaluation was commissioned by the European Science Foundation (ESF) and EUROHORCs and is performed in accordance with the Terms of Reference as found in Appendix 4.

The report is authored by Liv Langfeldt (project leader) and Nils Henrik Solum. A NIFU STEP advisory team consisting of Karl Erik Brofoss, Egil Kallerud and Randi Søgnen have commented on drafts.

We are indebted to all the EURYI applicants and awardees, chairs and members of the European panels and the informants in the organisations participating in the EURYI scheme, as well as awardees of other schemes, who took the time and effort to provide us with their views and insights through questionnaire replies and interviews, and the staff at the ESF secretariat providing all necessary information and documentation. Without the helpful cooperation of all these people this evaluation would have been impossible.

Oslo, March 2007

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Executive summary

This evaluation of the European Young Investigator Awards Scheme (EURYI) analyses the first three EURYI Calls. The questions analysed include to what extent the target group of the scheme has been reached, whether the awardees were selected in accordance with the overall aim of the scheme, implementation of the recommendations from the first external EURYI evaluation, as well as the impact of the award on the awardees' career development and the scheme's contribution to the European Research Area. The evaluation is based on a large set of documents, interviews with the involved parties, and questionnaires to applicants and participating organisations. As was the case for the first evaluation, the data draw an overall very positive picture of the scheme. Moreover, we find improvements in the selection processes of the later calls.

Ability to reach the target group

- *Attractiveness:* When compared to domestic schemes the attractiveness of the EURYI scheme is somewhat improved from Call 1 – both concerning working conditions and budgets and concerning the honour and prestige in obtaining the award (according to EURYI applicants' survey replies). Very few think that other European/international or domestic schemes offer better terms or more prestige than EURYI. NIFU STEP's comparative analysis of some European/international schemes for the target group also shows that EURYI compares very well on attractiveness.
- *Mobility:* EURYI still has limitations regarding attracting applicants from all over the world. The share of applicants from outside Europe was 10 percent in Call 1 and 12 percent in Call 3.
- *Different fields:* There has been a decline in applications from the Humanities/Social Sciences and the Engineering and Computer Sciences reaching the European selection. Efforts have been made to attract more applications from the Humanities and Social Sciences, but these efforts seem not to have succeeded.
- *Gender:* There has been some increase in the share of female applicants at the domestic stage. The share of female applicants in the European competition has, however, been fairly constant.

Implementation of the recommendations of the Call 1 evaluation

- *The outreach of the scheme:* In the EURYI member countries most young researchers in the EURYI target group who are actively searching for funding seem to know the scheme. However, the applicants' estimates on how well known the scheme is among young researchers in general are still moderate. Efforts to attract applicants from outside Europe have been increased, but have so far given moderate results.
- *The domestic selection processes:* There has been some standardisation of the selection processes in the Participating Organisations, including more use of individual review reports and foreign expertise. Apart from this, there are minor changes from Call 1.

- *The European selection:* Steps have been taken to fill gaps in competencies in the European panels. The analyses moreover indicate a reduction of all kinds of potential biases found in the first evaluation of the European selection processes: The candidates with the shorter research careers had substantially better chances in Call 2 than in Call 1, the female applicants and the multi-panel applications had higher success rates in Call 2 and 3. There are some indications of more weight on forward-looking criteria in the final selection meeting, but not as marked as desirable.
- *Transparency and feedback to applicants:* A higher share of the applicants finds the feedback from the selection process helpful and there is also somewhat higher confidence in the selection processes (Call 1 vs. Call 3 applicant survey).

Fulfilment of the overall aims

In the first evaluation we found that judging from the thorough and risk minimising design of the European selection process, all the awarded candidates were most likely highly qualified. There were still indications of a need for more emphasis on forward oriented criteria and added value for Europe at the final selection stage. In this second evaluation we have found improvements both in the domestic selection processes and in the criteria used when setting up the final integrated list of awardees, as well as less indication of bias. This should make for improvements regarding fulfilling the overall aims of the scheme.

It should however, be noted that there still are substantial variations between the POs' selection processes, and at the final stage of the European selection it is hard to compare degree of excellence across different areas of research. Even if improved, these two stages are still the less robust parts of the EURYI selection process. Moreover, candidates with a non-permanent position have lower success rates than candidates with a permanent position and these differences have increased from Call 1 to Call 3. This indicates that more explicit emphasis on the effects on the candidates' research career might be needed.

Concerning the effects of the awards we find that EURYI makes a clear difference to the awardees' working conditions and opportunities. The large majority of the awardees report that the award has given them substantially improved opportunities to pursue their research. EURYI has improved their research budgets, made it easier to build up their own research group, increased their scholarly reputation, made it easier to pursue an independent research career and made it easier to get research assistance. EURYI seems to function as a door-opener and the awardees are in general very content with the career effects of the award. We also find that the awards enable research that would otherwise not have been accomplished, and make in these terms a difference not only for the awardees, but also for research. It is however far too early to evaluate the research output from the program.

Contribution to ERA

The management of the EURYI scheme has implied cooperation, learning and inspiration between the national research funding agencies involved. In terms of ERA-net project

ambitions the EURYI is both unique and successful. Compared to initiatives that do not demand separate annual funding decisions from the participating countries, on the other hand, EURYI still has clear limitations concerning geographical scope, budgets and durability.

Recommendations for further improving the selection processes

A key recommendation is to further emphasise weight on forward looking criteria and assuring focus on the potential impact of the awards. We also see a need to further improve transparency and feedback to applicants. A large part of the applicants still think the feedback they receive is unhelpful in terms of explaining the reasons behind the outcome. In the domestic selection process it would be desirable to have some more consistency in efforts to find and attract candidates to apply, in deciding which applicants are accepted for review and in the use of additional criteria when doing the final selection of domestic candidates.

The future of EURYI

In light of the European Research Council (ERC) launching a new larger programme addressing the original EURYI target group, the future of EURYI is now being discussed and we addressed this issue both in informant interviews and in the questionnaires. We found that the informants have diverse opinions about alternative futures and roles for EURYI and ESF/EUROHORCs in European research funding and excellence awarding. Somewhat simplified the informants suggested four different futures:

- Formal collaboration with the ERC
- Turning EURYI into a prize for young investigators
- A new scheme for a more limited target group: a ‘brain-gain’ or repatriation scheme, a scheme for young investigators in specific research fields/thematic areas, or a scheme for young female scientists
- A new scheme for other target groups: Either a scheme for more junior applicants or a scheme for somewhat more senior investigators.

1 Introduction

The aim of the European Young Investigator Awards Scheme (EURYI) is to attract outstanding young researchers from anywhere in the world to work in Europe for the benefit of European science and for the building up of the next generation of leading researchers in Europe. The awardees are granted up to 1.25 million Euros to pursue an independent research career and to build up a research group. The scheme was launched in 2003 by the European Heads of Research Councils (EUROHORCs) in cooperation with the European Science Foundation (ESF). Up to now 75 Young Investigators have been awarded – 25 for each of the first 3 calls (2004, 2005 and 2006).

Terms of reference

This second evaluation of the EURYI scheme includes analyses of the first three Calls of the European Young Investigator Awards Scheme (EURYI), as well as some analysis of the first stage of Call four. The tasks described and the questions asked in the Terms of Reference for the evaluation include (see also Appendix 4):

- Analyse populations of applicants at the four stages of each EURYI Call
- Survey applicants on their perceptions of the selection process
- Develop a view on the extent to which a meaningful portion of the target group of excellent young scientists has been reached
- Evaluate the development, effectiveness and 'state of the art' of the benchmarking of the domestic selection processes
- Evaluate the European selection process, and its development from Call to Call and assess whether the awardees were selected in accordance with the overall aim of the scheme
- Compare the EURYI processes with processes in similar schemes
- Make a comparison of the budgets allocated to the 75 Awardees and of their employment conditions and experience, and assess the impact of the EURYI Award on career development.
- Assess whether the publicity, eligibility criteria and other rules of the scheme have influenced the overall aims of the scheme adversely or positively
- Assess to what extent the recommendations of the first evaluation were implemented and possible impact of this implementation
- Assess whether the scheme has achieved its ambition to 'add value' to the development of the European Research Area.
- Give advice concerning the future handling of the scheme and its perspectives in the light of the possible evolution of the research funding system in the European arena.

Data sources

The evaluation is based both on documents provided by the ESF and data collected by NIFU STEP. The documents provided by ESF for the second evaluation include:

- Lists of all applicants and awardees in the 2nd and 3rd EURYI Call, and lists of applications Call 4.

- Guidelines, scoring sheets, review comments and ranking lists from the European panel selection.
- Minutes and meeting documents from the meetings of the EURYI Management Committee and the Programme Committee.

The data collected by NIFU STEP for the second evaluation include:[1]

- Questionnaire to the 24 national organisations participating in the first four calls (or at least one of these calls). 21 organisations replied. Appendix 2 contains the questionnaire with summary replies.
- Phone interviews with 24 informants; see Appendix 1 for an overview of informants.
- Questionnaire to all awardees in Call 1, 2 and 3. Questionnaire to all applicants in Call 3 to which we obtained correct e-mail addresses (in total 496 applicants and awardees, of which 351 replied, as described below). The questionnaire is found in Appendix 3.

As shown in the tables below, nearly all the awardees replied to the questionnaire (96 percent of the obtainable sample). We also obtained a general response rate above 70 percent among the non-awarded applicants. These response rates are relatively high and provide good basis for analyses. There is no systematic skewness towards any of the main categories that are used in this report. That means that compared to the overall population, no groups are specifically over- or underrated in the survey-data. With 'groups' we are here thinking about such characteristics as gender, age, host country or review panel. As an example, the rate of responses from candidates that qualified for the European Stage is 85 percent (99 complete answers out of 117). Broken down into panels, none of the response rates within the individual fields are lower than 82 percent or higher than 88 percent. (The exception is humanities where all seven candidates completed the survey.[2])

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1 We also apply data collected for the first EURYI evaluation. These data are described in Langfeldt and Brofoss (2005): *Evaluation of the European Young Investigator Award Scheme,* NIFU STEP Working Paper 10/2005.

2 This may seem as a skewed distribution or an 'outlier' since the rate is 100 percent and not 85 percent. However, the overall number of stage 2 applicants in the panel is only 7 persons, and this means that a single person is the difference between a 100 percent and 86 percent response rate. This single person does not lead to a particular skewness in the overall responses, see Table 6.1 for the distribution of actual versus expected counts.

Table 1.1 Applicant survey response rates

Sample category	Counts	Response rate (%)	
		Complete sample	Incomplete sample
'Universe': Non-awarded applicants Call 3	432	65,0	68,8
Requested sample: Questionnaires to respondents with e-mail address reg. by ESF/POs	421	66,7	70,5
Obtainable sample: Respondents presumably with correct e-mail address (no rejection notes)	394	**71,3**	75,4
Replies (counts)		*281	**297

*Obtained complete sample = Respondents completing the survey

**Obtained incomplete sample = Respondents accessing the survey (including those completing parts of it)

Table 1.2 Awardee survey response rates

Sample category	Counts	Response rate (%)	
		Complete sample	Incomplete sample
'Universe': Awardees Call 1-3	75	93,3	96,0
Requested sample: Questionnaires to respondents with e-mail address reg. by ESF/POs	75	93,3	96,0
Obtainable sample: Respondents presumably with correct e-mail address (no rejection notes)	73	**95,9**	98,6
Replies (counts)		*70	**72

*Obtained complete sample = Respondents completing the survey

**Obtained incomplete sample = Respondents accessing the survey (including those completing parts of it)

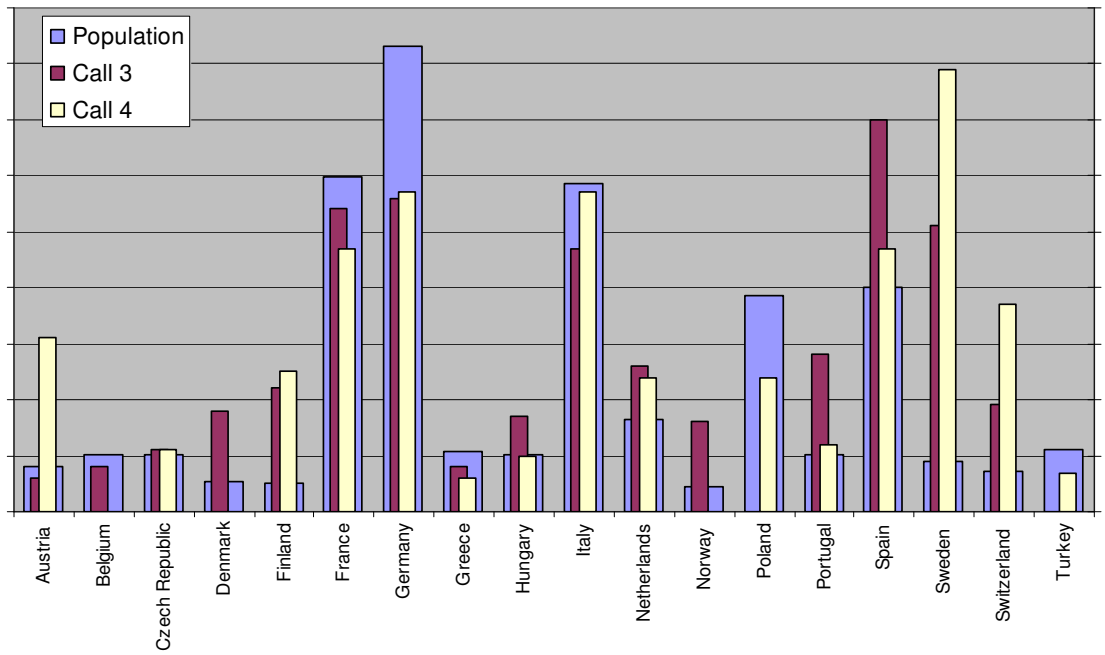
2 Analyses of the applicant populations and the applicants' experiences and opinions

In this section we will present the results of the survey and a few elaborating telephone interviews with applicants, as well as statistics based on data provided by the Participating Organisations and the ESF. Consequently the topics will be demographic characteristics – whether there are any structural differences among the applicants that influence their chance of success – and finally the survey respondents own evaluation of different aspects of the EURYI scheme. Mainly overview tables are presented in this chapter. For more detailed tables, see Appendix 5. Comments and quotes included are collected both in the survey and through telephone interviews.

2.1 Who applied?

Demographics

One 'elementary unit' of analysis, as in all intra-European programmes, is nationality. However, in the case of EURYI, the focus is also on the different national participating organisations. Mostly there is one organisation from each country, but some countries have two participating organisations.



Source: Population figures from U.S. Bureau of the Census, International Data Base (aka Population clock) and CIA World factbook, compiled through Wikipedia (http://en.wikipedia.org/wiki/List_of_countries_by_population).
Note: Population figures and calls are drawn on different scales, and separate axis. It is the height differences and not the absolute scale that illustrate the relative over- or underrepresentations from each organisation. Population figures are total population, not only the scientific community.

However, regarding the latest numbers of applications, of which the European total was 457 and 474 in Call 3 and 4 respectively, the distribution seem to mainly reflect the population

size of the host country, even though there are some local variations from year to year. Notable exceptions are Finland, Sweden and Switzerland that consistently have facilitated a relatively high number of applications.

The total number of applications has in most cases dropped from Call 1 to Call 4, and has for the two last calls been lower than 500. On the other hand, Sweden, Austria and Switzerland are the countries with the highest *increase* in number of applications between Call 3 and 4.

Looking at the numbers per se (Table 6.7, Appendix 5), there is otherwise no striking features that stand out, beside the fact that the degree of variation in participating organizations and the number of 'drop outs' may be a bit higher than what is optimal. The average *age* of all applicants has been very stable around 35 years between all four calls (Table 6.8). Perhaps interestingly, even though there is some natural variation in the age distribution, which one could expect purely by chance, it does not vary systematically between host countries or from year to year.

Table 2.1 Applicants' gender, Call 3. Percent.

	Male	Female
Country	**Call 3**	**Call 3**
Austria	83	17
Belgium – FWO	75	25
Czech Republic	100	0
Denmark	83	17
Finland	73	27
France – CNRS	70	30
France – INSERM	67	33
Germany	80	20
Greece	75	25
Hungary	82	18
Italy – CNR	76	24
Italy – INFN	80	20
Netherlands	85	15
Norway	69	31
Portugal	54	46
Spain	70	30
Sweden	69	31
Switzerland	68	32
Total	**74**	**26**

Sources: List of applicants provided by ESF. N Call 3 = 457

Regarding gender the variation is much higher. While male dominance is persistent, the share of female applicants has risen from 23 to 30 percent between Call 1 and Call 4. This figure is now approaching the number of female researchers in the higher education sector, which in 2003 was 35 percent, up one percentage point since the previous survey[3]. Broken down by country, the variations between countries are high, but so is *variation within countries,* over

[3] Women and Science. Statistics and Indicators. She Figures 2006, The European Commission, page 29-30

time (see Table 6.2). In general, in Call 3, the figures to a large extent reflect the overall distribution of gender in the population of applicants.

Employment at the time of application

As in Call 1, information on the professional background of the applicants in terms of positions held (at the time of applying) was collected from the survey respondents. There is very little variation between the participants in Call 1 and Call 3, with a clear majority of respondents holding full time positions (86 and 88 per cent respectively). Only 3 per cent were without research positions (see also Table 6.5 and Table 6.6).

Table 2.2 Applicants' position by evaluation stage, percent

	Call 3	
	Awardees (N = 25)	**Total** (N = 266)
No position	4 %	3 %
A non-research position	0 %	1 %
Part time research position	4 %	8 %
Full time research position	92 %	88 %

Source: Survey sample Call 1 and 3.

The dominance of the full time research positions (nearly 90 percent) is reflected in the distribution of successful applications as well, and there is consequently not possible to say that there is any significant relation between position and awardees. Finally, the number of applicants holding permanent positions does vary between countries of residence, but the number of applicants are thinly distributed over a range of countries and into the different categories, and it is again a bit difficult to say anything significantly about national variations for all but the larger countries with the higher number of applicants. Of these, only France and Italy are over-represented in the permanent position category.[4]

Table 2.3 Applicants holding a permanent position when applying, by country

Country of residence	**Call 1**		**Call 3**	
	Permanent position %	**Total # cases**	**Permanent position %**	**Total # cases**
France	63	35	81	32
Germany	5	66	10	29
Italy			43	23
Portugal	25	8	13	15
Spain	43	49	27	37
Sweden			14	29
USA	32	25	14	28

Source: Survey sample Call 1 and 3. Call1: 352 cases, Call 3: 283 Cases. Countries with few applicants not included.

[4] We expect these differences are the result of differences in national employment practise and legislation.

Research areas

As in the evaluation of the first call, the respondents were asked to give information on their disciplinary area, or more specifically their 'research field'. Again the general distribution is very similar between the two calls, with the exception of an increase in the share of applications in the medical sciences. The main feature is the dominance of the natural sciences, with humanities, social sciences, mathematics and engineering/technology together only accounting for 19 percent. It may be interesting to note (in light of the previous evaluation), that even though engineering and technology this time *were* included in the pre-categorised alternatives, the share has not risen by more than 1,3 percentage points.

Table 2.4 Applications by disciplinary area

	Call 1		Call 3	
Area	**# cases**	**Percent**	**# cases**	**Percent**
Humanities	16	4	10	3
Social sciences	18	4	15	5
Engineering and technology	25	6	22	7
Biological sciences	124	29	79	26
Chemical sciences	61	14	40	13
Earth sciences	13	3	13	4
Mathematical sciences	16	4	11	4
Physical sciences	94	22	62	20
Medical sciences	41	9	43	14
Agricultural sciences	5	1	1	0
Other disciplines/crossdisciplinary	1	5	8	3
Total	**435**	**100**	**304**	**100**

Source: Survey sample Call 1 and 3.

Postdoctoral experience and mobility

Regarding research experience, there is some variation between calls, and some between countries. However, these variations are, except for a couple of outlying figures, clearly in the middle of the eligibility period and while there are variations between countries, there is a similar magnitude of variation *within each host country* over time (Table 6.14). This indicates that applicants' length of research experience is fairly independent of host country.

Finally, while mobility still is high, between Call 1 and Call 3 applicants' mobility has dropped 20 percentage points or more within all three categories of postdoctoral mobility examined (Table 2.5 below).

Table 2.5 Applicants' postdoctoral mobility

	Call 1		Call 3	
	Percent	**# cases**	**Percent**	**# cases**
Between countries (Permanent or > 1 year)	79	327	59	228
Between institutions	85	350	63	242
Between research fields	57	234	34	157

Source: Survey sample Call 1 and 3 (Mobility after obtaining PhD)

2.2 Who are the successful applicants?

In Call 3 the number of applications *not* passed on to the European competition (Stage 2) from each country is around 75 percent, and varies somewhat between countries. Of applicants that entered the second stage, the success rates of applications from Germany, the Netherlands and Switzerland were somewhat above the average, while Sweden and Portugal were a bit on the low side. However, again the number of cases in Stage 2 and above are so few per country that these numbers should be used with much care. The ranking order of the number of awardees from each country is mainly correlated with the rank order of number of applications from each country (the major exceptions are the Netherlands and Spain, see Table 6.9). This means that being linked to a specific host country in most cases should have limited influence on the chances of success, of course with the exception of the differences in overall number of applications that the different organisations are able to enter. There are, however, also some differences in countries' success rates at the European level. Factors influencing success are studied in Chapter 3.

Table 2.6 Applicants' success

	Domestic review only		Stage 2, not interviewed		Interviewed, not awarded		Awarded		Total	
	Percent	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent	Cases
Call 1	**83**	**645**	**9**	**68**	**5**	**40**	**3**	**25**	**100**	**778**
Call 3	**74**	**340**	**13**	**60**	**7**	**31**	**6**	**25**	**100**	**457**

Source: Applicant lists provided by ESF.

As in the case of countries, looking at the research areas does not add much specific insight into the distribution of awards. Natural sciences dominate, as is expected. In terms of percentages of the applications, however, humanities and social sciences applicants are the most successful. In the table below, we have included the applicants that were actually reviewed by the European panels and not applicants not entering the European competition (for which we only have more uncertain information about research area). Thus, within the group of applicants that entered the second stage, there is no particular pattern revealed when the numbers are broken down on fields. The exception is the Humanities and Social Sciences Panel in Call 3, that were a bit overrepresented among the successful applicants. However, since the number in this particular field was rather low, differences in each individual application will have a high impact on the overall picture and thus it is not possible to say whether this represents any systematic bias. As is the case with the results in the first call, the chance of success seems to be quite independent of the field if the application is deemed qualified in the national review process.

Table 2.7 Applicants' success in the European competition, by review panel, counts.

	Stage 2, not interviewed	Interviewed, not awarded	Awarded
Call 1			
Biomedicine	12 (13)	8 (8)	5 (5)
Engineering and computing science	9 (10)	6 (6)	4 (4)
Humanities and social sciences	7 (8)	6 (5)	3 (3)
Life sciences	15 (14)	7 (8)	5 (5)
Natural sciences 1	14 (12)	6 (7)	4 (5)
Natural sciences 2	7 (9)	6 (5)	4 (3)
Call 3			
Biomedicine	17 (17)	11 (9)	5 (7)
Engineering and computing science	3 (4)	3 (2)	2 (2)
Humanities and social sciences	4 (4)	0 (2)	3 (1)
Life sciences	14 (13)	6 (7)	5 (5)
Natural sciences 1	13 (14)	8 (7)	6 (6)
Natural sciences 2	8 (8)	4 (4)	4 (3)

Source: Applicant lists provided by ESF.
Note: Expected count based on the general distribution of applicants qualified for the second stage is in parenthesis.

Neither is there any significant impact on age groups (Table 6.3). While the evaluation of the first call stated that 'The more research experience, the more likely it is to succeed in the EURYI selection process',[5] this does not hold true for Call 3 participants. Even though the level of experience is higher for awardees, the difference is not of such a magnitude as to have a significant effect (Table 6.10).

Nor does post doc mobility seem to have an impact on the success rate. In short there is some variation, but it is again as prominent *within* as *between* the mobility categories (Table 6.12). One other aspect of mobility is cross-country mobility as planned in the EURYI applications. In the surveys, respondents were asked for information on their country of residence at the time of applying. Neither in Call 1 nor in Call 3 was planned EURYI-mobility a significant factor in the distribution of awards. In Table 2.8 we summarise the mobility figures and the main feature of this table is that mobility seems not to affect rate of success. Likewise, even though the share of awardees is a bit higher, Inter-Continental mobility does not seem to substantially increase the chance of success.

Table 2.8 Applicants' international mobility: Difference between country of residence and EURYI host country, percent.

		None	Inter-European	Inter-Continental	Total
Call 1	Non-awardees	95	95	90	94
	Awardees	5	5	10	6
	N	**332**	**61**	**42**	**435**
Call 3	Non-awardees	93	94	89	92
	Awardees	7	6	11	8
	N	**233**	**31**	**35**	**299**

Note: Percentage. Source: Survey sample Call 1 and Call 3.

[5] NIFU STEP Working Paper 10/2005, p. 22

On the other hand, we find that applicants with a permanent position have a somewhat higher success rate than applicants holding a temporary position when applying. The difference between the two groups has increased from Call 1 to Call 3 (table below).

Table 2.9 Success by applicants' employment terms when applying. Percent.

	Non-awarded	Awarded	N
Call 1			
Temporary position	94,5	5,5	254
Permanent position	93,0	7,0	128
Call 3			
Temporary position	88,8	11,2	206
Permanent position	80,2	19,8	111

Source: Survey sample Call 1 and 3.

Finally, breaking down the figures on gender and stage, the number of females that were qualified for the second stage was still lower than their share of the overall population of applicants (Call 1 and 3, Table 2.10 and Table 6.11). Based on these figures it is not possible to say that this difference warrants suspicion of bias in the selection process itself. The lower proportion may have many different causes and as the overall number of applications from female researchers is not high, a different outcome for a few individual applications would change the share notably. The persistent difference in the share of male and female applicants entering the European competition should still be noted and monitored.

Table 2.10 Call 3: Success in domestic review by gender, percent

	Domestic review only	European review	N
Male	73	27	336
Female	79	21	121
Total	74	26	457

Source: Call 3 list of applicants provided by ESF.
Note: See Table 6.11 for comparisons with Call 1

Looking at gender in relation to research experience shows that while the level of experience for females is still substantially higher for interviewees, it has now been evened out in regard of the gender of the awardees. Possible gender bias in the European selection is further analysed in Section 4.1.

Table 2.11 Applicants' post doc experience by gender and stage

	Domestic review only	Stage 2, not interviewed	Interviewed, not awarded	Awarded
Call 1				
Male's average months post doc	57	61	62	69
Female's average months post doc	58	44	78	92
Call 3				
Male's average months post doc	58	55	63	65
Female's average months post doc	57	60	78	66

Source: Survey sample Call 1 and 3

2.3 How do applicants and awardees perceive the process?

The awardees and applicants were presented with two different surveys, with some common questions and also a range of separate questions. The focus of this section is to evaluate the EURYI scheme based on some of these answers. For the different questions, the number of respondents (N) is at most 281 for applicants and 23 for awardees, totalling 304 in Call 3.

The motivation for applying is very often related to the sizeable amount of money involved as well as the prestige of the award. More specifically, it is especially the possibilities linked to such an amount that is emphasised in the comments, such as setting up your own lab, hiring people and the award is seen as really making a difference.

The first questions relate to sources of information and how known the EURYI scheme is. As the primary sources, the 'typical' academic channels of peers and calls dominate. It is notable that the ESF call and also publicity in the mass media have increased their importance as the prime source of information from Call 1 to Call 3 applicants (Table 6.15). The EURYI scheme is, however, still not regarded as very widely known (Table 2.12). According to the survey data there is no increase in the knowledge about the scheme from the first survey in the beginning of 2005 to the new survey in November 2006. This is partly contradicted by other data, see Section 3.3.

Table 2.12 How well known do you think the EURYI scheme is among young researchers in your country? Applicants' replies, percent.

	1 Nearly nobody knows it	2	3	4	5 Everybody knows it	I cannot say	Total
Call 1							
Percent	13	28	28	18	4	8	99
# cases	60	127	126	81	16	37	436
Call 3							
Percent	11	25	30	20	5	9	100
# cases	33	76	91	60	16	28	304

Source: Call 3 survey, applicants including awardees. N = 304

After the decision to apply has been made the application need to be formulated. In this aspect the main sources of aid are senior colleagues and the host institution. Again there is little difference in the distribution of answers between the two calls (table below).

Table 2.13 To what degree did you get the needed help with your application?

Application help from:	1 No help	2	3	4	5 Very good help	Not relevant	# cases
Call 1							
Domestic org	33	15	11	16	13	12	443
Host institution	12	11	14	22	37	4	432
ESF	44	5	11	7	3	30	429
Senior colleagues	20	12	14	14	27	12	436
Call 3							
Domestic org	28	14	15	17	18	9	301
Host institution	9	16	15	19	37	3	299
ESF	40	8	9	5	3	34	295
Senior colleagues	16	12	15	18	30	9	296

Source: Call 3 survey, applicants including awardees. N = 304

Respondents were also asked to comment on to what degree the feedback they had received from the selection process helped them understand (the reasons behind) the outcome (Table 2.14). Concerning feedback from the domestic process there has certainly been improvement since Call 1 (Table 6.16), but there is still only around one third of the respondents that feel the feedback was helpful. The further in the process they went, the more helpful they rate the feedback. This indicates that there is still something to be done in order to provide the unsuccessful applicants with adequate explanations.

Table 2.14 To what degree was the feedback you received from the selection process helpful to you in understanding the reasons behind the outcome? Applicants' replies Call 3, percent.

	Domestic review		European review	
Stage reached	**Helpful**	**# cases**	**Helpful**	**# cases**
Domestic review	27	205		
European review	38	50	18	17
Interview	44	25	44	9
Award	52	23	75	4
Percent	**32**	**100**	**34**	**100**
# cases	96	303	5	30

Source: Call 3 survey, applicants including awardees. N = 304
Note: Comparisons with Call 1 is provided in Table 6.15 and 6.16.

The same picture emerges when studying the views on the impartiality of the selection process. The further one has advanced in the process, the more one is likely to be confident in an unbiased process or as one respondent put it, 'The only official feedback was when I got the rejection'. One point of notice is that for both questions, the applicants that reached the European selection but was not selected for interview, have a somewhat higher confidence in the national reviewers and processes.

Table 2.15 To what degree do you think the selection process was impartial and unbiased? Applicants' replies Call 3, percent.

	Domestic process		European process	
Stage reached	**impartial and unbiased**	**# cases**	**impartial and unbiased**	**# cases**
Domestic review	21	204		
European review	56	50	20	50
Interview	52	25	52	25
Award	56	23	82	23
Percent	**32**	**100**	**43**	**100**
# cases	98	302	42	98

Source: Call 3 survey, applicants including awardees. N = 304
Note: Comparisons with Call 1 is provided in Table 6.18.

Likewise, the confidence in the reviewers' decisions is dependent on the outcome of the individual application. The rates are rather stable between calls, around 50 percent of the 'domestic stage only' applicants believe the reviewers to be qualified – a rate that increases to 80 per cent for the applicants that entered the next stage (Table 6.18). The rates are rather stable across the categories, i.e. their ability to review the 'Quality of the project' and 'Applicants qualifications' etc, which may imply that the applicants believe their assessors to be qualified either overall or not at all. We do however, find a notable increase in the confidence in the ability of the European stage reviewers with regard to reviewing the quality of the project and the applicant's research field.

Respondents that did not find the process impartial and unbiased were asked to comment on the reason for their views. Around 70 comments were entered, some of a quite detailed and lengthy nature. To sum up there are mainly six themes that appeared in the comments, more or less overlapping.

- Incompetence or ignorance
- More confidence in the European than the domestic review
- Personnel/country/specific institutions etc.
- Conflicts of interest
- Research field/agenda
- Transparency/information

Most of the comments were to the effect that there was either a lack of understanding of the qualities in the project, either because of incompetence among the reviewers or because of a general bias toward (or against) specific nationalities, people, institutions, or even personal biases on behalf of the reviewers towards specific applicants. A general remark was that the application did not belong to certain 'preferred' fields of research, that some topics are either generally better known or 'more popular' than others. Finally, quite a few remarked on the lack of transparency and/or information on the review process, obviously still feeling that their application was a strong one and left without the means of assessing the strengths of other more successful applications.

When asked to compare the EURYI award with other awards on the prestige and the budgetary ramifications of a successful application, the scheme is very highly regarded. This holds true when compared with both domestic and other European schemes. Less than 3 percent hold EURYI as inferior to other such schemes (see Table 6.20 and Table 6.21). In general, and consistently with these results, when asked about the importance of different factors influencing the decision to apply to a scheme, the responses were that prestige and pecuniary means are most important. The probability of success is also important, for near 6 out of 10 respondents (but very important for 26 percent only), while the efforts needed in order to write the project description do not seem to deter the applicants. This is perhaps not unexpected since the survey does not include non-applicants. There are not large differences between applicants and awardees, but awardees seem to attach somewhat more importance to the money and prestige aspects and less to the probability of success.

Table 2.16 What kind of factors you consider important when deciding what kind of scheme you would apply to (percent):

	1 Not important at all	2	3	4	5 Very important	Don't know
That the scheme offers the highest award (the amount of money awarded)	2	4	15	31	46	2
That there is high honour and prestige attached to receiving the award	7	9	15	26	41	2
That the probability of receiving the award is high (high success rate)	7	12	30	21	26	4
That the requirements for the project description are not too demanding (scholarly efforts in preparing the application)	11	29	29	19	9	3
That the non-scholarly efforts needed to prepare the application are not too demanding	6	15	27	25	23	4

Source: Call 3 survey, applicants including awardees. N = 304

2.4 Summing up

In general the distribution of respondents reflect the distribution of applicants in most aspects, thus there is no systematic or structural bias in the data that influences the interpretation in specific directions. In short, the answers 'speak for themselves'.

The typical EURYI *applicant* in Call 3 was a male researcher, with a full time position, from one of the larger European countries (or Sweden) and around 35 years of age. He has had five years of post doc experience and has moved somewhat between institutions. His field is in the natural sciences, mainly biology or physics. The typical *awardee* shares most of these characteristics, but is a bit more experienced and slightly more male.

Both applicants and awardees perceive the EURYI as highly attractive. Many comments on the amount itself, that is seen as being so substantial that it motivates a real effort in putting the application together. The award is very useful and does answer a perceived need, but the

way that potential researchers are informed about, and encouraged to apply for, the award is somewhat random and varies from institution to institution. The applicants are in general confident that they are given a qualified assessment, but there is still a need to provide more extensive information on the reasons behind the outcomes of the applications. The main problems with the selection process are perhaps related to transparency, a lack of which can give raise to suspicions that potential conflicts of interest are not handled carefully enough. In the same way, more information on the distribution of applications with respect to research fields, and subfields, may alleviate the suspicion that certain subfields are, in principle, preferred above others.

3 Attractiveness, outreach and the national selection processes

In this chapter we examine the domestic part of the EURYI selection process and the attractiveness and outreach of the EURYI scheme. On the latter issue we also compare with other European and international award/grant schemes for young investigators (Section 3.2).

3.1 Harmonisation of the domestic selection processes?

The selection of EURYI awardees consists of a two-stage process. Before submitting an application candidates make an agreement with a research unit in one of the countries participating in the scheme – an agreement with a host institution for the 5-year award period. They then submit their application to a participating organisation (research council or similar) in the country of the chosen host institution. The *first part* of the selection process is a national selection process in which all the participating organisations (POs) select a number of candidates to proceed to the next stage of the selection. The number each organisation may submit, is determined by their economic contribution to the scheme. In Call 3 the POs each submitted between 2 and 21 applications to the second part of the selection process. In the *second part* of the process – the European selection – international panels select the final awardees (cf. next chapter). The first stage is organised and executed solely by the specific PO, while the second stage is organised and executed by ESF.

The first evaluation of EURYI found that variations in domestic selection processes seemed to explain part of the national differences in success in the European selection. Harmonisation of the Stage 1 selection process would consequently be appropriate in order to give candidates from different countries more equal opportunities in Stage 2 (NIFU STEP Working Paper 10/2005). In this second evaluation we follow up this finding. We both examine to what degree there have been harmonisation in the procedures applied for the domestic selection processes – from the first Call in 2003 to the fourth Call in 2006 – and whether differences in national success rates in Stage 2 still can be accounted for by differences in the Stage 1 selection processes.

In order to study change and harmonisation we asked all POs to fill in a questionnaire about their EURYI procedures and experiences. Most of the questions from the first evaluation were repeated (the questionnaire for the first evaluation encompassed Call 1 and 2, the new questionnaire asked for similar information about Call 3 and 4). In addition, several questions about change and reasons for change were added. Both questionnaires, including summaries of answers, are included as appendixes to this report. 21 of the 24 POs that had participated in one or more of the first four calls replied to the second questionnaire (cf. notes to Table 3.2).

From Table 3.1 we see that there are large differences between the participating countries both in the number of applications and in awards. The figures also imply substantial

differences between the participating countries in their success in the European competition. Measured as the share of all (Call 1, 2 and 3) submitted (Stage 2) applications awarded in the European competition, the success rates vary from 0 to 41 percent.[6] Looking at success for each call separately we find that some countries have been able to increase their success rate, whereas others have had decreased success.

Table 3.1 The First EURYI Call 1-3: Overview of applications and awards per participating country and organisation.

Country and organisation (PO)	Call 1 # Applications			Call 2 # Applications			Call 3 # Applications		
	Stage 1	Stage 2	Awards*	Stage 1	Stage 2	Awards	Stage 1	Stage 2	Awards
Austria (FWF)	19	5	1	6	4	1	6	2	0
Belgium (FNRS and FWO)	25	6	0	23	6	1	8	3	0
Czech Republic (CSF)							11	2	0
Denmark (DRC)	43	9	1				18	8	2
Finland (AF)	54	5	0	24	5	2	22	5	1
France (CNRS and INSERM)	90	11	4	62	11	4	54	10	5
Germany (DFG)	137	34	4	78	25	2	56	21	4
Greece (NHRF)	12	2	1	4	2	0	8	2	1
Hungary (OTKA)	26	2	0	15	2	1	17	3	1
Ireland (NRSFB)	33	2	0	12	2	0			
Italy (CNR and INFN)				44	6	0	47	8	2
Netherlands (NWO)	64	13	4	38	13	3	26	14	5
Norway (RCN)	27	6	0	15	6	1	16	7	0
Portugal (FCT)	13	2	1	7	2	0	28	2	0
Spain (CSIC)	133	13	5	104	13	2	70	14	1
Sweden (VR)				54	5	0	51	6	2
Switzerland (SNF)	36	9	2	30	11	4	19	9	1
UK (EPSRC and PPARC)	65	14	2	106	18	4			
Sum	**777**	**133**	**25**	**622**	**131**	**25**	**457**	**116**	**25**
Average per country	**51,8**	**8,9**	**1,7**	**38,9**	**8,2**	**1,6**	**28,6**	**7,3**	**1,6**

*In Call 1 and 3 one of the 25 first offered an award withdrew and number 26 on the list was subsequently awarded. Numbers are the final awardees.

In the first evaluation we found two factors in particular that seemed to account for such differences in success. Applicants from POs that did not use individual expert review reports to inform their selection process seemed to be disadvantaged, and POs that put some extra efforts in attracting particularly highly qualified candidates to apply were more than average successful.

In addition to studying change and harmonisation in the Stage 1 processes, below we also look for any changes in the factors that may explain differences in success. As background for the analysis it should be noted that there has been no decrease in the variation between

[6] The total numbers of applications submitted to the *domestic* selection process still seem the major factor explaining final success, see Chapter 2.

countries' success rates. The variations in the overall success rates (sum of Call 1-3), on the other hand, are substantially lower than the variations in the success rates for the separate calls – most likely indicating that the success rates for the separate calls vary depending on the qualities of the countries' applications in the different calls, whereas the overall success rates, based on a broader scope of applications, partly neutralise such differences.[7]

3.1.1 Diversity in attractiveness and efforts to reach the target group

Efforts to reach the target group

Table 3.2 shows some increase in domestic efforts to find outstanding candidates and attract them to apply. Except for this there is little change in the overall picture of POs' efforts to reach the target group. Throughout the lifespan of the scheme, publicity at the relevant research institutions has been the most common channel to attract applicants. There is little change in the use of other channels such as mass media. In sum, we find that there is still substantial variation between the participating countries regarding the efforts made to attract the target group.

Table 3.2 POs' efforts to attract applicants Call 1-4. Number of POs that 'Tried with success'

	C1	C2	C3	C4
The PO made efforts to attract (known) outstanding candidates	8	7	10	12
The PO made efforts to attract applicants from other countries	7	5	6	8
The PO made efforts to 'repatriate' overseas researchers	5	5	6	8
Efforts to make publicity about the Call at the relevant institutions	14	13	13	14
Efforts to make publicity about the Call in mass media	6	3	4	5
Other ways	4	4	4	5

Source: Questionnaire to Participating Organisations February 2005 and November 2006.
Note: When interpreting this and the following tables it should be noted that there is some variation in Participating Organisations from call to call. 11 POs have participated in all 4 Calls. In Call 1 and 3 there were 18 POs, in Call 2 there were 20 POs, and in Call 4 there are 17 POs. In total 24 different organisations have participated. 21 of these replied to the second questionnaire. All 18 organisations that participated in the first Call replied to the first questionnaire. Moreover, analyses are complicated by incomplete questionnaire replies.

Going beneath the overall picture, we also need to consider changes between the calls in the selection of organisations participating, as well as the variation in POs replying for the various calls. We then find more individual changes in efforts than appearing from the table above – and get a basis for studying possible effects of changed practices.

When examining relations between efforts to attract applicants and success in Stage 2, we find several cases where POs who have increased their efforts to attract outstanding candidates to

[7] Including all countries which submitted at least 4 applications to Stage 2 of the relevant call, the standard deviation of countries' success rate is 13,5 in Call 1, 12,8 in Call 2 and 14,0 in Call 3. Including all countries which have submitted a minimum of 6 applications to S2 (sum Call 1-3), the standard deviation of the overall success rates is 8,7.

apply also have increased their success rate in S2. Moreover, one PO with decreased Stage 2 success reports that it has had less successful efforts to attract applicants.[8]

Attractiveness (POs' views)

The Participating Organisations give a somewhat higher estimate of the attractiveness of the EURYI scheme than they gave in the 2005 PO survey. 13 found the scheme to be highly attractive for domestic researchers in their country, 4 found it to be moderately attractive for this group, and one found it not attractive for this group.[9] The estimated attractiveness for foreign researches has also increased, and now 7 of the POs think the scheme is highly attractive for foreign researchers, whereas 9 think it is moderately attractive (see Table 3.3). However, one of the POs that replied 'Don't know' to this question in 2005, now answers that it is not attractive to foreign researchers.

Table 3.3 To what degree do you perceive the EURYI to be an attractive funding scheme in your country (for the eligible young researchers)? POs' replies, frequencies.

	Not attractive		Moderately attractive		Highly attractive	
	2005	2006	2005	2006	2005	2006
For domestic researchers	0	1	8	4	10	13
For researchers from abroad	0	1	10	9	4	7

Source: Questionnaire to Participating Organisations February 2005 and November 2006. In 2005, 3 POs answered 'Don't know' to the question about attractiveness for foreign researchers.

The POs were also asked to estimate the attractiveness of EURYI compared to their domestic funding schemes. The majority report that the EURYI working conditions and budgets are clearly better than what their domestic schemes can offer. In most cases the honour and prestige in obtaining the EURYI awarded is also clearly higher than for the domestic alternatives. No one reports domestic schemes with higher honour and prestige (Table 3.4).

Table 3.4 Compared to your domestic funding schemes, how attractive is the EURYI scheme in your country? POs' replies, frequencies.

	Clearly inferior/ lower	Somewhat inferior/ lower	About the same	Somewhat better/ higher	Clearly better/ higher
EURYI working conditions and budget		2	2	1	13
The honour and prestige in obtaining the EURYI award			4	3	11

Source: Questionnaire to Participating Organisations November 2006.

[8] Due to low numbers, countries with less than 10 Stage 2 applications (total for Call 1, 2 and 3) were not included in these analyses.

[9] The explanation given by the PO is that they have a domestic scheme with more flexible terms.

There are still some differences between the countries. Two report that they have somewhat better domestic schemes when it comes to working conditions and budget, and in four cases the PO estimates that their domestic scheme is about as prestigious as the EURYI scheme.

In conclusion, both the attractiveness and outreach of the EURYI scheme rely to some extent on different domestic contexts – on the attractiveness of domestic funding alternatives, and on different domestic efforts to make publicity about the scheme and attract the best candidates to apply.

3.1.2 Selection process diversity

After the first Call the EURYI Management Committee has introduced measures to increase harmonisation of the domestic selection processes. A requirement for POs to submit at least 2-3 individual referee reports for all Stage 2 applications was introduced. At least one of these referee reports should be from a foreign expert. Common conflicts of interest rules have also been adopted.

Reviewers/review phases

In accordance with the MC harmonisation efforts we find some increase in the use of individual referees – followed by some decrease in the practice of letting panel members write review reports. There is also less use of disciplinary panels. Apart from this, the overall picture is 'stable diversity' in the organisation of the review process (Table 3.5).

Table 3.5 Please indicate which of the following stages/review forms that were included in your selection process. POs' replies, frequencies.

	C1	C2	C3	C4
(a) Preselection of applications (i.e. only sending selected ones to expert review)	6	4	5	6
(b) Written reviews from individual expert referees (please indicate no. of individual experts per application)	14	15	16	17
(c) Written reviews from board/panel members prior to meeting (please indicate no. of reviews per application)	7	7	4	5
(d) Several disciplinary boards/panels (please indicate no. of panels/boards)	10	10	6	6
(e) Interviews with selected applicants	1	1	1	2
(f) Meeting of the chairs of the disciplinary boards/panels (to obtain joint selection after the meetings of (d))	4	5	5	5
(g) One crossdisciplinary panel/board (to obtain joint selection after (b), (c) and/or (d))	11	11	12	11
(h) Other ways/stages (please specify):	1	1	1	1

Source: Questionnaire to Participating Organisations February 2005 and November 2006.

Different reply alternatives in the two questionnaires distort the interpretation of change in the use of foreign expertise (Table 3.6). From the open text replies in the questionnaires, however, we can conclude that there has been a substantial increase in the use of non-domestic expertise in the domestic review processes. Whereas a substantial amount of POs applied only domestic referees in the Call 1 selection process, in Call 3 and 4 only one PO was not able to follow the requirement to use at least one foreign referee at each application.

Table 3.6 In selecting the reviewers for the domestic selection process, what were your concerns? (Criteria in selecting referees or, if no individual referees, the panel members). POs' replies, frequencies.

	C1	C2	C3	C4
We used mostly reviewers with specific expertise in the research field of the application	12	13	14	11
We used mostly reviewers with more general expertise (e.g. scholarly discipline)	2			
We used both specific and general expertise to each application	7	7	3	5
We used only, or nearly only, domestic expertise (Call 3-4 alternative)			1	1
We used mostly domestic expertise (Call 1-2 alternative)	11	7		
We used at least one foreign referee at each application (Call 3-4 alternative)			6	6
We used mostly expertise from abroad (Call 3-4: 'mostly or only')	5	9	9	7
Other concerns (please specify):	2	2		

Source: Questionnaire to Participating Organisations February 2005 and November 2006.

When examining relations between change in review practises and increased success in Stage 2, we find several examples where POs experience increased success rate in Stage 2 when using more foreign experts for individual referee reports.[10] Some POs also commented that their adjustments had given good results.

Selection criteria

As in the first evaluation (covering Call 1 and 2), we find also for Call 3 and 4 some variation in the concerns and criteria reported to be emphasised in the domestic selection process. There has still been some harmonisation. Whereas two POs in Call 1 and 2 reported that their selection was not, or only to a low extent, based on expert reviews, all POs in Call 3 and 4 report that their selection only was, or to a high extent, based on expert reviews.

When it comes to additional criteria or concerns, these vary as shown in Table 3.7. Apart from some more POs giving the match of host and projects some extra consideration, and putting less emphasis on the disciplinary distribution of the applications submitted to Stage 2, there seems to be little change in the kind of additional concerns and criteria applied in the domestic selection process.

[10] Due to low numbers, countries with less than 10 Stage 2 applications (total for Call 1, 2 and 3) were not included in these analyses.

Table 3.7 What other concerns than scores/expert reviews were emphasised in the domestic ranking/selection? POs' replies, frequencies.

	C1	C2	C3	C4
Other indications of outstanding quality than expert review	4	5	3	2
Priority to the applicants with the longer researcher careers	*(1)		1	1
Priority to applicants with the shorter researcher careers	2	1		
Disciplinary distribution	4	4	1	1
Mobility between institutions	4	3	5	3
Attracting applicants from abroad	3	4	5	4
Project fitting host institution	5	5	8	7
Gender distribution	3	2	4	2
Other concerns, please specify	2	1	3	

Source: Questionnaire to Participating Organisations February 2005 and November 2006.
*('perhaps')

Applicant interaction

One of the recommendations of the first evaluation was to improve the transparency of the review process and the feedback to the applicants. As shown in Chapter 2, Call 3 applicants are in general more satisfied than the Call 1 applicants with the feedback they received from the domestic review. This should indicate that the POs practices concerning feedback have changed. Table 3.8 shows that a higher share of the POs in Call 3 than in Call 1 provided applicants with a copy of their review reports. The changes are, however, not large. Neither do a higher number of POs report that they give applicants the opportunity to have input on the selection of referees (Table 3.9) or to respond to the reviews (Table 3.8).

Table 3.8 Feedback from the domestic selection process and applicants possibility to rebuttals. POs' replies, frequencies.

'What kind of information about the review (S1) of their application did the applicants get?'	C1	C2	C3	C4
a. Only the conclusion	8	6	6	6
b. Conclusion and copy of review	9	7	10	9
'If b, were applicants given the possibility to respond to reviews before final S1 selection?'				
Yes	3	4	2	1
No	7	4	9	7

Source: Questionnaire to Participating Organisations February 2005 and November 2006.

Table 3.9 To what degree did applicants have input/influences on the selection of referees? POs' replies, frequencies.

	C1	C2	C3	C4
No influences	9	7	9	8
Applicants could propose referees and these referees might be used	3	5	2	1
Applicants could propose referees and there were specific routines for using these referees	1	1		
Applicants could name referees that should be avoided, and such demands might be met	1	1	3	3
Applicants could name referees that should be avoided and these referees would not be used	4	5	3	3

Source: Questionnaire to Participating Organisations February 2005 and November 2006.

3.1.3 Management Committee efforts, POs' learning and contribution to ERA

All Participating Organisations and the ESF are represented in the EURYI Management Committee – the body responsible to the EURYI Programme Committee for the operation and development of the scheme – including calls for proposals, guidelines, coordinating the application process, and the budgets. Running a scheme in different domestic contexts, and then at the European level, this work involves challenges concerning coordination, cooperation, standards and benchmarking between the national research agencies/research councils – from agreeing on detailed guidelines for applicants and reviewers to the practises for handling the awards. The management, the coordination and the European-level selection phase of the scheme are supported by ERA-net funding to the ESF.

EURYI's ambitions include contribution to the development of the European Research Area (ERA). Central aims of ERA involves increasing cooperation, stimulating competition and achieving a better allocation of resources in European research, improved coordination of national research activities and policies, and developing a European research policy which takes account of all relevant aspects of other EU and national policies (http://cordis.europa.eu/era/concept.htm).

It is difficult to give a detailed assessment of EURYI's contribution to ERA – and we do not have any independent data related to these questions. The account below is based on the POs' own opinions and experiences (questionnaire replies and a few interviews).

The POs seem generally positive to what EURYI has achieved in terms of contributing to the development of the European Research Area (ERA), and mention several different kinds of effects. Only one PO seemed somewhat negative to what EURYI had achieved in relation to ERA.

Some commented that the EURYI benchmarking and learning processes had entailed more attention to international selection criteria and review processes in their organisation, or more generally that the scheme (and the collaborative efforts of the MC) had given valuable experiences, e.g. for joining other European programs. More specifically it was commented that the experiences from the EURYI collaboration were very relevant for their ERA-net projects. When collaborating with other funding agencies for common calls and review processes, their experiences from the EURYI scheme would be a major reference point.

On the other hand, effects on the domestic organisations in terms of 'harmonisation' or learning from best practises when organising other domestic review processes, seem limited. 5 POs report that leaning or experiences from the EURYI scheme to some extent have been used to improve or adjust other review processes in their PO. No POs report substantial use or influences on other schemes, whereas 13 report that there has been no effect (table below). As a short term learning effect, that 5 POs have made some modest changes to other review processes, can still be seen as a good result of cross-country learning.

Table 3.10 To what degree have leaning/experiences from the EURYI scheme been used to improve/adjust other grant/award review processes in your PO? POs' replies, frequencies.

No use/influences	13
Some use/influences	5
Substantial use/influences	
Don't know	1

Source: Questionnaire to Participating Organisations November 2006.

Apart from contribution to ERA in terms of POs' harmonisation and learning, also other kinds of contributions were mentioned. A large part of the POs pointed to EURYI as a pilot-project for the newly launched ERC Starting Grant and thought this implied that EURYI had provided a major contribution to ERA. They perceived the ERC initiative as a major proof of the success of the EURYI Scheme, and thought that the EURYI efforts and learning concerning needs and terms for young investigators would be valuable for the new, larger and more comprehensive scheme contributing to ERA.

Some also commented on effects on the integration of European research as such, and thought that interaction between the awardees (resulting from the awardees network meetings) would contribute to some valuable integration of research. On the other hand, one PO pointed to a need for more efforts to include the awardees in European research networks in order to achieve such effects.

3.2 Comparisons with other schemes

Comparisons with other schemes for the same target group

Of the European and international schemes mentioned in the applicant survey we have looked closer at three schemes aimed at helping young investigators building up an independent career: the Marie Curie Excellence Grants, the EMBO Young Investigator Programme, and the Career Development Awards of the Human Frontier Science Program (HFSP).

The Marie Curie Excellence Grants is a European scheme under the EU 6FP. It provides funding for up to 4 years for building a new team. The applicant/PI 'shall be a researcher who in the development of her/his career, is showing the potential to reach a high level of autonomy and excellence and the potential capabilities to create or develop an excellence team'.[11] The scheme has no formal restriction related to the career stage or age of the team leader, but some requirements related to multinational teams and to the mobility of the team leader and the team members. The institution hosting the team can be located in any EU state or any associated state.

[11] European Commission: Structuring the European Research Area. Human Resources and mobility Marie Curie Actions. Work Programme, Edition September 2004, page 29.

The HFSP was set up to promote interdisciplinary and intercontinental collaboration for frontier research on the complex mechanisms of living organisms. The HFSP Career Development Awards (CDA) is aimed at motivating former HFSP postdoctoral fellows (LTF) to return to their home country and enabling them to build up an independent career there. Funding is provided for three years. A CDA can be hosted in any country of the world (postdocs from anywhere in the word can obtain a LTF in any of the 31 member countries, whereas postdocs from the member countries can obtain a LTF anywhere in the world).

The Young Investigator Programme run by the European Molecular Biology Organization (EMBO) aims to give promising young scientists an added advantage in the early years of their independent careers, by 'drawing attention to the quality of their research and enhancing their standing in the scientific community' (http://www.embo.org/yip/index.html). Scientist who are leading their first independent laboratory in one of the 26 EMBC member states (for at least one and not more than four years) are eligible. There is little research funding attached to this 4-year award; 20 of the 26 member states provide a financial award of 15 000 EUR to their successful applicants. In addition meetings, mentoring, networking etc. is sponsored by EMBO.

Table 3.11 Comparisons: International funding schemes for young investigators

	EURYI	Marie Curie Excellence Grant (MCEG)	HFSP Career Development Award (CDA)	EMBO Young Investigator (YI)
Total award	Up to 1,25 mill EUR, normally no less than 0,75 (depending on the costs of team members etc.)	Depending on project costs. 1 mill EUR seems a normal sum.	300 000 USD	'Academic and practical benefits' in focus. In addition an award of 15 000 EUR annually, depending on the EMBC member state involved.
Period	5 years	4 years	3 years	4 years
What is funded	All projects costs, including salary for PI and team members, equipment, travel, etc.	At least 65% must be spent on living, travel and mobility allowances of the leader/team.	Team members' salary, equipment, travel etc. Host must provide salary for PI, but CDA can be used to supplement PI salary.	No information on any restriction in spending the 15 000 EUR provided by the EMBC member state.
Eligibility	2-8 years past obtaining PhD	Not worked at the host institution for more than 12 mounts during the past 3 years (No restrictions on career stage)	Awarded a HFSP LTF the last 2-7 years. (Eligibility for HFSP LTF: max 3 years past obtaining PhD)	Minimum 2 years past obtaining PhD
Research fields	All	All (except nuclear fission or fusion)	Interdisciplinary, must include life sciences	Molecular biology
Geographical restrictions	Host in EURYI member state	Host in EU or an associated state	Repatriation/returning to home country (all countries can be accepted)	Host in EMBC member state
Host	University or research centre/institute eligible according to the relevant PO.	Any kind of research institutions (including private enterprises)	University or research centre/institute (government, educational, or not-for-profit research institution)	No information on any restrictions. All awardees 2006 are in University or research centres/institutes.
Other requirements	The domestic selection process may include other restrictions set by the relevant PO	Transnational teams and mobility of team members	Prior HFSP Long-Term Fellow, to establishing an independent career in home country	Leading their first independent laboratory for at least one and not more than four years

Sources: The web sites of the relevant organisations.
PO = Participating Organisation; PI = Principal Investigator.

The eligibility criteria of the four schemes in Table 3.11 vary, but all four are aimed at facilitating early career development. Comparing them we see that EURYI is the only 5-year award. The others are for 3-4 years. EURYI and Marie Curie Excellence Awards are not restricted to particular research fields. Concerning the amount awarded, only the Marie Curie Excellence Award is competitive with EURYI. Whereas EURYI, and partly the Marie Curie Excellence Award aim at providing the full costs of the project, the HFSP CDA requires the host institution to provide PI's salary and the EMBO YI do not provide funding for research as such.

Provided that the schemes in Table 3.11 are among the most relevant European and international schemes for early career researchers (and we think they are) we would expect that the EURYI scheme scores high on attractiveness compared to other European and international schemes for this target group. As seen in Chapter 2, 60 percent of the EURYI applicants (Call 3) think the EURYI working conditions and budget are better than for other European and international schemes. Only 2 percent think the EURYI conditions are inferior

(the rest cannot say or think it is about the same). This is a better score than the HFSP obtained in a comparable survey. 42 percent of the HFSP Fellowship and CDA applicants answered that the amount of funding provided by the HFSP is better than for alternative international funding sources. 5 percent though it was inferior (the rest could not say or thought it was about the same, NIFU STEP Working Paper 26/2006, page 46).

It is also better than the results of a survey to Marie Curie Fellows. 57 percent of the Marie Curie Fellows thought Marie Curie offered better research funding than other schemes, 13 percent thought it offered inferior funding (30 percent answered 'no difference', cannot say was no alternative)[12]. As the Marie Curie survey only encompassed successful applicants the result should be compared to the scores given by the EURYI awardees only. 66 percent of EURYI awardees (Call 2 and 3) that thinks EURYI have better terms than other European and international schemes. Moreover, the comparisons done by the Marie Curie respondents included both domestic and international alternatives, and it is therefore also relevant to compare with the domestic comparisons provided by the EURYI awardees: 81 percent of these think that EURYI offers better terms than their domestic alternatives.

EURYI also compares well when it comes to attractiveness in terms of prestige. 61 percent of the EURYI applicants reply that the honour and prestige in obtaining a EURYI award is higher than for other European or international schemes. Only 1 percent answer that EURYI assigns lower prestige. 43 percent of the HFSP Fellowship and CDA applicants think HFSP is better concerning the impact on the prestige and career of the awardees. 5 percent answers that HFSP is inferior in this respect (NIFU STEP Working Paper 26/2006, page 46). 49 percent of the Marie Curie Fellows answer that the prestige of Marie Curie Fellowships are higher than for other schemes, 17 percent that is lower. Comparable figures for EURYI: 94 percent of the *awardees* (Call 2 and 3) reply that honour and prestige in obtaining a EURYI award is higher than for domestic schemes, 70 percent that it is higher than for other European and international schemes.

Accounts from non-applicants

In addition to these comparisons based on available documents on the web and survey results, we searched for informants in the EURYI target group of the program that had not applied – highly awarded young scholars that could give us some more anecdotic information about the outreach and attractiveness of the EURYI scheme. Doing web-searches we found five candidates for interviews that seemed to be in the target group of EURYI (more precisely eligible concerning the year of their PhD and being located in a EURYI member country) and we checked that none of them had applied to any of the first three EURYI calls for applications. The five selected interviewees included recent (i.e. starting 2006) EMBO Young

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[12] van der Sande et al. (2005): Impact assessment of the Marie Curie fellowships under the 4th and 5th Framework Programmes of Research and Technological Development of the EU (1994-2002), page 8. http://ec.europa.eu/research/fp6/mariecurie-actions/pdf/impact_fellow_en.pdf

Investigators, HFSP Career Development Awardees and Marie Curie Excellence Grantees, situated in five different countries.

The first question in the interview guide was whether they had heard about EURYI. Those who had not would then be explained the aims and benefits of the scheme, and subsequently asked whether they would have applied if they heard of the scheme. Those who had heard about EURYI, but not applied, would be asked why they had not applied. For both groups we also included a more open question about what kind of grants or awards they thought would best support their research and research careers.

It turned out that all five interviewees had heard about EURYI. Some had good knowledge about the scheme, some more superficial knowledge. One of the interviewees first said he did not know about it, but when explained the aims and terms of the scheme, he said he knew about it. We cannot conclude anything about the outreach of the scheme from such a low number of interviewees. Still, it seems likely that finding a person in the target group that has applied for, and obtained, another European/international grant/award, but has no information about EURYI, is difficult. We think most target group researchers in EURYI countries who are informed about similar schemes, and apply to these schemes, in most cases also are informed about EURYI.

Why had these young researchers, informed about EURYI, not applied? One of them had in fact applied for the fourth EURYI Call (at the time of the interviews, we only had data to screen out Call 1-3 applicants when selecting interviewees)[13]. Three of them had considered applying for EURYI, but for various reasons had not done so. The fifth said he would apply to the next call. In sum, all selected interviewees had knowledge about EURYI, had applied, considered to applied or had plans for applying.

One had considered applying for the 2nd EURYI Call, but decided not to apply because he felt unsure about his competitiveness – he had not published so much at the time – and moreover he thought he might be too old (he attained his PhD in 1998 and was consequently not too senior for the 2nd EURYI Call). For this researcher the decision not to apply was taken by himself. For the two others that had considered applying, the decision was taken by others – they were screened out by their institutions and/or by the domestic PO. One of them had wanted to apply but his institute also had another candidate and decided that there should be only one application from the institute. The other interviewee said he had wanted to apply twice. The first year the PO had a pre-screening and he was not among those asked to submit a full application. The explanation he got was that he scored high on scientific quality but that the PO wanted to give priority to applicants from another kind of institution. The second year his university had its own screening of applicants and decided only to allow applications from overseas or from US repatriates.

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[13] In this screening we found one Call 2 EURYI applicant that had not reached the European competition.

Asked to compare EURYI with the award/grant that they had obtained, all except the one who had obtained a Marie Curie Excellence Grant seemed to find EURYI clearly more attractive. The amount of money awarded was important to all of them. The one who had been awarded a Marie Curie Excellence Grant said that this grant in sum lead to more money because he was allowed to keep the grant he had from the domestic PO. If he had obtained a EURYI award the PO would have withdrawn his domestic grant, and he would had ended up with less money than he now had.

Apart from the amount of money awarded, the flexibility in spending the money was put forward as important. The less restriction on the money, the easier it is to adjust the budget to the needs of the specific project and to one's present needs instead of needs as they appeared when writing the application. Moreover, the honour and prestige attached to the award was said to be important – primarily because of the impact on one's career and possibilities to obtain money from other sources. One said that honour and prestige were still of secondary importance as a good publication record could help you in a similar way. Some also mentioned other benefits attached to the award – such as networks/membership or access to infrastructures. The importance of such benefits was said to depend on the specific case – the situation and needs of the awardee and the kinds of benefits offered.

3.3 Conclusions

In this chapter we have examined the attractiveness and outreach of the EURYI scheme, and the domestic stage of the selection process:

Attractiveness

- The EURYI award definitely compares well with similar schemes such as EMBO YI, HFSP CDA and Marie Curie Excellence Grants. EURYI is the only of these that provides money for five years. The research funding is clearly higher than for the EMBO YI and the HFSP CDA, and also seems able to compete with the Marie Curie Excellence Grant. There are relatively few restrictions on how to spend the EURYI-budget and the honour and prestige attached to obtaining it is high.
- However, in countries where the PO withdraws domestic grants from EURYI awardees, but not from Marie Curie Excellence Grantees, the EURYI award can imply less total research funding for some candidates.
- In the applicant survey EURYI scores very high on attractiveness compared to other schemes. Looking at available survey data also from the reviews of other international/European schemes, the result of the EURYI survey is very satisfactory. No other schemes for which there are available data have obtained as good scores on comparable attractiveness as EURYI obtained.

Outreach

- There is no significant increase in the share of the applicants that thinks the EURYI scheme is well known among young researchers in their country (comparisons between the surveys in the beginning of 2005 and the end of 2006). This is not what we would expect when comparing the difference between a new a new scheme and a 3-year-old scheme. The perception of other informants (ESF and the European panels) is that there is an increase in the knowledge about the scheme. Moreover, judging from our experiences in trying to find young investigators in the target group that had not heard about EURYI, we expect that most target group researchers in EURYI countries who are informed about similar schemes, and have applied to these schemes, in most cases also are informed about EURYI. This indicates that if we had asked the applicants more specifically for their perceptions about the knowledge among young researchers in the EURYI target group actively searching for research funding (and not for knowledge among young researchers in general), the outcome of the survey could have been different.
- Both the attractiveness and outreach of the EURYI scheme rely to some extent on different domestic contexts – on the attractiveness of domestic funding alternatives, and on different domestic efforts to make publicity about the scheme and attract the best candidates to apply.

Domestic selection processes

- There has been some standardisation of the PO-processes, including more use of individual review reports and foreign expertise.
- There are several cases of POs who by increasing their efforts to attract outstanding candidates to apply and/or by using more foreign experts for individual referee reports also have increased their success rate in the European selection.
- There are, however, still substantial differences between the domestic selection processes.

4 The European selection process

The European selection process consists of four different stages:
- Independent assessments of each application from all panel members in one or more of the six international panels (an overview of the six review panels is given in Table 4.8 below)
- Meetings in the six review panels deciding which applicants will be invited to interviews ('pre-selection')
- The panels' interviews with selected applicants and their ranking of candidates
- Meeting of the panel Chairs and their final ranking of the 25 awardees

In this chapter we ask whether the European selection process was able to adequately assess people with different background, in different fields of research and in different stages of their research careers. We study potential procedural biases against different kinds of applicants and research fields – based both on the scoring of the different panel members and the parties' own assessments of the fairness and adequacy of the process. The main focus is on whether the awardees were selected in accordance with the overall aim of the scheme, and also on the approaches adopted to assess interdisciplinary research.

The first EURYI evaluation found that interdisciplinary and female applicants had low success rates and that female applicants needed a longer research career than their male competitors to reach the same stage in the selection process. It was also concluded that there was a need for a more balanced match of panel members' expertise and applicants' research fields in order to secure more equal chances for applicants regardless of research field. This second evaluation follows up these findings (NIFU STEP Working Paper 10/2005, page 67).

The sources for this part of the study include overview of panel members, their scores to each application, and interviews with the various participants in, and parties to, the process. We also draw on the previously presented applicant mapping and survey (the candidates reaching the European selection and their opinions and experiences).

4.1 Biases in the selection process?

Multidisciplinarity: Increased success rates for multi-panel applications

In all the three first EURYI calls, applications that did not fit uniquely into one of the six review panels were reviewed by multiple panels – they were forwarded to the two panels relevant for the research fields of the applications (one application was even reviewed in three panels). The multi-disciplinary applications were in this way both given double chances and a double jeopardy – a double chance to be allocated to a panel that find the topic and approach interesting and a double jeopardy to be allocated to a panel that find the topic irrelevant or the

research approach not sufficiently convincing. Table 4.1 shows the success rates for these applications compared with applications that were reviewed in a single panel.

Table 4.1 Success rates for applications reviewed in one vs. more panels. Percentages, Call 1-3

	Not interviewed S2	Interviewed S2, not awarded	Offered an award	N
Call 1				
Reviewed in 1 panel	51,2	28,1	20,7	121
Reviewed in multiple panels	50,0	41,7	8,3	12
All applications	51,1	29,3	19,5	133
Call 2				
Reviewed in 1 panel	56,5	24,1	19,4	108
Reviewed in multiple panels	50,0	31,8	18,2	22
All applications	55,4	25,4	19,2	130
Call 3				
Reviewed in 1 panel	53,5	24,2	22,2	99
Reviewed in multiple panels	35,3	41,2	23,5	17
All applications	50,9	26,7	22,4	116

In Call 1 and Call 3 one candidate withdrew after the selection of the 25 awardees and number 1 on the 'waiting list' was consequently awarded. In this chapter all 77 candidates offered an award are counted as awardees.

Judging from the interviews with panel chairs and members it seems that a positive outcome of multi-panel reviewed applications relies on at least one of the panels thinking the application belongs to or is relevant for the research area to be covered by their panel. Several stated that some of the applications 'fell between chairs' and that multi-panel review was not an optimal way of treating these applications. This implies that with another kind of review process some of the multi-disciplinary applications might have had a higher chance of being awarded (e.g. with a separate panel for multidisciplinary applications and review guidelines aimed at rewarding groundbreaking multidisciplinarity). Still, from Call 1 to Call 2 and 3 the difference in success rates between applications reviewed in a single panel and applications reviewed in multiple panels is substantially reduced. In Call 3 there was no higher success rate for the single-panel than the multi-panel applications. In fact the success rate of the multi-panel applications was 1,3 percentage points higher than for the single-panel applications.

Can this equalised outcome be explained by adjustments in the EURYI review processes? The most obvious change from Call 1 to Call 2 and 3 in the review of interdisciplinary applications is that whereas 9 percent of Stage 2 applications were subjected to multi-panel review in Call 1, this share increased to 17 percent in Call 2 and 15 percent in Call 3. In other words, the increased success rate for multi-panel applications goes along with a larger share of the applications being reviewed in multiple panels. To understand the reason for increased success, we also need to understand why a larger share of the applications was subjected to multi-panel review. If it was due to a higher share of multidisciplinary applications in the later calls, it may not be related to the review process itself.

If, on the other hand, the share of multi-panel applications increased because of a lower threshold for assigning applications to multiple panels, such altered practice might in itself have contributed to an equalisation of the success rates for the two groups of applications. A lower threshold for defining application as 'multi-panel' implies also that some more 'mainstream' multi-disciplinary applications are reviewed in multiple panels, and that the difference between the two groups compared is less significant.

According to our informants the reason for the increase was that more care was taken to detect multidisciplinary applications and to assure that they were assigned to the relevant panels. We have no information indicating that the share of multi-disciplinary applications as such increased. The view that too many applications were subjected to double review, is also noted in the minutes from the Chairs' final selection meeting in Call 2: 'The view was expressed that perhaps POs and the ESF had been too cautious in identifying too many proposals as trans-panel. The candidate's views should be taken into account on this.'[14]

When the threshold for being defined as interdisciplinary varies between the calls, this complicates comparisons of the success of the interdisciplinary applications. At least part of the equalisation in scores between single-panel and multi-panel applications might be attributed to changes in the definition of interdisciplinary applications.

In order to look closer into the issue, we analysed differences between the six panels concerning the outcome for single-panel and multi-panel applications – the idea being that the interdisciplinary applications assigned to the different panels might represent different kinds of interdisciplinarity. This was done for Call 3 as this is the only call with a higher success rate for multi-panel applications than for single panel applications. We found that multi-panel applications were better off in terms of average scores given prior to the first panel meeting in the Humanities and Social Sciences (HSS), Biomedicine (BM) and Life Sciences (LS) panels, but worse off in the Engineering and Computer Sciences Panel (ECS – in the remaining panels there were only minor differences). None of the multi-panel applications evaluated by the ECS-panel ended up as awarded applications from that panel (but one of the candidates was interviewed and ranked high by the 'Natural Sciences 1 Panel' (NS1), and subsequently awarded).

It should be noted that a large part of the applications reviewed by the ECS-panel were multidisciplinary – 8 of their 14 applications were reviewed in more than one panel. With a low number of applications defined as engineering and computer science only, the ECS-panel seems to have been more concerned than the other panels to ensure that some of those candidates belonging to 'their research area' would be awarded. So although there is no evidence for any general bias against multi-panel applications in Call 3, there are some

[14] EURYI PC Jul 05 – Doc1 Annex 4: Summary note of the meeting to produce and integrated list of EURYI Award recommendations. 13 July 2005.

indications that multi-panel applications including some aspect of computer and engineering science were disfavoured. The combination of humanities or social sciences with computer and engineering science seemed especially unfortunate. Two such applications were ranked among the top candidates in the HSS panel, but among the bottom candidates in the ECS panel. The HSS panel trusted the assessments of the ECS panel and chose not to invite any of them for interviews.

It should be noted that the ECS-panel was the exception concerning disadvantages to multi-panel applications in Call 3 (and in Call 2 the ECS panel gave higher average scores to multi-panel applications than to single-panel applications). As noted above, in Call 3 multi-panel applications had an overall higher success rate than single-panel applications. The ECS-panel seems the only panel in which multi-panel applications were disadvantaged. In all other panels such applications received higher or similar scores as the single-panel applications.

In conclusion, the differences in success rates between multi-panels and single-panel applications are substantially reduced in the 2nd and 3rd Call, indicating less bias, but it is difficult to conclude anything about the reasons for this on the basis of a low number – and different kinds – of interdisciplinary applications.

Success rates for male and female applicants

Also the gender success rates at in the European competition have been somewhat equalised from the 1st to the 2nd and 3rd Call. In all three calls male applicants still have a somewhat higher success rate than female applicants. The lowest difference between success rates for male and female applicants we find in the 2nd Call – where 17,9 percent of the female applicants reviewed in the European competition were awarded, whereas 19,6 percent of their male competitors succeeded (Table 4.2). This is a significant equalisation from Call 1 when 14 percent of the females and 21 percent of the males succeeded. Also the success rates of Call 3 are substantially more equal than in Call 1 (20 percent for females and 23 percent for males).

The share of female applicants in the European competition, on the other hand, has been fairly constant (around 21 percent in all calls). In other words, is has been possible to increase the success of female applicants without more female applicants entering the European selection.

Table 4.2 Success rates for male and female applicants. Percentages within gender, Call 1-3

	Not interviewed S2	Interviewed S2, not awarded	Offered an award	N
Call 1				
Female	71,4	14,3	14,3	28
Male	45,7	33,3	21,0	105
Total	51,1	29,3	19,5	133
Call 2				
Female	57,1	25,0	17,9	28
Male	54,9	25,5	19,6	102
Total	55,4	25,4	19,2	130
Call 3				
Female	68,0	12,0	20,0	25
Male	46,2	30,8	23,1	91
Total	50,9	26,7	22,4	116

Source: List of applications reviewed in the European selection process.

Also when analysing the scores given male and female applicants we find the least differences in Call 2 (Table 4.3). The scores analysed are the ones given by the panel members prior to their first meeting and thereby indicate potential biases in advance of any panel discussions and decisions. In Call 1 the males in average scored 0,6 points higher than the females on the quality of the applicant (track record) and 0,3 higher on the quality of the application. In Call 2 the males in average scored 0,2 higher than the females on the quality of the applicant and 0,1 higher on the quality of the application. In Call 3 the males in average scored 0,4 higher than the females on the quality of the applicant and 0,2 higher on the quality of the application.[15]

Table 4.3 Average scores to male and female applicants, means Call 1-3.

Applicant gender	Score Q1 (Applicant)	Score Q2 (Research Proposal)	Score Q3 (Research Unit)	Total average score
Call 1				
Female	3,34	3,51	3,81	10,66
Male	3,90	3,82	4,10	11,83
Call 2				
Female	3,46	3,48	3,79	10,73
Male	3,68	3,57	3,74	10,96
Call 3				
Female	3,08	3,15		6,23
Male	3,48	3,35		6,83

Source: Scores given by panel members prior to the first panel meeting of the European selection.

[15] As appearing from Table 4.4, in Call 1 and 2 there was also given separate scores on the quality of the host organisation. Also here Call 2 is the most favourable for the female applicants. In Call 1 males scores 0,3 higher on the quality of the host organisation, in Call 2 the scores were close to similar – in fact the females scored 0,05 better than the males.

We have also studied differences in how the male and female reviewers score the applications. Table 4.4 shows the average scores given by male and female panel members to male and female applicants. We see no regularity in these scores. In Call 1 male reviewers (on average) scored both male and female applicants lower than what the female panel members did. In Call 2, on the other hand, female reviewers scored both male and female applicants lower. In Call 3 the female applicants received higher scores from the male reviewers than from the female reviewers.

Table 4.4 Call 1-3: Average of scores given by male and female panel members to male and female applicants (summarised score 0-5 on 3 criteria in Call 1-2, and on 2 criteria in Call 3)

	Total average score female reviewers	Total average score male reviewers	General total average score
Call 1			
Female applicants	11,16	10,37	10,66
Male applicants	12,12	11,62	11,83
Call 2			
Female applicants	10,50	10,61	*10,73
Male applicants	10,68	10,92	*10,96
Call 3			
Female applicants	6,19	6,26	6,23
Male applicants	6,98	6,76	6,83

Note: Based on the scores given by each of the members of the international panels prior to their first panel meeting. Total average scores are the sum of the separate scores (on a scale from 0-5) given on each of three criteria in Call 1 and 2. In Call 3 there were no scores on the host institution and therefore the total score were the sum of two and not three scores on the scale from 0-5.
Applicants reviewed in multiple panels are included multiple times in the calculations. N in Call 1=145, Call 2=153, Call 3=134.
*In Call 2 the total average scores are higher than both the average scores from females and male reviewers. The reason for this is deviant scores from a female reviewer in a panel with only one female reviewer. See explanation in the text.

As appearing from Table 4.4, when calculated separately, the average scores from both female and male reviewers in Call 2 are lower than the general total average. The reason is deviant scores from a female reviewer in a panel with only one female reviewer. This reviewer used the rating scale differently, and scored both male and female applicants substantially lower than the other panel members. When average scores from male and female reviewers to each application are calculated separately, this deviant scoring lowers the overall average scores for both male and female applicants (calculating the averages for all review panels together).[16]

[16] The total average scores are therefore higher than both the average scores from females and male reviewers. If we exclude all scores from the panel with this deviant scoring, the remaining female applicants in Call 2 were in fact in average given 0,92 higher score from female reviewers than from male reviewers. The male applicants on the other hand, were in average given 0,45 higher score from female reviewers than from male reviewers. The total average score from all reviewers were still 0,11 higher for the male than for the female applicants.

This result illustrates that analysis based on average scores can be strongly influenced by deviant cases. To ameliorate this, we have also looked at the share of the applications that were scored differently by male and female reviewers. Table 4.5 shows that in Call 1 both male and female reviewers gave higher scores to a larger share of the male applicants (65 vs. 62 percent for the female reviewers and 32 vs. 24 percent for the male reviewers). In Call 2 female reviewers gave higher scores to a larger share of the female applicants, whereas male reviewers gave higher scores to a larger share of the male applicants. Call 3 have the opposite result: female reviewers gave higher scores to a larger share of the male applicants, whereas male reviewers gave higher scores to a larger share of the female applicants. With such differences between the calls, we expect the scoring to depend more on individual reviewer differences and the kind of applications reviewed, than any gender differences in the basis for the review.

Table 4.5 Difference in score from male and female reviewers, Call 1-3, percentages within applicant gender.

Applicant gender	Female reviewers scored higher than male reviewers	Similar scores (difference between 0,1 and -0,1)	Male reviewers scored higher than female reviewers	*N
Call 1				
Female	62,1	13,8	24,1	29
Male	64,6	3,5	31,9	113
Call 2				
Female	57,1	2,9	40,0	35
Male	52,5	5,9	41,5	118
Call 3				
Female	52,0	4,0	44,0	25
Male	55,0	7,3	37,6	109

*Applications reviewed in multiple panels are included multiple times in the calculations. In Call 1, three applications did not receive any scores from female panel members; these applications are not included in the calculations.

Higher scores, but less success, to the more senior applicants

The first evaluation of the EURYI scheme found that the more senior applicants received better scores in the European competition and had better changes for obtaining a EURYI award. In order to deal with such biases, review panels have been instructed to more consciously taking the applicants' career stage into account when assessing their track record/past achievements (e.g. weighting number of publications against length of research career). Moreover, for the 3rd and 4th Call the eligibility criteria were changed so that candidates with more than 8 years postdoctoral experience were no longer eligible.

From Table 4.6 we see that the more senior applicants still receive the highest scores on track record (Score Q1). They also receive better scores on the quality of the project (Score Q2).

Table 4.6 Call 1-3: Average scores by length of applicant's research career after PhD

Months of research experience after PhD	N	Score Q1 (Applicant)	Score Q2 (Research Proposal)	Score Q3 (Research Unit)	Total average score
Call 1					
0-47 (0-4 years)	40	3,67	3,63	3,97	11,27
48-71(4-6 years)	22	3,71	3,76	3,94	11,41
72-95 (6-8 years)	27	4,01	3,95	4,21	12,16
96-115 (8-10 years)	17	3,87	3,83	4,09	11,79
Total Call 1	**106**	**3,79**	**3,77**	**4,04**	**11,61**
Call 2					
0-47 (0-4 years)	33	3,66	3,57	3,91	11,13
48-71(4-6 years)	53	3,42	3,43	3,60	10,45
72-95 (6-8 years)	32	3,60	3,47	3,79	10,86
96-115 (8-10 years)	31	3,99	3,84	3,83	11,65
Total Call 2	**149**	**3,63**	**3,56**	**3,76**	**10,94**
Call 3					
0-47 (0-4 years)	41	3,13	3,14		6,27
48-71(4-6 years)	50	3,40	3,32		6,72
72-95 (6-8 years)	43	3,68	3,47		7,15
Total Call 3	**134**	**3,41**	**3,31**		**6,72**

Notes: Based on average of scores given prior to first panel meeting. Scores from 0-5 were given on each criterion and summed up to an average score. Only applicants for whom we have information about research experience are included. Applications reviewed twice (in two panels) are also included twice in the calculations. Data from Call 1 is incomplete as we lack information about months past PhD for a substantial part of the applicants.

Despite these differences in pre-meeting scores, the success rates in Call 2 and 3 are less affected by applicants' career stage than in Call 1 (Table 4.7). The average length of awardees' postdoctoral career was 5 months shorter in Call 2 and 3 than in Call 1. Moreover, in Call 2 the candidates with the longer postdoctoral career did not have any higher success rates than other candidates. The average length of the postdoctoral career of the awarded applicants was 66,4 months whereas the average length of the non-awarded in the European competition was 66,5 months (cf. Chapter 2).

Table 4.7 Success in the European competition by length of applicant's research career after PhD, mean months of research experience past obtaining PhD

	Not interviewed S2	Interviewed S2, not awarded	Offered an award
Average months past PhD Call 1	54	64	71
Average months past PhD Call 2	63	75	66
Average months past PhD Call 3	57	64	66

Sources: Call 1: Survey sample/Table 2.14 in NIFU STEP Working Paper 10/2005. Call 2 and 3: ESF's list of applicants reviewed in the European competition.

We conclude that changing the eligibility criteria from Call 2 to Call 3 so that candidates with more than 8 years postdoctoral experience could not apply, has not lowered the average length of *awardees'* postdoctoral experience. Still, the (Stage 2) selection of candidates was less

biased against the more junior candidates in Call 2 and 3 than in Call 1.[17] The results for the applicants with a temporary position (presented in Chapter 2) are however somewhat worrying – the differences in success rates for those holding temporary and those holding permanent positions was marginal in Call 1 (1,5 percentage points), but has in Call 3 increased to 8,6 percentage points.

4.2 The opinions of panel members, applicants and participating organisations

The composition of the review panels

The evaluation of the first EURYI Call argued for improving the match between the applications and the competencies of the European panels. The material for this evaluation shows that parts of the members of the European panels were replaced for each call, and steps were taken in Call 2 and 3 to avoid the kinds of gaps in competence experienced in Call 1.

Table 4.8 shows the number of panel members and applications in each panel for all the three first calls. The most apparent result of the efforts to fill gaps in competencies is larger panels. In Call 1 there was a total of 41 panel members. In Call 2 there were 49 and in Call 3 there were 48 panel members.

Table 4.8 Call 1-3: Composition of the six European selection panels

Panel	# Members			Females percent			# Applications*		
	C1	C2	C3	C1	C2	C3	C1	C2	C3
Biomedicine (BM)	6	8	9	50	38	22	27	36	36
Engineering and computing science (ECS)	6	8	8	50	38	25	24	13	14
Humanities and social sciences (HSS)	9	8	10	33	38	40	17	15	7
Life sciences (LS)	7	8	5	14	13	20	30	34	27
Natural sciences 1 (physics, astronomy, mathematics) NS1	7	8	8	29	25	38	26	33	28
Natural sciences 2 (chemistry, earth and environmental sciences) NS2	6	9	8	17	22	13	21	22	22
Total	41	49	48	32	29	27	145	153	134

*The total numbers sum up to more than the total number of applications as several applications were evaluated in more than one panel.

In Call 2 we see that several of the panels were assigned more applications. This was partly a result of multi-panel review – the total number of Stage 2 applications did not increase in Call 2. In fact, in Call 2 and 3 there were more reviewers and fewer applications than in Call 1. This should indicate better possibilities for match of competencies.

The workload of the panels is however unevenly distributed, especially in Call 3. Here the 5 members of the Life Sciences panel had 27 applications to review, whereas the 10 members

[17] This conclusion is somewhat uncertain as we lack information about the career stage of a substantial number of candidates in Call 1.

of the Humanities and Social Sciences panel had only 7 applications. This is a result of applications being very unevenly distributed between the fields, and even when some panels cover a broader scope of fields than others, the workload is very uneven.

Most interviewed panel chairs/members expressed content with the composition of the panels. It was said that, especially in Call 2, there was a better mix and more balanced composition of the panels than in Call 1.

The data also indicate a substantial increase in POs' confidence in the European selection process. After the 1st Call 9 POs replied that they thought the European selection process was able to adequately assess the applicants' different backgrounds, fields for research and career stages, and 7 answered 'partly able'. After the 3rd Call, 15 POs answered 'able' and four answered 'partly able'. This increase is probably related to increased confidence in the quality of the basis for the selection process resulting from the efforts to harmonise the review material provided from the domestic selection processes. In general PO representatives do not seem to have clear opinions about the composition of the European panels.

Also the applicants' confidence in the qualifications of the reviewers in the European selection has increased. Whereas only 14 percent of the Call 1 applicants answered that the reviewers were clearly qualified to review research in their field, 30 percent of the Call 3 applicants answered that the reviewers were clearly qualified to review research in their field. A similar increase is found in their assessments of the reviewers' qualifications to assess the quality of their project. 20 percent of the Call 1 applicants answered that the reviewers were clearly qualified to review the quality of their project, whereas 38 percent of the Call 3 applicants thought so (cf. Table 6.18 Appendix 5 and Chapter 2).

We conclude that a better match between the applications and the competencies of the European panels seems to have been obtained. By putting together somewhat larger panels and taking the information available in POs' lists of applications (Stage 1) into consideration before the final decisions about Stage 2 panel compositions, the ESF was able to reduce competence gaps in the European panels.

The selection of candidates to be interviewed

In each call about half of the applicants reaching the European stage passed the first European screening and was invited for interviews with the review panel. The evaluation of the first Call concluded that the pre-screening of candidates was designed as a thorough and risk-minimising review process, but that it still was possible that excellent candidates in fields badly represented in the panels, or in fields with less visible proofs of excellent merits, might have been overlooked in the pre-selection.

As commented in the first evaluation, the demand for more experts in the European selection is somewhat incongruent with the formal function of the European panels (NIFU STEP

Working Paper 10/2005, p 47). The European panel members are supposed to have high level generalist competence, whereas the documentation from the domestic review process is supposed to provide the expert reviews.

Above we have concluded that the standardisation of the Stage 1 review reports (Chapter 3) has provided better bases for the European selection process and also that the competencies of the panels in Call 2 and 3 seem better matched to the portfolio of applications. This should imply that in Call 2 and 3 the European panels had better bases for the pre-selection of candidates than in Call 1. This was substantiated in the interviews with panel members; when interviewed after the 3rd Call, lack of meaningful Stage 1 expert reviews or lack of expertise in the panel is far less frequently mentioned as a problem than in the interviews after the 1st Call. Still, some commented that some of the panel members were not present at the pre-selection meeting, and that this might have implied some weaknesses.

The interviews of selected applicants

The data points to several factors that indicate improvements in the way the candidate interviews were conducted in Call 2 and 3 compared to Call 1. Firstly, the panels could draw on their experiences from their interview sessions with the Call 1 candidates. Secondly, more efforts were taken to assure that there were panel members with adequate competences to lead the questioning of each candidate. Moreover, before the Call 2 and 3 interviews both panel members and candidates were provided with more detailed information about the aims and structure of the interviews. Several of the interviewed panel chairs emphasised that they were more pleased with the way they conducted the interviews in the later calls; they had more experienced panels, and the candidates were better prepared for the event.

Looking at the results of the applicant survey we also find some interesting results. In the Call 1 applicant survey we found large differences between the successful and non-successful applicants' opinions about the interviews. These differences are now somewhat reduced (tables below). This may indicate more professional and routine conduction of the interview sessions regardless of which candidate was interviewed. There are smaller differences between the awarded and non-awarded regarding to what degree they think the interview gave them valuable scholarly feedback, and to what degree they think the interviews gave the review panel a better basis for their assessments. The effect of the interviews on the awardees confidence in the review process is somewhat reduced, but still the interviews increased the awardees confidence in the process much more than they increased the confidence of the non-awarded. Concerning the insight the interviews gave into what is emphasised in these kinds of review processes, there are only small changes between the calls.

Table 4.9 To what degree did the interview give you valuable scholarly feedback? Applicants' replies, percent.

	Non-awarded		Awarded		
	Call 1	Call 3	Call 1	Call 2	Call 3
No valuable feedback	66,7	53,8	12,0	9,1	29,2
Partly valuable feedback	26,7	46,2	48,0	68,2	45,8
Clearly valuable feedback	6,7	0	40,0	22,7	25,0
N	30	26	25	22	24

Table 4.10 To what degree did the interview process give you better insight in what is emphasised in these kinds of review processes? Applicants' replies, percent.

	Non-awarded		Awarded		
	Call 1	Call 3	Call 1	Call 2	Call 3
No better insight	36,7	43,6	8,0	13,0	12,5
Partly better insight	40,0	46,2	48,0	47,8	45,8
Clearly better insight	23,3	19,2	44,0	39,1	41,7
N	30	26	25	23	24

Table 4.11 To what degree did the interview give you changed confidence in the review process? Applicants' replies, percent.

	Non-awarded		Awarded		
	Call 1	Call 3	Call 1	Call 2	Call 3
Reduced confidence	33,3	36,0	0	0	0
Unchanged confidence	60,0	52,0	28,0	69,6	54,2
Increased confidence	6,7	12,0	72,0	30,4	45,8
N	30	25	25	23	24

Table 4.12 Do you think the interview gave the review panel addition information/a better basis for their assessments? Applicants' replies, percent.

	Non-awarded		Awarded		
	Call 1	Call 3	Call 1	Call 2	Call 3
No better basis	30,0	14,8	0	0	0
Partly better basis	40,0	25,9	16,0	34,8	20,0
Clearly a better basis	20,0	29,6	80,0	60, 9	72,0
I cannot say	10,0	29,6	4,0	4,3	8,0
N	30	27	25	23	25

The final ranking by the panel chairs

The final EURYI awardees are selected in a meeting of the chairs of the six European panels, and chaired by the CEO of ESF. These selection processes started with the six chairs' presentations of the top candidates from their panel's list. In the Call 1 meeting it was agreed to award the top three candidates from each list without individual comparisons. In Call 2 and 3 the top two candidates from each list were awarded without comparisons. Subsequently the

candidates ranked next on the panels' lists were compared and ranked individually. Then the following candidate from each list were compared (including those who where not selected in the previous comparison). This procedure then continued until agreement was reached on a ranked list of 25 awardees and 10 candidates on a waiting list.

The first EURYI evaluation recommended that when comparing the applications from the different review panels and selecting the final 25 candidates to be offered an award, more weight should be put on forward-looking criteria and less on publication and citation records.

Based on available information from the three final meetings (Call 1-3) it is hard to say to what degree the weight on the different selection criteria are changed. When interviewed long after the meetings, it is difficult for the participants to account for the differences in the weight on different criteria between three different meetings in three different years. To really study change one would need systematic observations of the three meetings.

There are still indications that the recommendations of the first EURYI evaluation have been followed up and that there have been some more weight on forward-looking criteria:

- Minutes from final meeting of both Call 2 and 3 say: 'All agreed that the potential impact of an award could be a determining factor between two applications of the same standard of excellence and potential.' The Call 1 letter to awardees, on the other hand, said: 'In the comparative integrated ranking, preference was given to candidates having a relatively better publication record, holding less well established positions, having made a more groundbreaking research proposal which opened up new areas of research.'
- When interviewed after the 3rd Call, informants were less concerned that weight on publication records might have disadvantaged candidates in particular fields, than they were when first interviewed after the 1st Call.

According to informants, there were somewhat more tactics in the separate panel meetings in Call 2 than in Call 1. The panels took somewhat more care to put together their priorities and arguments in order to have a good case in the inter-panel meeting. It seems that the chairs clearer perceived their role as to argue for their candidates in the final meeting. It was also said that the Call 3 meeting worked better than the Call 2 meeting. The chairs were more working towards common aims in Call 3, there was less fighting for own panel's candidates and it was easier to reach an agreement.

Regardless of these differences between the calls, it was stated that the most enthusiastic and convincing chairs had the best chances. This also indicates that panel chairs needed to be able to argue in accordance with the agreed criteria in order to succeed in the final meeting. As shown above the documents indicate some change in the agreed criteria: towards less weight on publication records and somewhat more weight on the potential impact of the award.

4.3 Conclusions

The analyses indicate a reduction of all kinds of potential biases found in the first evaluation of the European selection processes:

- We find somewhat improved *female* success rates in Call 2 and 3. The analyses of the review scores given to male and female applicants indicate that the scoring depends more on individual reviewer differences and the kind of applications reviewed, than any systematic gender differences in the reviewers' basis for their reviews.
- The European selection was less biased against the more *junior* candidates in Call 2 and 3 than in Call 1. On the other hand, the changing of the eligibility criteria from Call 2 to Call 3 so that candidates with more than 8 years postdoctoral experience could not apply, has not so far lowered the average length of awardees postdoctoral experience.
- The differences in success rates between *multi-panel* and single-panel applications are substantially reduced in the 2nd and 3rd Call, indicating less bias against interdisciplinary applications. However, some kinds of interdisciplinary applications might still be disadvantaged.

We find improvements in the conduction of the European selection:

- The data indicate that a better match between the competencies of the European panels and the applications has been obtained. Together with improvement in the review material provided from the domestic selection processes, this has enabled better bases for the screening of candidates for interviews.
- The data also indicate some improvements in the way the candidate interviews were conducted in later calls. More efforts were taken to assure that there were panel members with adequate competences to lead the questioning of each candidate and both panel members and candidates were provided with more detailed information about the aims and structure of the interviews. Moreover, the Call 3 non-awardees are more positive about the European Stage candidate interviews, than the Call 1 non-awardees were.
- Concerning the final inter-panel selection meeting, data indicate somewhat less weight on publication records and somewhat more weight on the potential impact of the award.

5 The awardees' budgets and employment conditions

In this chapter we look into the budgets of the awardees, the awardees' assessment of their working conditions and their assessment of the scheme's importance for doing the research they are involved in. Have the awardees obtained working conditions that enable them to develop and pursue an independent research career?

Table 5.1 shows the amounts awarded from the EURYI scheme. There are some differences between the review panels in the number of projects awarded, and thus in the total sums awarded from each panel, but the average size of the projects are more or less the same across all panels in Call 3.

Table 5.1 Award budgets by panel, Call 1, 2 and 3 (EUR)

	Call 1		Call 2		Call 3	
Panel	**Average**	**Total**	**Average**	**Total**	**Average**	**Total**
BM	1 149 806	5 749 028	1 093 634	4 374 538	1 102 881	6 617 287
ECS	1 146 581	4 586 323	1 045 114	2 090 227	1 111 272	2 222 544
HSS	789 723	2 369 170	1 024 933	3 074 800	1 113 880	3 341 640
LS	1 163 366	5 816 830	1 157 584	5 787 919	1 119 650	4 478 602
NS1	1 057 469	4 229 877	1 044 910	7 314 373	1 043 563	6 261 380
NS2	1 184 156	4 736 623	1 139 536	4 558 142	1 028 887	4 115 547
All panels	1 099 514	27 487 851	1 088 000	27 200 000	1 081 480	27 037 000

Source: Call 1: Based on NIFU STEP Working Paper 10/2005. Call 2: ESF list July 2005. Call 3: ESF list 'enhanced budget'.

To measure the 'addtionality' of a policy instrument we need to know to what degree it encourages activities that would otherwise not have taken place.[18] In this view, the fact that 74 percent of the respondents report a high level of additionality, as shown in the table below, is an indication that the program is successful. However, this question may typically suffer from a bias stemming from respondents perceiving what answer is to be 'preferred', either due to a wish to further the cause of a program or to answer strategically.[19]

[18] 'One way of measuring the success of a policy instrument is to determine its 'additionality', meaning to what extent the measure is encouraging activities that would otherwise not have taken place' STEP report 08/2001. Heidi Wiig Aslesen, Marianne Broch, Per M. Koch and Nils Henrik Solum, 'User Oriented R&D in the Research Council of Norway'.

[19] "The fundamental question: 'can the attained advance in R&D be credited to public intervention, or would it have taken place anyway?' is all but trivial. This is because: there are great difficulties in estimating the returns to R&D, as pointed out by Griliches; and the nature of the problem as a counterfactual. The latter leads to measurement problems when using the additionality concept, and problems of finding a valid control group" Mette Rye (2002): Evaluating the Impact of Public Support on Commercial Research and Development Projects, 'Are Verbal Reports of Additionality Reliable?', *Evaluation,* SAGE Publications (London, Thousand Oaks and New Delhi), Vol 8(2): 227–248.

Table 5.2 To what degree has the award enabled you to do research you would otherwise not have been able to do? Percent.

I could have done the same research without the award	0
I could partly have done the same research without the award	24
It would be difficult to do the same research without the award	49
It would be impossible to do the same research without the award	25
I do not know	1
Total	100

Source: Awardee survey 2006 (Call 1, 2 and 3 awardees).

One way to investigate whether the importance of EURYI truly is as high as the responses above indicate, could be to interview a number of unsuccessful applicants some years later and specifically ask whether they have been able to pursue the *topics* or *the research problems* as they were formulated in their original application in some form, and how this work eventually was funded. In other words it can be fruitful to see whether they have raised money from other sources or even been able to carry through similar projects within their existing 'modes of operations'.

Not surprisingly, the award has improved the working conditions of a clear majority of awardees in all but one of the areas that were included in the survey (Table 5.3). The award has also improved the attractiveness on the job market for 61 percent of the awardees, as well as improved the possibilities for funding for 4 out of 10 awardees. The status of the awardees is also clearly affected in a positive manner, both within and outside of their institution.

Table 5.3 To what degree does/did the EURYI award imply changed working conditions for your research, compared to your working conditions prior to obtaining the award, percent.

	inferior	**unchanged**	**better**	**N**
concerning your research budget?	1	3	96	70
concerning infrastructure at the host institution?	1	54	45	71
concerning availability of research assistance?	0	22	78	69
concerning your ability to pursue an independent research career?	0	13	87	71
concerning which researchers you are able to collaborate with?	0	35	65	71
concerning your scholarly status/reputation?	0	10	90	71
concerning your ability to build up a research group?		1	99	71
	less offers	**unchanged**	**more offers**	
concerning what jobs/positions you are offered?		39	61	71
concerning what funding you are offered?	6	51	43	70

Source: Awardee survey 2006 (Call 1, 2 and 3 awardees).

The awardees were also asked to comment on 'any particular challenges or doubts in receiving the award or starting up the project'. A main challenge was obviously the budget cuts in the awards – adjusting the applied projects to the sums awarded. In addition, there were some comments on problems with the relations between EURYI and the 'home' institution. In short, in some institutions awardees seem to have been met with a lack of comprehension of the possibilities the award offers the institution and the awardees.

Moreover, a five-year-award may be a problem for researchers who are holding a permanent position.

In addition to rating the changed working conditions, awardees where asked to describe 'any impact the EURYI award has had on your career development'. Fifty-eight out of the seventy-three respondents took the opportunity to comment on this and the answers generally fall into one of three categories, or a combination. Firstly, there is an emphasis on the EURYI award as a *facilitator* of opportunities.

> *'The EURYI award is like a passe-partout: it opens all the doors and makes everything easy in terms of contacting colleague researchers, visiting research centres, etc. Furthermore, I have received an increasing attention on my scientific publications, am more frequently invited to report at international conference in the whole world, and am now approached by young researchers from all over the world, who wish to join my research team during their doctoral studies'*

Positive effects of media exposure when offered the award were also mentioned. On the other hand, some (a minority) also met some obstacles, as the one commenting: '*My university/department was not very well informed about EURYI – this causes problems in entering the faculty and getting an appropriate status*'.

Also, *improved working conditions* are seen as one of the major consequences of the award. The conditions are improved in many different ways; more resources, increased flexibility, increased influence and opportunities to hire new personnel or have visits from other institutions.

> *'The EURYI award has offered the possibility to double the size of groups, launch more ambitious projects and allowed me to buy very valuable equipment that will greatly facilitate the successful start of my research group. The fact that my position is funded by EURYI was also rewarded by my institute, which is very supportive, and which gave me a salary for an additional PhD student, to compensate for the fact that they do not have to pay me any more.'*

One awardee commented that the terms of the award had enabled her to better combine a research career with a family life. Moreover, several commented that obtaining the award had enabled them to stay in, or come back to, Europe – as EURYI could match the terms offered elsewhere (US mentioned in particular).

Finally, many respondents also focus on the rewards and opportunities on a personal and often also on a career-wise level.

> *'A better position in original EURYI host institution has been offered to me. A possibility of getting a permanent position in the nearest future has emerged.'*

Quite a number also report that they already have been offered a full professorship at their host-institution.

6 Discussion and conclusions

Below we first summarise the main findings of this report, organised under the central questions posed in the Terms of Reference for the evaluation. We then discuss the special characteristics of the EURYI selection process, and put forward some recommendations for the further improvement of these processes. Finally, in light of recent changes at the European research funding arena, we address questions related to the future of EURYI.

6.1 Summary of main findings

Ability to reach the target group

In what way have the publicity for the scheme, changes in the scheme's eligibility criteria and other changes/efforts, influenced the scheme's ability to reach its target group, to attract applicants from different disciplines, to attract both male and female applicants, as well as stimulating mobility?

- *Attractiveness:* When compared to domestic schemes the attractiveness of the EURYI scheme is somewhat improved from Call 1 – both concerning working conditions and budgets and concerning the honour and prestige in obtaining the award (according to applicants' survey replies). There is also a small increase in the scheme's attractiveness compared to other European/international schemes. Very few think that other schemes offer better terms or more prestige than the EURYI scheme. NIFU STEP's comparative analysis of some schemes for the target group also shows that the EURYI scheme compares very well on attractiveness.
- *Mobility:* The scheme still has limitations regarding attracting applicants from all over the world. The share of applicants in residence countries outside Europe was 10 percent in Call 1 and 12 percent in Call 3. Concerning applicants' postdoctoral mobility in advance of applying, the Call 3 applicants was less mobile than the Call 1 applicants – regarding mobility between countries, between institutions and as well as between research fields. The general level of applicants' postdoctoral mobility is still quite high (59 percent had moved permanently between countries or stayed in another country for at least one year).
- *Different fields:* There has been a decline in applications from the Humanities/Social Sciences and the Engineering and Computer Sciences reaching the European selection. Efforts have been made to attract more applications from the Humanities and Social Sciences, but these efforts seem not to have succeeded.
- *Gender:* There has been some increase in the share of female applicants at the domestic stage. The share of female applicants in the European competition has, however, been fairly constant. Some informants state that there were more highly qualified female applicants in Call 2 (Stage 2). The female success rates in the European selection were somewhat improved in Call 2 and 3. The smallest gender differences are found in Call 2.

Implementation of the recommendations of the Call 1 evaluation

To what extent have the recommendations of the evaluation of the first EURYI call been implemented? What effects have policy changes had on the subsequent calls of the scheme?

- *The outreach of the scheme:* In the EURYI member countries most young researchers in the EURYI target group who are actively searching for funding seem to know the scheme. However, the applicants' estimates on how well known the scheme is among young researchers in general are still moderate. Efforts to attract applicants from outside Europe have been increased, but have so far given moderate results.
- *The PO-processes:* There has been some standardisation of the PO-processes, including more use of individual review reports and foreign expertise. Apart from this, there are minor changes from Call 1.
- *The European panels:* Steps have been taken to fill gaps in competencies in the European panels. The analyses indicate a reduction of all kinds of potential biases found in the first evaluation of the European selection processes. The Call 3 non-awardees are more positive about the European Stage candidate interviews, than the Call 1 non-awardees were.
- *Career stage:* The candidates with the shorter research careers had substantially better chances in Call 2 than in Call 1, but the changes in eligibility criteria does not seem to have improved the chances of the more junior applicants (as there is no improvement from Call 2 to Call 3). The changes in eligibility criteria did, however, substantially lower the applicants' average months of postdoctoral experiences (from an average of 71 months in Call 2 to an average of 59 months in Call 3).
- *Multi-panel review:* There were more multi-panel applications in Call 2 and 3, and the multi-panel applications had higher success rates than in Call 1. Still, some kinds of interdisciplinarity seem to be disadvantaged.
- *Transparency and feedback to applicants:* A higher share of the applicants finds the feedback from the selection process helpful and there is also somewhat higher confidence in the selection processes (Call 1 vs. Call 3 applicant survey).

Selection in accordance with the overall aim?

The overall aims of the EURYI scheme are described in the Participating Organisations' Memorandum of Understanding:

> *'The aim of EURYI Awards is to encourage and enable outstanding young researchers from all over the world to work in a European environment for the benefit of the development of European science and the building up of the next generation of leading European researchers. The scheme especially encourages foreign researchers to come to Europe and European researchers who have been working outside of Europe to return. The funding available shall support research aimed at opening up new lines of groundbreaking research. […] The main selection criteria to be used by the EURYI scheme will stress the research quality and potential of the applicant, the originality, groundbreaking nature and forward oriented character of the research proposal, its feasibility, and the potential of the applicant and the proposed research programme to improve the position of European research at world level.' (EURYI MoU Call 3, page 1-2)*

To *fully* assess whether awardees were selected in accordance with these aims is outside the scope of this evaluation. In the first evaluation we found that judging from the thorough and risk minimising design of the European selection process, all the awarded candidates were most likely highly qualified. There were still indications of a need for more emphasis on forward oriented criteria and added value for Europe at the final selection stage.

In this second evaluation we have found improvements both in the domestic selection processes and in the criteria used when setting up the final integrated list of awardees, as well as less indications of bias. The domestic selection processes and the final ranking of the 25 awardees still seem the phases of the selection process with the major weaknesses regarding fair and qualified review: There are still substantial variations between the POs' selection processes, and it is hard to compare degree of excellence across different areas of research in the last stage of the selection. There are indications of some more weight on forward looking criteria in the last stage, but informants' accounts show little awareness of such changes. This indicates that more explicit emphasis on the benefit for the future of European research is needed. Another indication of a need for more emphasis on the impact of the awards is that candidates with a non-permanent position have lower success rates than candidates with a permanent position at the time of application. This may of course also indicate that highly qualified candidates tend to already have obtained a permanent position. It is however disturbing that the differences in success rates for those holding temporary and those holding permanent positions have increased from Call 1 to Call 3.

Impact on awardees' career development

The survey replies from the awardees indicate that EURYI makes a clear difference to the awardees' working conditions and opportunities, and facilitates research that would otherwise not have been done. The large majority of the awardees report that the award has given them substantially improved opportunities to pursue their research. The EURYI award has improved their research budgets, made it easier to build up their own research group and increased their scholarly reputation (all factors improved for more than 90 percent of the respondents). For the large majority the award has also made it easier to pursue an independent research career (87 percent) and made it easier to get research assistance (78 percent). The award has also entailed improvements in who they are able to collaborate with (65 percent), given the awardees better research infrastructure (45 percent), more job/position offers (61 percent) and more funding offers (43 percent). From the answers in the open comment boxes we see that EURYI functions as a door-opener and that awardees in general are very content with the career effects of the award.

The awardees also report that EURYI have enabled them to do research they would otherwise not have been able to do. None of the awardees report that they could have done the same research without the award, whereas 24 percent think they could partly have done the same research without the award. The remaining 74 percent say it would have been difficult or impossible to do the same research without the scheme.

Contribution to ERA

To what degree has the scheme contributed to the development of the European Research Area?

- The POs seem generally positive to what EURYI has achieved in terms of contributing to the development of the European Research Area (ERA), and mention several different kinds of effects (see Section 3.1.3).
- The management of the EURYI scheme has implied cooperation, learning and inspiration between the national research funding agencies involved. There are also some, though so far minor, influences on other domestic processes. In terms of ERA-net project ambitions (common calls for applications and common selection processes) the EURYI is both unique and successful. Compared to initiatives that do not demand separate annual funding decisions from the participating countries, on the other hand, EURYI still has clear limitations concerning geographical scope, budgets and durability.
- The EURYI scheme seems to have been an important inspiration and template for the European Research Council (ERC) initiative to launch its own scheme for the same target group, i.e. young investigators from 2 to 8 (or 10) years past their PhD to establish an independent research career in Europe. This indicates that central European decision-makers see this kind of schemes as important for the future of European research, and that the EURYI-format is seen as successful in these terms.

6.2 Issues for discussion

Less robust aspects of the EURYI selection process

With regard to assuring fair and qualified assessments, the domestic selection processes and the final comparisons across all different fields seem the phases with the most weaknesses (see Section 6.1). These are also the two elements in the EURYI selection that differ from the review processes of most other schemes. They might be termed special characteristics of the EURYI selection process. The panel members saw clear improvements both in the material provided from the domestic selection and in the final ranking meeting, but they still assessed these two elements as the least robust parts of the EURYI selection.

Domestic pre-screening of applications involves both advantages and disadvantages. It allows entering local knowledge on needs, potentials and contexts into the decision-making. Moreover, the domestic pre-screening gives EURYI the design of a country competition – each participating country nominates their candidates for a European competition, like a sports competition or the European Song Contest. This aspect of EURYI has most likely drawn some additional publicity, interest and status to the scheme.

A two-stage selection with partly different domestic efforts and screening criteria still has some weaknesses. The applicants have different chances due to domestic restrictions and weight on different criteria when selecting their candidates. To some extent also the access

criteria seem to vary between the participating organisations. As we saw in Section 3.2, some potential candidates had not even been allowed to submit an application. Moreover, there seems to be differences in the efforts invested in attracting outstanding candidates and in preparing the selected candidates for the European selection. The two-stage process might also open for different kinds of domestic strategies for increasing the national chances in the European competition. The POs might for instance invite more international review reports than requested for the European competition, but only submit the most positive ones. Other strategies include allowing applicants to suggest reviewers or allowing them to comment on the review reports (rebuttals). All these strategies might be legitimate (and the latter ones would be recommended in terms of reducing scholarly bias and increasing the transparency of the review process). To the extent that such strategies vary between POs, however, applicants might have different chances depending on which PO they apply to.

The final ranking decisions comparing across all different scholarly areas are problematic to the degree that comparisons of quality between all different scholarly areas are not perceived as feasible, or competition between different areas is not perceived as fair. Most informants (panel members) seemed to think that comparisons between all different scholarly areas were not feasible. On the other hand, all last stage candidates are most likely highly qualified and have excellent projects, indicating that comparisons of scientific quality is not vital at this stage of the process. Moreover, taking the high success rate of the Humanities and Social Sciences applications at the last stage of Call 3, the 'softer' sciences can not be said to be disadvantaged when competing with the natural sciences. As we see it, the major function of undertaking the final ranking in a high level scientific panel is to increase the confidence in, and legitimacy of, the selection. The meeting might also have an important control function. When the six European review panels set up their separate ranking lists they know that they need to be able to argue in accordance with the overall EURYI aims to win through in the final meeting. This might be an advantage for projects that fulfil these aims – including added future value for European research. Added value to European research is however, a somewhat vague concept and so far we have seen little evidence that the negotiations for integrating the top candidates from each panel into one list of 25 awardees substantially contributes to fulfilling the overall EURYI aims.

Recommendations for further improving the selection processes

Based on the discussion above, a key recommendation is to further emphasise weight on forward looking criteria and assuring focus on the potential impact of the award. A central aim of the scheme is to build up the next generation of leading European researchers by supporting them to develop and pursue an independent research career and it is consequently important to assure that candidates with non-permanent positions are not disadvantaged in the selection. The final high level scientific panel meeting should be even more clearly aimed at ensuring this central aim of the scheme.

We also see a need to further improve transparency and feedback to applicants. Even if Call 3 applicants are more satisfied with the feedback from the selection process than the Call 1 applicants, a large part of the applicants still think the feedback they receive is unhelpful in terms of explaining the reasons behind the outcome.

Somewhat more harmonised domestic processes would also be desirable. The domestic processes need of course to be adjusted to the number of applications to be handled and there is no need to have identical review procedures. From the relative national stability in the organisation of the review throughout the studied period (Call 1 to 4), we also think such harmonisation is hardly feasible. It would however, be desirable to have more consistency in efforts to find and attract candidates to apply, in the access criteria (which applicants are accepted for review) and in the use of additional criteria when doing the final selection of domestic candidates. In terms of securing applicants the same opportunities irrespective of geography, harmonisation of the access criteria and the additional criteria is especially important.

The future of EURYI

As mentioned above, the European Research Council (ERC) has launched a new scheme aimed at enabling young investigators to establish an independent research career in Europe (ERC Starting Individual Researcher Grant). The scheme will have a substantially larger geographical scope (all countries participating in the EU 7FP) and award about 200 researchers a year. The target group is very similar to the EURYI target group and so is the size and duration of the awards.[20]

In light of a new larger programme addressing the original EURYI target group, the future of EURYI is now being discussed and we addressed this issue both in informant interviews and in the questionnaires. We found that the informants have diverse opinions about alternative futures and roles for EURYI and ESF/EUROHORCs in European research funding and excellence awarding.

- *Participating Organisations:* Only three POs argued clearly for continuing a (slightly) modified version of the EURYI scheme or for awaiting the results of the ERC Starting Grants before terminating EURYI (i.e. continue EURYI at least for a 5th Call). Most still seemed positive concerning future related ESF initiatives – to draw on the networks and experiences from the EURYI-collaboration and to set up a new scheme for other groups of young investigators. The target groups suggested for such a new scheme were however scattered: a scheme aimed at specific research fields or thematic areas (possibly a new field/area each year), a repatriation or 'brain-gain' scheme, a scheme for female scientists, or a scheme for promoting the career development of somewhat more senior investigators

[20] According to the provisional work plan researchers will be eligible 2-8 years past obtaining PhD (according to other information we have, the final criteria might be a bit more flexible). The grants will be between €100000 and 400000 per year for up to 5 years (European Commission C(2006) 6843). The first call was announced 22.12.2006 with application deadline 25.04.07.

(e.g. grants for those who have just finished a EURYI award or an ERC Starting Grant, or tenure-track grants). It was also suggested to make the EURYI award even more attractive by turning it into a prize (e.g. a kind of junior Nobel Prize) and to keep the EURYI-name for the new scheme.

- *Panel chairs/members and European level informants:* These informants had very different points of view concerning the future of EURYI. Some of the panel members were disappointed that the ERC was 'taking over' the scheme and some doubted that the ERC could set up a scheme of the same standard and/or run it properly. Contrary to this, one informant was strongly in favour of ERC taking over the EURYI-niche. Most seemed to think it was unrealistic to run the EURYI scheme in parallel with ERC (only one suggested to continue EURYI), but several suggested cooperation or task/niche division with ERC. The new niches suggested included a brain gain scheme, a scheme for more junior applicants or turning it into a prize for young investigators.
- *The concerns of the awardees* (questionnaire comments): A large part of the awardees seemed to think that the new ERC-scheme would not be able to compete with EURYI and consequently thought EURYI ought to continue. Some of the awardees were concerned that the networking opportunities offered by the scheme should be continued. Others were concerned about the high prestige attached to the EURYI-name and thought it would be a pity if the name disappeared. Some also suggested cooperation with the ERC to assure that EURYI was recognised as the 'official' predecessor of the ERC Starting Grant or that the EURYI awardees would be allowed to participate in the networks of the new scheme. Of those suggesting new niches for EURYI several suggested turning it into a prize or in other ways making it even more selective.

It is important to note the replies from the POs, as the scheme cannot continue without support from the POs. It is obviously hard to get PO-support when the ERC will offer the same kind of support for the same target group in a larger geographical area, probably with higher success rates for the applicants and less work for the POs.

Summarised into some more general categories the informants suggested four different futures – as elaborated below.

a) *Formal collaboration with the ERC:* The informants had different, and somewhat vague, ideas concerning cooperation with the ERC. Different alternatives and whether it is realistic to reach an agreement with ERC would need to be further examined and considered by ESF/EUROHORCs before conclusions are drawn. Cooperation with the ERC is an interesting option especially because an ERC scheme does not require explicit consent from each participating country for each call – which at present seems a major obstacle for continuing EURYI.
b) *Turning EURYI into a prize for young investigators:* The attractiveness of a prize would probably be much more equal regardless of the field of study of the candidates or the domestic variations in career opportunities and framework conditions for young investigators. If one wants to keep the overall aim of the present EURYI scheme –

attracting young investigators from all over the world to work in Europe – a 'prize only' seems less adequate.

c) *A new scheme for a more limited target group:* The diversity in POs' suggestions for limiting the target group might envisage different needs in different countries. Here some considerations and decisions concerning which parts of the present EURYI target group that have the best potential for contributing to European research are needed: a brain gain or repatriation scheme, a scheme for young investigators in specific research fields/thematic areas, or a scheme for young female scientists?
d) *A new scheme for other target groups:* This category includes researchers at other stages in their careers, either a scheme for more junior applicants or a scheme for somewhat more senior investigators. Here there is a need to examine whether different career opportunities in the different countries might impede consensus on a scheme for more *senior* investigators. For more junior postdocs there is a wide variety of existing grants. To find a potential role for a new scheme within this target group one would need to first examine the needs and gaps in funding in the different countries.

In discussing alternatives b, c and d, some advice can be found in the applicant survey. Applicants' preferences concerning grants and awards are (not surprisingly) for the schemes with the highest amount of money and the highest honour and prestige. Especially the awardees think these are the most important aspects when deciding whether to apply to a scheme. This also implies that a prize would be highly attractive, at least if the prize amount is high (a full Nobel Prizes is 10 million Swedish kroner/1,1 million EUR, i.e. similar to the present EURYI award).

If limiting or changing the target group (alternatives c or d), the scheme should still be able to maintain its attractiveness in terms of award amount and prestige. The success rates of a scheme and the scholarly efforts needed for writing an application are less important for preferences between schemes, at least according to the EURYI applicants. If the scheme is attractive in terms of amounts and prestige, young investigators are willing to put efforts into writing project descriptions even if success rates are low. The non-scholarly efforts needed to apply, on the other hand, should be kept to a minimum. It should, however, be noted that we have not surveyed non-applicants – and they may of course have somewhat different preferences concerning award schemes than those who applied for EURYI. This should be taken into consideration if one wants to better reach groups that are less well represented in the prior applicant populations, e.g. candidates from other parts of the world or scholarly areas such as humanities, social sciences, mathematics or engineering and computer sciences.

Appendix 1 Informant list

11 Panel Chairs and Panel Members (phone interviews)
Francoise Audouze 21.11.06
Wim Pieter Blockmans 13.11.06
Catherine Césarsky 04.12.06
Frank Gannon 11.12.06
Jane Grimson 17.11.06
Tim Hunt 27.11.06
Bruce Kapferer 28.11.06
Petra Mutzel 20.11.06
Bengt Nordén 23.11.06
Kai Simons 29.11.06
Ruth Wodak 23.11.06

2 ESF Staff informants (personal interviews/phone interviews)
Bertil Andersson 21.12.06
Neil Williams 14.12.06

3 EURYI Management Committee members/PO contact persons (phone interviews)
Anna d'Amato 21.12.06
Mette Bjerge 21.12.06
Beate Scholz 19.12.06

Other informants (anonymous, phone interviews)
3 EURYI applicants (4 was selected, 1 was not reached)
5 Awardees in other international/European schemes for young investigators (all selected were reached)

Appendix 2 Questionnaires to participating organisations Call 1-4

Evaluation of the EURYI scheme

Questionnaire to participating organisations

[Including summary of replies from 18 POs that participated in Call 1]

Please fill in the questionnaire and return to liv.langfeldt@nifustep.no before 28 February 2005.

The boxes for the open replies and comments have no size limit and will expand according to the text that you enter. When answering the questions with fixed reply categories, please mark your choice with an 'x', or a number when so indicated.

Name of organisation	
Country	

A. The target group and the Call for proposals

***1. Which initiatives were taken by the PO to reach the target group in Call 1 and in Call 2?**

	No initiatives		Tried without success		Tried with success	
	C1	C2	C1	C2	C1	C2
The PO made efforts to attract (known) outstanding candidates	7	6	1	1	8	7
The PO made efforts to attract applicants from other countries	8	8	1	1	7	5
The PO made efforts to "repatriate" overseas researchers	10	8	1	2	5	5
Efforts to make publicity about the Call at the relevant institutions	1		2	1	14	13
Efforts to make publicity about the Call in mass media	8	8		1	6	3
Other ways (please specify):	1	1			4	4

Particular experiences/comments on efforts and success in attracting outstanding young researchers to apply:

What have been the most difficult – to detect young outstanding candidates or attracting them to apply for the scheme?

9 answers: most difficult to detect 3; most difficult to attract 3; both to detect and attract 1; difficult neither to detect nor attract 2.

***2. To what degree do you perceive the EURYI to be an attractive funding scheme in your country for the eligible young researchers?**

For domestic researchers:	
Highly attractive	10
Moderately attractive	8
Not attractive	
Don't know	

For researchers from abroad:	
Highly attractive	4
Moderately attractive	10
Not attractive	
Don't know	3

Why it is attractive/unattractive? (e.g. reasons related to the EURYI eligibility criteria or to its qualities in relation to alternative funding (incl. other schemes for young researchers), or the degree to which the scheme is fitted to the funding needs of young researchers in your country, or other ways in

which domestic context influences its attractiveness)

Please also address any differences in attractiveness for domestic researchers and researchers from other countries:

If you have any information about particularly qualified researchers that did not apply or withdraw their application, please indicate what you think were their reasons:

***3. How do you assess the PO's success in attracting highly qualified/outstanding applicants?**

We received many more highly qualified/outstanding applicants than we could submit to S2	11
We received the right number of highly qualified/outstanding applicants to submit to S2	5
We received fewer highly qualified/outstanding applicants than our quota for S2	2
Don't know	

Comments:
One PO answered "fewer" in Call 1 and "many more" in Call 2.

B. The domestic review process

***4. Please indicate which of the following stages/review forms that were included in your selection process:**

	C1	C2
(a) Preselection of applications (i.e. only sending selected ones to expert review)	6	4
(b) Individual expert referees (please indicate no. of experts per application)	14	15
(c) Written reviews from board/panel members prior to meeting (please indicate no. of reviews per application)	7	7
(d) Several disciplinary boards/panels (please indicate no. of panels/boards)	10	10
(e) Interview with selected applicants	1	1
(f) Meeting of the chairs of the disciplinary boards/panels (to obtain joint selection after the meetings of (d))	4	5
(g) One crossdisciplinary panel/board (to obtain joint selection after (b), (c) and/or (d))	11	11
(h) Other ways stages (please specify):	1	1

Why did you organise your selection this way?

How do you think this way of organising the selection process affected your success in Stage 2 of the EURYI selection process? (effects on which applications you submitted to S2 or how the submitted applications were assessed in S2)

***5. In selecting the reviewers for the domestic selection process, what were your concerns? (Criteria in selecting referees or, if no individual referees, the panel members)**

	C1	C2
We used mostly reviewers with specific expertise in the research field of the application	12	13
We used mostly reviewers with more general expertise (e.g. scholarly discipline)	2	
We used both specific and general expertise to each application	7	7
We used mostly domestic expertise	11	7
We used mostly expertise from abroad	5	9
Other concerns (please specify):	2	2

Why did you emphasise this kind of expertise?

How do you think your choice of expertise affected your success in Stage 2 of the EURYI selection process? (effects on which applications you submitted to S2 or how the submitted applications were assessed in S2)

***6. To what degree was the domestic ranking/selection based on written statements and/or (average) scores given by expert reviewers?**

	C1	C2
Ranking/selection based only on scores/expert reviews	6	6
Ranking/selection to a high extent based on scores/expert reviews	10	10
Ranking/selection to a low extent based scores/expert reviews	1	2
Ranking/selection not based on scores/expert reviews	1	

Comments:
One PO ticked both 'only' and 'highly'.

***7. What other concerns than scores/expert reviews were emphasised in the domestic ranking/selection?**

	C1	C2
Other indications of outstanding quality than expert review (please specify below)	4	5
Priority to the applicants with the longer researcher careers ("perhaps")	(1)	
Priority to applicants with the shorter researcher careers	2	1
Disciplinary distribution	4	4
Mobility between institutions	4	3
Attracting applicants from abroad	3	4
Project fitting host institution	5	5
Gender distribution	3	2
Other concerns, please specify:	2	1

Elaboration of emphasises (including specification of other indicators of outstanding quality, e.g. citations, recommendations):

Why were these the emphasises of the PO/selection committee?

How do you think these emphasises affected your success in Stage 2 of the EURYI selection process? (effects on which applications you submitted to S2 or how the submitted applications were assessed in S2)

C. Applicant interaction and feedback (S1)

***8. To what degree did applicants have input/influences on the selection of referees?**

	C1	C2
No influences	9	7
Applicants could propose referees and these referees might be used	3	5
Applicants could propose referees and there were specific routines for using these referees	1	1
Applicants could name referees that should be avoided, and such demands might be met	1	1
Applicants could name referees that should be avoided and these referees would not be used	4	5
Other influences, please specify:		

How do you think this affected the success in Stage 2 of the EURYI selection process? (effects on which applications you submitted to S2 or how the submitted applications were assessed in S2)

***9. What kind of information about the review (S1) of their application did the applicants get?**

	C1	C2
a. Only the conclusion	8	6
b. Conclusion and copy of review	9	7

If b, were applicants given the possibility to respond to reviews before final S1 selection?

	C1	C2
Yes	3	4
No	7	4

Why did the PO give/not give copy of review and possibility to respond?

How do you think this affected the success in Stage 2 of the EURYI selection process? (effects on which applications you submitted to S2 or how the submitted applications were assessed in S2)

D. Documentation following the applications to the European selection process (S2)

***10. What were your concerns in putting together the individual applications dossiers to S2? (please tick off all relevant alternatives)**

	C1	C2
(a) Provide the information requested (application form, review reports etc)	14	12
(b) Additional information to highlight the qualities of the candidates	4	5
(c) Additional information to highlight the qualities of the host institutions	2	3
(d) Additional information to highlight the qualities of the reviewers	2	2

NB: (b)-(d) includes concerns to assure that (a) contained such information.

How do you think the quality of the information provided by the PO affected the success in Stage 2? (how the submitted applications were assessed in S2)

E. Views on the European selection process

***11. To what degree do you think the European selection process was able to adequately assess the applicants' different backgrounds, fields for research and career stages (Call 1)?**

We think they were able to adequately assess this	9
We think they were partly able to adequately assess this	7
We think they were not able to adequately assess this	
We have no opinion about it	2

Please elaborate your answer:

***12. Was the outcome of the European selection process – in terms of the internal ranking of applications from your PO – as you would expect from their S1 assessments?**

***13. To what degree do you trust that the final awardees were the most outstanding applicants?**

We trust they were the best applicants	9
We partly trust they were the best applicants	8
We do not trust that they were the best applicants	
We have no opinion about it	1

Please elaborate your answer:

F. Overall issues

***14. What are your organisation's motivations for participating in the EURYI scheme?**

***15. What do you see as the most important experiences from your domestic selection process? What are the main strengths and weaknesses of your selection process in relation to attracting outstanding young researchers from all over the world? (Please comment both on Call 1 and Call 2)**

***16. Do you think the finally chosen candidates are the right ones to meet the overall strategic objective of the scheme, i.e. to attract the best young researchers to Europe?**

***17. Are there other issues that you think are relevant to your organisation's involvement in the EURYI scheme, or to the success of 'your' applicants in the European selection?**

***18. If you have suggestions for improvements in the EURYI selection processes or comments/views on issues that has not been satisfactorily addressed by the questions above, please use the space below to elaborate:**

Thank you for taking the time to fill out the questionnaire!

2nd evaluation of the EURYI scheme

Questionnaire to participating organisations

Please fill in the questionnaire and return to liv.langfeldt@nifustep.no before **15 November 2006**.

[Including numeric summaries of replies from the 21 POs that replied]

The boxes for the free text answers and comments have no size limit and will expand according to the text that you enter. When answering questions with fixed reply categories, please mark your choice with an 'x', or a number when so indicated.

Name of organisation	
Country	
Participated in EURYI calls (list call numbers)	

A. The target group and the Call for proposals

***1. Which initiatives were taken by the PO to reach the target group? Please reply both for Call 3 (C3) and Call 4 (C4).**

	No initiatives		Tried without success		Tried with success	
	C3	C4	C3	C4	C3	C4
The PO made efforts to attract (known) outstanding candidates	3	1	2	1	10	12
The PO made efforts to attract applicants from other countries	7	5	2	1	6	8
The PO made efforts to “repatriate” overseas researchers	6	4	2	2	6	8
Efforts to make publicity about the Call at the relevant institutions	2	2	1		13	14
Efforts to make publicity about the Call in mass media	8	8	2	1	4	5
Other ways (please specify):	1	1	1		4	5

If you have changed your strategies for reaching the target group (between the various calls the PO has participated in), please indicate which changes you have made and why you changed your strategies.
In what way have information/learning from other POs been important for your strategies for reaching the target group? (e.g. for changes in strategies)
What have been the most efficient ways of attracting outstanding young researchers to apply?

***2. To what degree do you perceive the EURYI to be an attractive funding scheme in your country (for the eligible young researchers)?**

For domestic researchers:	
Highly attractive	13
Moderately attractive	4
Not attractive	1
Don't know	

For researchers from abroad:	
Highly attractive	7
Moderately attractive	9
Not attractive	1
Don't know	

***3. <u>Compared to your domestic funding schemes,</u> how attractive is the EURYI scheme in your country?**

EURYI working conditions and budget:	
Clearly better	13
Somewhat better	1
About the same	2
Somewhat inferior	2
Clearly inferior	
Don't know/no domestic alternative	

The honour and prestige in obtaining the EURYI award:	
Clearly higher	11
Somewhat higher	3
About the same	4
Somewhat lower	
Clearly lower	
Don't know/no domestic alternative	

If you have any information about particularly qualified researchers that did not apply, or withdraw their application, please indicate what you think were their reasons:

If you have comments on the domestic or international attractiveness of the EURYI scheme, please elaborate below. If changes between the various calls the PO has participated in, please also comment on these changes:

***4. How do you assess the PO's success in attracting highly qualified/outstanding applicants?**

	C3	C4
We received many more highly qualified/outstanding applicants than we could submit to S2	5	3
We received the right number of highly qualified/outstanding applicants to submit to S2	6	3
We received fewer highly qualified/outstanding applicants than our quota for S2	4	1
Don't know		6

***5. Compared to what you would expect for a similar domestic funding scheme, what number of qualified applicants did apply?**

	C3	C4
We received a higher number of qualified applicants than we would expect for a similar domestic scheme	1	2
We received about the same number of qualified applicants that we would expect for a similar domestic scheme	6	2
We received a lower number of qualified applicants than we would expect for a similar domestic scheme	4	8
Don't know		

If changes in outreach/success in reaching highly qualified applicants between the various calls the PO has participated in, please comment on these changes, including in what way information/discussions in the EURYI Management Committee or learning from other POs have influenced the changes:

B. The domestic EURYI selection process

***6. To what extent is your PO's management of the EURYI applications integrated in your regular management systems for handling applications?**

	C1	C2	C3	C4
Fully integrated	8	10	9	8
Partly integrated	5	5	5	7
Not at all integrated		1	2	2

If changes between the various calls the PO has participated in, please also comment on these changes, including in what way information/discussions in the EURYI Management Committee or learning from other POs have influenced the changes:

In all but one case the POs answered within the same category for all calls they had participated in.

***7. Please indicate which of the following stages/review forms that were included in your selection process:**

	C3	C4
(a) Preselection of applications (i.e. only sending selected ones to expert review)	5	6
(b) Written reviews from individual expert referees (please indicate no. of individual experts per application)	16	17
(c) Written reviews from board/panel members prior to meeting (please indicate no. of reviews per application)	4	5
(d) Several disciplinary boards/panels (please indicate no. of panels/boards)	6	6
(e) Interviews with selected applicants	1	2
(f) Meeting of the chairs of the disciplinary boards/panels (to obtain joint selection after the meetings of (d))	5	5
(g) One crossdisciplinary panel/board (to obtain joint selection after (b), (c) and/or (d))	12	11
(h) Other ways/stages (please specify):	1	1

Why did you organise your selection this way? If changes between the various calls the PO has participated in, please also comment on these changes.

In what way have information/discussions in the EURYI Management Committee or learning from other POs influenced how you have organised your domestic EURYI selection?

***8. In selecting the reviewers for the domestic selection process, what were your concerns? (Criteria in selecting referees or, if no individual referees, the panel members)**

	C3	C4
We used mostly reviewers with specific expertise in the research field of the application	14	11
We used mostly reviewers with more general expertise (e.g. scholarly discipline)		
We used both specific and general expertise to each application	3	5
We used only, or nearly only, domestic expertise	1	1
We used at least one foreign referee at each application	6	6
We used mostly, or only, expertise from abroad	9	7
Other concerns (please specify):		

[In cases where both the two first categories was selected, this was interpreted as both specific and general expertise, i.e. the third category.]

Why did you emphasise this kind of expertise?

If changes between the various calls the PO has participated in, please also comment on these changes. If you changed your procedures as a result of the Management Committee's recommendations on the use of scientific expertise and conflicts of interests rules (between the 2nd and 3rd Call), please comment specifically on these changes.

How do you think your choice of expertise affected your success in Stage 2 of the EURYI selection process? (effects on which applications you submitted to S2 or how the submitted applications were assessed in S2)

***9. To what degree was the domestic ranking/selection based on written statements and/or (average) scores given by expert reviewers?**

	C3	C4
Ranking/selection based only on scores/expert reviews	5	5
Ranking/selection to a high extent based on scores/expert reviews	10	9
Ranking/selection to a low extent based on scores/expert reviews		
Ranking/selection not based on scores/expert reviews		

If changes between the various calls the PO has participated in, please also comment on these changes, including in what way information/discussions in the EURYI Management Committee or learning from other POs have influenced the changes:

***10. What other concerns than scores/expert reviews were emphasised in the domestic ranking/selection?**

	C3	C4
Other indications of outstanding quality than expert review (please specify below)	3	2
Priority to the applicants with the longer researcher careers	1	1
Priority to applicants with the shorter researcher careers		
Disciplinary distribution	1	1
Mobility between institutions	5	3
Attracting applicants from abroad	5	4
Project fitting host institution	8	7
Gender distribution	4	2
Other concerns, please specify:	3	

Elaboration of emphasises (including specification of other indicators of outstanding quality, e.g. citations, recommendations):

Independence as researcher, age and mobility between countries were specified under "other concerns".

If changes between the various calls the PO has participated in, please also comment on these changes, including in what way information/discussions in the EURYI Management Committee or learning from other POs have influenced the changes:

C. Applicant interaction and feedback (S1)

***11. To what degree did applicants have input/influences on the selection of referees?**

	C3	C4
No influences	9	8
Applicants could propose referees and these referees might be used	2	1
Applicants could propose referees and there were specific routines for using these referees		
Applicants could name referees that should be avoided, and such demands might be met	3	3
Applicants could name referees that should be avoided and these referees would not be used	3	3
Other influences, please specify:		

If changes between the various calls the PO has participated in, please also comment on these changes, including in what way information/discussions in the EURYI Management Committee or learning from other POs have influenced the changes:

In cases where the PO selected both "no influences" and one or more of the other alternatives contradicting "no influences", the "no influences" replies are not included here.

***12. What kind of information about the review (S1) of their application did the applicants get?**

	C3	C4
a. Only the conclusion	6	6
b. Conclusion and copy of review	10	9

[In addition one PO replied that copy of review would be provided upon request]

If b, were applicants given the possibility to respond to reviews before final S1 selection?

	C3	C4
Yes	2	1
No	9	7

[One of those answering "yes" specified that the possibility to respond was only given to those selected for the European competition, i.e. after the final S1 selection.]

Why did the PO give/not give copy of review and possibility to respond?

If changes between the various calls the PO has participated in, please also comment on these changes, including in what way information/discussions in the EURYI Management Committee or learning from other POs have influenced the changes:

D. Influences on other review processes

***13. To what degree have leaning/experiences from the EURYI scheme been used to improve/adjust other grant/award review processes in your PO?**

No use/influences	13
Some use/influences	5
Substantial use/influences	
Don't know	1

If use/influences, please elaborate your answer, including what aspect of other review processes that have been improved/adjusted (e.g. review criteria, kind of expertise used in the review processes, the involvement of expert referees or expert panels, applicants' input on the selection of referees, feedback to applicants):

E. Documentation following the applications to the European selection process (S2)

***14. What were your concerns in putting together the individual applications dossiers to S2? (please select all relevant alternatives)**

	C3	C4
(e) Provide the information requested (application form, review reports etc)	12	11
(f) Additional information to highlight the qualities of the candidates	3	2
(g) Additional information to highlight the qualities of the host institutions	1	
(h) Additional information to highlight the qualities of the reviewers	1	

NB: (b)-(d) includes concerns to assure that (a) contained such information.

How do you think the quality of the information provided by the PO affected the success in Stage 2? (how the submitted applications were assessed in S2)

If changes between the various calls the PO has participated in, please also comment on these changes, including in what way information/discussions in the EURYI Management Committee or learning from other POs have influenced the changes:

F. Views on the European selection process

***15. To what degree do you think the European selection processes have been able to adequately assess the applicants' different backgrounds, fields for research and career stages (calls 2 and 3)?**

We think they were able to adequately assess this	15
We think they were partly able to adequately assess this	4
We think they were not able to adequately assess this	
We have no opinion about it	2

Please elaborate your answer. If changes between the various calls the PO has participated in, please also comment on these changes:

To POs indicated different confidence in Call 2 and 3. One of them also split they reply on the two calls (both replies are included in the summary above). In both cases they had more confidence in Call 2 than in Call 3.

***16. Have the outcomes of the European selection processes been as you would expect from their S1 assessments (in terms of the internal ranking of applications from your PO)? If differences in predictability between the various calls the PO has participated in, please also comment on these differences.**

***17. To what degree do you trust that the final awardees were the most outstanding applicants (calls 2 and 3)?**

We sufficiently trust they were the best applicants	12
We partly trust they were the best applicants	5
We do not trust that they were the best applicants	
We have no opinion about it	2

Please elaborate your answer. If differences between the various calls the PO has participated in, please also comment on these differences:

G. Overall issues

***18. What are your organisation's motivations for participating in the EURYI scheme?**

***19. What do you see as the most important experiences from the EURYI selection processes? What are the main challenges and achievements in attracting outstanding young researchers from all over the world? (If relevant, please also comment on differences between the various calls.)**

***20. To what degree do you think the EURYI scheme has achieved the overall strategic objective of the scheme, i.e. to attract the best young researchers to Europe?**

***21. To what degree do you think the EURYI scheme has achieved its ambition to contribute to the development of the European Research Area? Has it for instance implied benchmarking and learning processes contributing to "Europeanising" the activities of your PO? If so, please specify.**

***22. Please use the space below if you have opinions about <u>the future of EURYI</u> – on how the ESF and EUROHORCs should respond to the emergence of a new similar, but much larger, European scheme under the European Research Council (to continue as before,**

terminate the EURYI scheme or try to find a new niche for the EURYI scheme). Please elaborate the bases for your view. Opinions about potential new niches for EURYI are especially welcome.

***23. If you have other suggestions or views on EURYI that has not been satisfactorily addressed by the questions above, please use the space below to elaborate:**

Thank you for taking the time to fill in the questionnaire!

Appendix 3 Applicant questionnaire

Awardees and non-success full applicants were sent slightly different questionnaires. The version presented here contains the questions posed both groups, as well as the questions on awardees' working conditions. In the web-survey respondents were routed to different questions depending on their answers to foregoing questions. This routing is not visible in the version below.

To be directed to questions relevant to your situation, please select the category most correctly describing the result of your EURYI-application of December 2005:

- Domestic review only: Your applications was evaluated in the domestic selection process, but did not reach the European selection process
- European competition: Your application reached the European selection process, but you was not among the candidates selected for an interview
- Interviewee: You was among the candidates selected to be interviewed in the European selection process

Next

How did you first get information about the EURYI Scheme?

- From colleagues
- I saw the domestic call for applications
- I saw the ESF call for applications
- Publicity in the mass media
- Other

Previous Next

Please specify how you first got information about the EURYI Scheme

Previous Next

How well known do you think the EURYI scheme is among young researchers in your country? (your country of residence when applying)

Nearly nobody knows it 1	2	3	4	Everybody knows it 5	I do not know	No Answer
○	○	○	○	○	○	○

Previous Next

To what degree did you get the needed help with your application from:

	No help 1	2	3	4	Very good help 5	Not relevant
the domestic EURYI organisation/research council?	○	○	○	○	○	○
the agreed host institution?	○	○	○	○	○	○
the European Science Foundation?	○	○	○	○	○	○
your senior colleagues?	○	○	○	○	○	○

Previous Next

The domestic selection process
To what degree was the feedback you received from the domestic selection process helpful to you in understanding the reasons behind the outcome? (why your application reached/did not reach the European selection process)

Not helpful at all 1	2	3	4	Very helpful 5
○	○	○	○	○

Previous Next

If the feedback from the domestic EURYI selection process contained reviewers' assessments, please answer the following questions about your impression of the qualifications of the (anonymous) reviewers. Did the reviewers have the necessary qualifications to assess:

	Clearly not qualified 1	2	3	4	Clearly qualified 5	I do not know
the quality of your research project?	○	○	○	○	○	○
your qualifications and scholarly background?	○	○	○	○	○	○
the quality of your agreed host institution?	○	○	○	○	○	○
research in your field in general?	○	○	○	○	○	○

Previous Next

To what degree do you think the domestic selection process was impartial and unbiased?

Partial and biased 1	2	3	4	Impartial and unbiased 5	I do not know
○	○	○	○	○	○

Previous Next

Please comment on your reasons for thinking that the domestic selection process was partial and biased:

Previous Next

Compared to other funding schemes, how would you rate the EURYI scheme in terms of the working conditions and budget offered the awardees:

	Clearly inferior 1	2	3	4	Clearly better 5	I do not know
Compared to domestic funding schemes that you are eligible for?	○	○	○	○	○	○
Compared to other European/international funding schemes that you are eligible for?	○	○	○	○	○	○

If your comparison of working conditions and budget relate to a specific international/European funding alternative, please fill in the name of the alternative scheme below:

Previous Next

Compared to other funding schemes, how would you rate the EURYI scheme in terms of the honour and prestige in obtaining the award:

	Clearly lower 1	2	3	4	Clearly higher 5	I do not know
Compared to domestic funding schemes that you are eligible for?	○	○	○	○	○	○
Compared to other European/international funding schemes that you are eligible for?	○	○	○	○	○	○

If your comparison of the honour and prestige in obtaining the award relate to a specific international/European funding alternative, please fill in the name of the alternative scheme below:

Previous Next

The applications reaching the European stage of the selection process were evaluated by broad disciplinary panels that were provided with the applications and review documents from the domestic evaluation process. To what degree do you think the European panel that handled your application was capable of:

	Clearly not capable 1	2	3	4	Clearly capable 5	I do not know
assessing the quality of your research project?	○	○	○	○	○	○
assessing your qualifications and scholarly background?	○	○	○	○	○	○
assessing the quality of your agreed host institution?	○	○	○	○	○	○
assessing research in your field in general?	○	○	○	○	○	○
making the appropriate overall judgments in selecting the awardees?	○	○	○	○	○	○

Previous Next

To what degree do you think the European selection process was impartial and unbiased?

Partial and biased 1	2	3	4	Impartial and unbiased 5	I do not know
○	○	○	○	○	○

Previous Next

Please comment on your reasons for thinking that the domestic selection process was partial and biased:

Previous Next

To what degree do you think you received sufficient information about the European selection process?

Clearly insufficient 1	2	3	4	Clearly sufficient 5	I do not know
○	○	○	○	○	○

Previous Next

Did you take any initiative to get any feedback from the European Science Foundation on the review of your proposal?

- ○ Yes
- ○ No

Previous Next

To what degree was the feedback you received from the European selection process helpful to you in understanding the reasons behind the outcome? (why you were not among the selected awardees)

Not helpful at all 1	2	3	4	Very helpful 5	I do not know
○	○	○	○	○	○

Previous Next

The European selection process: candidate interview

To what degree did the interview give you:

	No valuable feedback	Partly valuable feedback	Clearly valuable feedback
valuable scholarly feedback?	○	○	○

	No better insight	Partly better insight	Clearly better insight
better insight in what is emphasised in these kinds of review processes?	○	○	○

	Reduced confidence	Unchanged confidence	Increased confidence
changed confidence in the review process?	○	○	○

Previous Next

Do you think the interview gave the review panel additional information/a better basis for their assessments?

No better basis	Partly a better basis	Clearly a better basis	I do not know
○	○	○	○

Previous Next

Working conditions
To what degree does/did the EURYI award imply changed working conditions for your research, compared to your working conditions prior to obtaining the award, concerning:

	inferior	unchanged	better
your research budget?	○	○	○
infrastructure at the host institution?	○	○	○

	inferior	unchanged	better
availability of research assistance?	○	○	○
your ability to pursue an independent research career?	○	○	○

	inferior	unchanged	better
which researchers you are able to collaborate with?	○	○	○
your scholarly status/reputation?	○	○	○

	less offers	unchanged	more offers
what jobs/positions you are offered?	○	○	○
what funding you are offered?	○	○	○

	more other duties	unchanged	less other duties
assignments/duties other than research (e.g. teaching, administrative tasks)?	○	○	○

	not relevant to my research	inferior	unchanged	better
your ability to build up a research group?	○	○	○	○

Previous Next

Have you accepted/received the award?

- ○ Yes
- ○ No

Previous Next

If relevant, please comment on any particular challenges or doubts in receiving the award or starting up the project:

Previous Next

To what degree has the award enabled you to do research you would otherwise not have been able to do?

- ○ I could have done the same research without the award
- ○ I could partly have done the same research without the award
- ○ It would be difficult to do the same research without the award
- ○ It would be impossible to do the same research without the award
- ○ I do not know

Previous Next

Please elaborate on any impact the EURYI award has had on your career development, including opportunities you have been offered and how you have responded to these opportunities (e.g. better position in original EURYI host institution, research stays or positions in other institutions/abroad):

Previous Next

Background information
Your country of residence when applying for EURYI:

-----Select country-----

Country of your agreed EURYI host:

-----Select country-----

Your nationality:

-----Select country-----

Your year of birth:

Your gender:

- Male
- Female

Previous Next

Background (continued)
Months of full-time postdoctoral experience (at the application deadline):

Your research field (if more than one of the categories apply, please choose the one closest to the applied project):

-----Select field-----

Previous Next

Mobility after obtaining PhD

	Yes	No
Between countries - more than 3 months position/fellowship abroad:	○	○
Between countries - permanent or more than 1 year position/fellowship in another country:	○	○
Between institutions:	○	○
Between research fields:	○	○

Previous Next

Please fill in number of months between returning from you last position/fellowship in another country and applying for EURYI:

Previous Next

Did you hold a full time or part time research position when applying?

- Full time research position
- Part time research position
- A non-research position
- No position

Previous Next

Was the position permanent or temporary?

- Permanent (e.g. tenure)
- Temporary (limited term)

Previous Next

Did you hold a full time or part time research position when applying?

- Full time research position
- Part time research position
- A non-research position
- No position

Previous Next

The future of EURYI
Due to the emergence of award schemes very similar to EURYI in the newly established European Research Council, it is uncertain whether the EURYI scheme will continue after its 4th Call for proposals. In order to make decisions about the future of the scheme, the ESF and EUROHORCs need information about the attractiveness of various kinds of award schemes. Please answer the following questions about what kind of factors you consider important when deciding what kind of scheme you would apply to.

	Not important at all 1	2	3	4	Very important 5	Don't know
That the scheme offers the highest award (the amount of money awarded)	○	○	○	○	○	○
That there is high honour and prestige attached to receiving the award	○	○	○	○	○	○
That the probability of receiving the award is high (high success rate)	○	○	○	○	○	○
That the requirements for the project description are not too demanding (scholarly efforts in preparing the application)	○	○	○	○	○	○
That the non-scholarly efforts needed to prepare the application are not too demanding	○	○	○	○	○	○

Previous Next

If you have other comments to the EURYI scheme, e.g. views on the future of the scheme or suggestions for improvements, please use the space below:

Previous Next

Appendix 4 Terms of Reference

EURYI

Terms of Reference for the Evaluation of the first Three Calls

Invitation to Tender

1. Summary

The European Science Foundation (ESF), also acting on behalf of the European Heads of Research Councils, is inviting offers for the execution of an evaluation of the first three Calls of the European Young Investigator Award (EURYI) scheme.
Organisations interested in tendering are invited to submit a proposal in which they present

- their understanding of the tasks described in the Terms of Reference given below
- a description of the approach and methodology
- the evaluation team
- the time schedule for the evaluation
- the cost

The available maximum budget for the evaluation is 70 k€. The evaluation should be completed by 10 January 2007 at the latest.

Offers should be received by ESF by 1 September 2006 at the latest.

2. Introduction

The European Heads of Research Councils, in cooperation with the European Science Foundation, developed the European Young Investigator Awards Scheme to attract outstanding young researchers from anywhere in the world to work in Europe for the benefit of European science and the building up of the next generation of leading European researchers. EURYI Awards enable outstanding young researchers to devote their time solely to research for a period of up to five years. Awards provide up to M€ 1.25 to pursue an independent research career, including the development and building up of a research group where appropriate. The ESF acts as coordinator of the Scheme, this task being funded by an FP6 ERA-NET contract.

Funding for the 1st Call of the scheme was provided by contributions from 18 European Research Organisations from 15 countries, 20 national organisations from 16 countries, in the 2nd Call and 18 organisations from 16 countries in the 3rd Call. The Scheme was evaluated after the 1st Call by NIFUSTEP, whose report is downloadable from www.esf.org/euryi. The work of that evaluation will be extended, but not repeated, in this evaluation.

The Scheme was set up with the initial intention to have five calls. As a requirement of the EURYI ERANet contract, and for the strategy of EuroHORCs and ESF, the future perspective for the scheme past the five calls needs to be established. The output from this second evaluation will form a key element in preparing this strategy.

As background material the following documents from the 3rd Call of EURYI are attached to this Call for Tender:

- The Memorandum of Understanding
- The text of the Call for Proposals
- A description of the assessment process

3. Terms of Reference

3.1. Organisation

The evaluation will be executed by a Contracting Party with the responsibility for the collection and analysis of the material and for making recommendations for improvements in the EURYI scheme. The president of the European Heads of Research Councils, in consultation with the CEO of ESF, will select on behalf of the EURYI Management Committee the contracting party on the basis of the competitive tender.

3.2. Tasks

The Contracting Party will:

- Analyse populations of applicants at the four stages of each EURYI Call: initial applications to the national Stage 1 (S-1); initial submissions of the selected candidates to the European Stage 2 (S-2); candidates invited for an interview; Awardees. The analysis should include: geographical and nationality distribution, age, research experience since obtaining their (first) PhD, gender, mobility (according to country, within a country and according to discipline (as defined by the domains of the six S-2 panels)) and employment at the time of application. Information concerning S-1 in the 4th Call should also be included in this analysis.
- Prepare, send out and process a questionnaire to a significant sample of applicants in S-1 on their perceptions of the process (both S-1 and S-2 for those who were admitted to S-2). On specific issues the views and experiences of the unsuccessful candidates are relevant and should be canvassed (e.g. perception of the selection process and their subsequent careers). Special efforts should be made to get reliable data from this group. The questionnaire should include questions suggested by the Participating Organisations (POs) and ESF.
- Develop a view on the extent to which a meaningful portion of the target group of excellent young scientists has been reached, for example through interviewing PO representatives and analysing the mechanisms used by the POs, and ESF, to reach the target group. This task will require the development of a theoretical profile which could be attributed to an excellent young researcher, in the context of EURYI, and measuring this profile against PO expectations and a sample of applicants and awardees, and against the profiles in similar schemes. The "attractiveness" of the scheme should be tested by a control group of persons with the required profile not having previously heard of EURYI.
- Evaluate the development, effectiveness and "state of the art" of the benchmarking of the S-1 assessment processes by:
    - ⇒ Mapping selected PO processes for S-1 assessment: both regarding the procedure followed and the documentation.

- ⇒ Asking all PO's to compare their national review process to that emerging from the mapping, indicating differences and where EURYI processes have influenced national processes
- ⇒ Comparing EURYI processes with processes in similar schemes, such as HFSP, Marie Curie Excellence awards and the EMBO YIP programme.

- Evaluate the S-2 process, and its development from Call to Call. The process is carried out in four steps: the putting together of the panels; a scoring on the basis of independent assessments by panel members, followed by a panel meeting; the interviews with ~60 candidates followed by a ranking; and the meeting of the panel Chairs in which the final ranking was established. An overall objective is to find out whether the S-2 process was able to correctly assess people with different backgrounds, fields of research and different stages of their research careers. Additionally the suitability of the approach adopted to assess correctly interdisciplinary and risk-taking projects should be investigated.
  - ⇒ Interviews with Chairs of panels, ESF and PO's on the putting together of the panels
  - ⇒ Interviews with panel members on the process, the documentation received from S1, the panel composition and the outcomes
  - ⇒ Interviews with key ESF staff on the process and documentation
  - ⇒ Interviews with EURYI Management Committee members on their observations of the process
  - ⇒ Interviews with some successful and unsuccessful candidates on their perceptions
- Assess whether the awardees were selected in accordance with the overall aim of the scheme.
- Assess whether the publicity, eligibility criteria and other rules of the scheme have influenced adversely or positively, in respect of the overall aims of the scheme concerning the target group, the balance and number of applications. This assessment should cover age, gender, mobility and discipline, the latter especially in the case of the remits of the Panels in Engineering and Computer Sciences (ECS) and Humanities and Social Sciences (HSS).
- Assess whether the scheme has achieved its ambition to "add value" to the development of the European Research Area.
- Make a comparison of the budgets allocated to the 75 Awardees and of their employment conditions and experience:
  - ⇒ Allocation of the EURYI budget to own salary, additional staff (PhD students, PDs, support staff), equipment, travel and miscellaneous
  - ⇒ Permanent versus temporary positions, expectations or promises of permanent employment during and after the EURYI Award period.
  - ⇒ Mapping the rights and responsibilities of the awardees (teaching, supervising doctoral students etc) in the host institutions.
- Impact of the EURYI Award on career development.
- Assess to what extent the recommendations of the first evaluation were implemented and what impact this implementation (or otherwise) has had on the EURYI scheme.
- Give advice concerning the future handling of the scheme and its perspectives in the light of the possible evolution of the research funding system in the European arena.

Data from the first evaluation will be made available and its collection should not be duplicated.

3.3. Budget, contract and time schedule

- The successful tender will present a workplan which stays within a budget of 70 k€. ESF is not subjected to VAT.
- A kick off meeting with the Contracting Party and the EURYI Management Committee will be held as soon as the contract has been signed.
- The contract will be signed on or before **1 October 2006**
- The final report of the evaluation is due by **10 January 2007** at the latest.
- The successful bidder will conclude a contract with the ESF, which will act on behalf of the European Heads of Research Councils.

4. Terms and Conditions of Call for Tender

4.1. Duration of Tender Validity

Offers shall remain valid for 120 days, as from the deadline for submission of tenders.

4.2 Additional Information

Should any problems of interpretation arise in the course of drawing up the tender document, applicants for tender may submit a written (or email) request for further information to the EUROPEAN SCIENCE FOUNDATION, Attention of Mr N Williams, no later than eight calendar days before the deadline for the submission of tenders. All potential tenderers will be advised of the answers given to such questions.

4.3 Acceptance and Rejection of Tenders

There is no commitment on the part of the EUROPEAN SCIENCE FOUNDATION to accept any tender or part thereof that is received in response to the Call for Tender.

The EUROPEAN SCIENCE FOUNDATION reserves the right to accept offers with non-substantial defects or reject tenders received after the deadline for submission of tenders, without penalty or justification.

4.4 Modification or Cancellation of Call for Tender

The EUROPEAN SCIENCE FOUNDATION reserves the right to modify or cancel all or part of the Call for Tender, should the need arise, without having to justify its actions and without such action conferring any right to compensation on Tenderers.

4.5 Deadline for Submission of tenders

The EUROPEAN SCIENCE FOUNDATION reserves the right to extend the deadline for the submission of tenders.

4.6 Expenses

The EUROPEAN SCIENCE FOUNDATION will make no payment and no reimbursement of expenses related to the preparation of any tender, neither for the future steps of the choice.

4.7 Confidentiality

The Call for Tender and any further information furnished by the EUROPEAN SCIENCE FOUNDATION must be treated as confidential and no other use is authorised, other than for the purpose of the Call for Tender. The EUROPEAN SCIENCE FOUNDATION reserves the right to have all material returned at the end of the tender process.

29.6.06 v7

Appendix 5 Detailed tables

Table 6.1 Response numbers, review panels.

	COMPLETED	INCOMPLETE	NOT ANSWERED
Biomedicine	27 (28)	1 (1)	5 (5)
Engineering and computing science	7 (7)	0 (0)	1 (1)
Humanities and social sciences	7 (6)	0 (0)	0 (1)
Life sciences	22 (21)	0 (0)	3 (3)
Natural sciences 1	23 (23)	0 (0)	4 (4)
Natural sciences 2	13 (14)	1 (0)	2 (2)

Note: Expected count based on the general distribution of answers is in parenthesis.

Table 6.2 Applicants' gender, Call 1-4. Percent.

	Male				Female			
Country	**Call 1**	**Call 2**	**Call 3**	**Call 4**	**Call 1**	**Call 2**	**Call 3**	**Call 4**
Austria	67	83	83	68	33	17	17	32
Belgium – FNRS	100	87			0	13		
Belgium – FWO	80	87	75		20	13	25	
Czech Republic			100	82			0	18
Denmark	83		83		17		17	
Finland	79	68	73	72	21	32	27	28
France – CNRS	80	69	70	57	20	31	30	43
France – INSERM	58	70	67	74	42	32	33	26
Germany	77	72	80	77	23	28	20	23
Greece	80	75	75	33	20	25	25	67
Hungary	100	93	82	80	0	7	18	20
Ireland	69	75			31	25		
Italy – CNR		61	76	66		39	24	34
Italy – INFN		67	80	80		33	20	20
Netherlands	83	87	85	75	17	13	15	25
Norway	75	87	69		25	13	31	
Poland				79				21
Portugal	80	71	54	42	20	29	46	58
Spain	70	77	70	77	30	23	30	23
Sweden		67	69	67		33	31	33
Switzerland	56	83	68	73	44	17	32	27
UK – EPSRC	86	79			14	21		
UK – PPARC	86	80			14	20		
Turkey				43				57
Total	**77**	**75**	**74**	**70**	**23**	**25**	**26**	**30**

Sources: Call 1 is based on the survey sample, Call 2, 3 and 4 on a list of applicants provided by ESF. N Call 1 = 431, Call 2 = 622, Call 3 = 457, Call 4 = 474

Table 6.3 Applicants' age by stage, Call 3, counts.

Agegroup	**Domestic review only**	**Stage 2, not interviewed**	**Interview, not awarded**	**Awarded**
Below 33	91 (94)	16 (17)	13 (9)	6 (7)
34-38	187 (189)	35 (33)	18 (18)	14 (14)
39-43	49 (46)	7 (8)	1 (4)	5 (3)
43 and above	13 (11)	2 (2)	0 (1)	0 (1)

Note: Expected count based on the general distribution of answers is in parenthesis.

Table 6.4 Applicants' gender, Call 3. Counts and expected counts.

	Female	Male
Austria	0 (1)	4 (3)
Belgium	2 (2)	4 (4)
Czech Republic	0 (2)	6 (4)
Denmark	2 (3)	9 (8)
Finland	4 (3)	7 (8)
France CNRS	6 (5)	13 (14)
France INSERM	6 (5)	12 (13)
Germany	10 (11)	29 (28)
Greece	2 (1)	3 (4)
Hungary	3 (4)	11 (10)
Italy CNR	6 (9)	25 (22)
Italy INFN	1 (1)	1 (1)
Netherlands	3 (5)	13 (12)
Norway	3 (3)	9 (9)
Portugal	6 (5)	11 (12)
Spain	16 (12)	28 (32)
Sweden	11 (10)	24 (25)
Switzerland	4 (4)	10 (10)

Note: Expected count based on the general distribution of answers is in parenthesis.

Table 6.5 Applicants' position when applying, percentages Call 1 and 3

Employment	Call 1	Call 3
No position	2	3
A non-research position	3	1
Part time research position	9	8
Full time research position	86	88
N	**431**	**304**

Source: Applicant surveys Call 1 and 3.

Table 6.6 Applicants' position and employment terms when applying

	Temporary	Permanent	# cases
Call 1			
A non-research position	46	55	11
Part time research position	74	27	34
Full time research position	67	34	337
Total	**67**	**34**	**382**
Call 3			
A non-research position	50	50	4
Part time research position	80	20	25
Full time research position	65	35	265
Total	**66**	**34**	**294**

Source: Survey sample Call 1 and 3.

Table 6.7 Number of applications in Call 1-4

Country	Call 1	Call 2	Call 3	Call 4
Austria	19	6	6	31
Belgium – FNRS	17	8		
Belgium – FWO	8	15	8	
Czech Republic			11	11
Denmark	43		18	
Finland	54	24	22	25
France – CNRS	69	39	30	28
France – INSERM	21	23	24	19
Germany	137	78	56	57
Greece	12	4	8	6
Hungary	26	15	17	10
Ireland	33	12		
Italy – CNR		41	42	47
Italy – INFN		3	5	10
Netherlands	64	38	26	24
Norway	27	15	16	
Poland				24
Portugal	13	7	28	12
Spain	133	104	70	47
Sweden		54	51	79
Switzerland	37	30	19	37
UK – EPSRC	54	76		
UK - PPARC	11	30		
Turkey				7
Total	**778**	**622**	**457**	**474**

Source: Lists provided by ESF and the POs.

Table 6.8 Applicants' average age Call 1-4

Country	Call 1 Sample	Call 2 Total	Call 3 Total	Call 4 Total
Austria	35,6	36,3	34,2	34,4
Belgium - FNRS	34,7	36,6		
Belgium - FWO		34,2	34,2	
Czech Republic			33,8	34,1
Denmark	35,4		36,5	
Finland	34,6	36,6	36,1	35,9
France - CNRS	33,8	34,2	34,1	37,2
France - INSERM		37,1	35,3	34,4
Germany	34,6	34,5	35,2	33,5
Greece	35,0	33,5	34,0	33,7
Hungary	36,6	37,6	35,2	34,1
Ireland	31,9	32,6		
Italy - CNR		35,1	35,3	33,9
Italy - INFN		35,0	34,0	34,3
Netherlands	35,9	36,4	34,7	34,8
Norway	35,4	36,8	37,5	
Poland				34,0
Portugal	32,7	36,4	38,3	35,9
Spain	35,1	35,4	35,4	35,2
Sweden		35,7	36,5	36,2
Switzerland	35,0	35,0	33,7	34,8
UK - EPSRC	33,1	34,0		
UK - PPARC		33,5		
Turkey				34,4
Total	**34,6**	**35,3**	**35,5**	**34,9**

Sources: Call 1 is based on the survey sample, Call 2, 3 and 4 on a list of applicants provided by ESF. N Call 1 = 431, Call 2 = 622, Call 3 = 457, Call 4 = 474

Table 6.9 Country rank order, by number of awardees and applications, Call 3

Host country	Awardees	Applications
Netherlands	1	7
Germany	2	2
France – CNRS	3	5
Sweden	4	3
Italy – CNR	5	4
France – INSERM	6	8
Denmark	7	11
Switzerland	8	10
Spain	9	1
Hungary	10	12
Greece	11	15
Finland	12	9
Portugal	13	6
Norway	13	13
Italy – INFN	13	18
Czech Republic	13	14
Belgium	13	16
Austria	13	17

Note: The table only shows the relative ranks, not the numbers of awardees or applications, i.e. "1" in the awardees column indicates that this country had the highest number of awardees.

Table 6.10 Number of months post doc experience by stage

	Domestic review only	Stage 2, not interviewed	Interview, not awarded	Awarded
Call 1				
Mean	57	54	64	71
Minimum	2	6	26	24
Maximum	124	118	108	115
Call 3				
Mean	58	57	64	66
Minimum	7	20	30	24
Maximum	110	96	94	94

Source: Survey sample Call 1, Call 3 on a list of applicants provided by ESF. N Call 3 = 457

Table 6.11 Applicants' gender by stage, percent

	Domestic review only	Stage 2, not interviewed	Interview, not awarded	Awarded	Total
Call 1					
Male	75	10	8	7	100
Female	81	12	3	4	100
Total	77	11	7	6	100
Call 3					
Male	73	13	8	6	100
Female	79	14	2	4	100
Total	74	13	7	6	100

Source: Call 1 survey sample (N=436); Call 3 list of applicants provided by ESF (N = 457).
Note: All candidates offered an award are included as awardees.

Table 6.12 Applicants' post doc mobility by stage, percent

Mobility	Domestic review only	Stage 2, not interviewed	Interview, not awarded	Awarded	Total
Call 1					
Between countries (Permanent or > 1 year)	77 (241)	83 (38)	90 (27)	91 (21)	327
Between institutions	83 (260)	89 (40)	97 (29)	84 (21)	350
Between research fields	57 (176)	50 (23)	70 (29)	56 (14)	234
Call 3					
Between countries (Permanent or > 1 year)	70 (144)	84 (43)	96 (24)	74 (17)	228
Between institutions	77 (157)	82 (42)	84 (21)	96 (22)	242
Between research fields	54 (111)	41 (21)	60 (15)	43 (10)	157

Source: Survey sample Call 1 and Call 3. Frequencies in brackets.

Table 6.13 Applicants' international mobility

		None	Inter-European	Inter-Continental	Total
Non-awardees	Count	216	29	31	276
	Expected Count	207	37	32	276
Awardees	Count	8	11	4	23
	Expected Count	17	3	3	23
Total	Count	224	40	35	299

Table 6.14 Months of post doc experience by country, means

Country	Call 1	Call 2	Call 3	Call 4
Austria	58	52	61	64
Belgium – FNRS	56	53		
Belgium – FWO		66	48	
Czech Republic			46	62
Denmark	62		55	
Finland	60	80	70	66
France – CNRS	53	64	56	71
France – INSERM		61	63	62
Germany	54	60	55	58
Greece	69	80	54	67
Hungary	50	78	62	68
Ireland	39	57		
Italy – CNR		70	63	56
Italy – INFN		72	53	67
Netherlands	64	89	64	74
Norway	52	60	44	
Poland				68
Portugal	38	58	58	77
Spain	72	82	63	67
Sweden		65	62	66
Switzerland	55	63	46	61
UK – EPSRC	59	74		
UK – PPARC		77		
Turkey				73
Sample mean (months)	**56**	**71**	**59**	**65**

Source: Survey sample Call 1, N=435, Call 2, 3 and 4 on a list of applicants provided by ESF. N Call 1 = 431, Call 2 = 622, Call

Table 6.15 How did you first get information about the EURYI Scheme?

	From colleagues	Domestic call	ESF call	Media	Other	Total
Call 1						
Percent	38	37	14	4	7	100
# cases	172	165	65	17	30	437
Call 3						
Percent	24	27	30	10	9	100
# cases	139	80	59	15	11	304

Note: Applicants including awardees. N = 304

Table 6.16 To what degree was the feedback you received from the Domestic selection process helpful to you in understanding the reasons behind the outcome? Applicants' replies, percent.

Stage reached	1 Unhelpful	2	3	4	5 Helpful	# cases
Call 1						
Domestic review	69	13	8	6	4	319
European review	38	10	8	8	36	48
Interview	21	7	28	28	17	29
Award	12	20	24	20	24	25
Percent	**58,7**	**12,8**	**10,2**	**8,3**	**9,9**	**100**
# cases	247	54	43	35	42	421
Call 3						
Domestic review	41	21	11	20	7	205
European review	32	12	18	24	14	50
Interview	24	8	24	28	16	25
Award	26	22	0	30	22	23
Percent	**37**	**19**	**12**	**22**	**10**	
# cases	113	57	37	66	30	303

Table 6.17 To what degree was the feedback you received from the European selection process helpful to you in understanding the reasons behind the outcome? Applicants' replies, percent.

Stage reached	1 Unhelpful	2	3	4	5 Helpful	# cases
Call 1						
European review	81	13	4	0	2	47
Interview	33	30	20	10	7	30
Award	0	0	20	28	52	25
Percent	**47**	**15**	**13**	**10**	**16**	**102**
# cases	48	15	13	10	16	100
Call 3						
European review	59	24	0	12	6	17
Interview	11	44	0	22	22	9
Award	25	0	0	25	50	4
Percent	**40**	**27**	**0**	**17**	**17**	**100**
# cases	12	8		5	5	30

Table 6.18 Applicants' assessments of reviewer qualifications. Percent.

Qualification of reviewers to assess:	1 Not qualified	2	3	4	5 Clearly qualified	Cannot say	# cases
Domestic stage							
Call 1							
Quality of project	7	3	7	12	23	47	324
Applicants qualifications	5	2	8	12	27	47	320
Quality of host institution	3	1	9	13	25	49	319
Research in your field	6	6	9	13	20	47	319
Call 3							
Quality of project	10	8	15	18	20	29	194
Applicants qualifications	7	6	12	23	23	28	193
Quality of host institution	6	3	17	22	20	31	192
Research in your field	11	12	15	18	16	29	192
European stage							
Call 1							
Quality of project	4	17	15	20	20	26	102
Applicants qualifications	2	10	11	23	33	22	101
Quality of host institution	2	15	10	23	27	24	101
Research in your field	7	22	19	15	14	24	101
Call 3							
Quality of project	2	1	2	13	38	43	82
Applicants qualifications	1	1	1	16	39	41	82
Quality of host institution	1	0	9	16	32	43	82
Research in your field	1	6	4	15	30	44	82

Table 6.19 To what degree do you think the selection process was impartial and unbiased? Applicants' replies, percent.

Stage reached	1 Partial and biased	2	3	4	5 Impartial and unbiased	I cannot say	# cases
Domestic process							
Call 1							
Domestic review	19	16	11	8	6	40	317
European review	4	0	0	14	43	39	49
Interview	0	0	0	31	35	35	29
Award	0	0	0	12	52	36	25
Total	**15**	**12**	**9**	**10**	**15**	**40**	**100**
# cases	62	50	36	43	63	166	420
Call 3							
Domestic review	17	15	13	15	6	33	204
European review	2	0	0	26	30	42	50
Interview	0	4	4	20	32	40	25
Award	0	0	17	13	43	26	23
Total	**12**	**11**	**10**	**17**	**15**	**35**	**100**
# cases	36	32	31	52	46	105	302
European process							
Call 1							
European review	6	13	9	11	11	51	47
Interview	10	10	24	14	17	24	29
Award	0	0	4	28	56	12	25
Total	**6**	**9**	**12**	**16**	**24**	**34**	**100**
# cases	6	9	12	16	24	34	101
Call 3							
European review	8	12	14	12	8	46	50
Interview	0	12	16	24	28	20	25
Award	0	0	0	17	65	17	23
Total	**4**	**9**	**11**	**16**	**27**	**33**	**100**
# cases	4	9	11	16	26	32	98

Table 6.20 Compared to other funding schemes, how would you rate the EURYI scheme in terms of the working conditions and budget offered the awardees? Percent

	Compared to	1 Clearly inferior	2	3	4	5 Clearly better	I cannot say	Total	# cases
Call 1									
	Domestic schemes	1	2	9	22	58	8	100	436
	Other European/international schemes	1	2	17	24	33	23	100	431
Call 3									
	Domestic schemes	1	2	12	19	64	2	100	304
	Other European/international schemes	0	2	15	31	29	23	100	300

Table 6.21 Compared to other funding schemes, how would you rate the EURYI scheme in terms of the honour and prestige in obtaining the award? Percent

	Compared to	1 Clearly lower	2	3	4	5 Clearly higher	I cannot say	Total	# cases
Call 1									
	Domestic schemes	2	2	15	18	62	3	100	434
	Other European/international schemes	2	3	20	25	32	19	100	433
Call 3									
	Domestic schemes	1	1	8	19	66	6	100	296
	Other European/international schemes	0	1	13	31	30	24	100	292

Table 6.22 To what degree does/did the EURYI award imply changed working conditions for your research, compared to your working conditions prior to obtaining the award, concerning assignments/duties other than research (e.g. teaching, administrative tasks)? Percent.

more other duties	14
unchanged	58
less other duties	28
N	71