



UPPSALA
UNIVERSITET

Act number MEDFARM 2023/769

KoF24 Medfarm

Terms of reference

Approved by the Disciplinary Domain Board on 20 September 2023

Terms of reference for the research evaluation Quality and Renewal 2024 at the Disciplinary Domain of Medicine and Pharmacy (KOF24 Medfarm)

These Terms of reference describe the goals and structure of the evaluation (KOF24 Medfarm) to be implemented in the Disciplinary Domain of Medicine and Pharmacy in 2024. The Terms of reference were developed in a preparatory study at the Disciplinary Domain in the spring and early summer of 2023.

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Background and general information about KoF24

Uppsala University has so far conducted three self-initiated University-wide research evaluations: *Quality and Renewal 2007 (KoF07)*, *Quality and Renewal 2011 (KoF11)* and *Quality and Renewal 2017 (KoF17)*. On 20 December 2022, the Vice-Chancellor adopted the Project terms of reference for *Quality and Renewal 2024 (KoF24, UFV 2022/1003)*.

This research evaluation, KoF24, will be based on the document *Uppsala University: Mission, Goals and Strategies (UFV 2018/641)*. The overall goal of KoF24 is to strengthen Uppsala University's ability to conduct research of the highest quality and relevance. KoF24 is expected to contribute to increased knowledge about research conditions, opportunities and challenges and to deliver recommendations from external assessors as a basis for quality enhancement at all levels of the University.

KoF24 will be conducted in two parts: a University-wide evaluation, and evaluations of research and research environments conducted by disciplinary domains/faculties. The University-wide themes are research infrastructure, and interdisciplinarity and multidisciplinary. The evaluations of research and research environments conducted by disciplinary domains/faculties are to include the following four aspects:

- Development and renewal of research and research environments
- Engagement and collaboration with society
- Recruitment, career opportunities and career support
- Connection between research and education.

The University-wide Terms of reference for KoF24 give the framework for the disciplinary domains' evaluations. In addition, the Terms of reference state that these research evaluations should be implemented with a reasonable level of ambition, in as simple and cost-effective a form as possible.

On 1 March 2023, the Disciplinary Domain Board of Medicine and Pharmacy (ON) decided to begin a preparatory study for the disciplinary domain's evaluation – KoF24 Medfarm. The goal of the preparatory study was to set the framework for the upcoming evaluation (see the KoF24 Medfarm preparatory study report, MEDFARM 2023/769). The Vice-Rector was the client for the preparatory study and is also the client for KoF24 Medfarm.

Brief follow-up from KoF17 for the Disciplinary Domain of Medicine and Pharmacy

Uppsala University's research evaluation *Quality and Renewal 2017* was conducted between February 2016 and October 2017. The purpose of KoF17 was to strengthen the University through a broad analysis of the functioning of its research environments, with particular emphasis on the preconditions and processes that underpin research quality and renewal. The evaluation was thus clearly development-oriented.

For the Disciplinary Domain of Medicine and Pharmacy, the evaluation resulted in a number of different quality enhancement measures. For example, in January 2018, the Disciplinary Domain Board decided to initiate a review of the organisation of the Faculty of Pharmacy. Another key measure that followed from KoF17 was that the University Medical Board began work on developing common visions and goals that have since been adopted (see *Common Visions and Goals for work-integrated education for healthcare professions, clinical research, and the development of healthcare Medfarm 2020/1126*). In addition to this, efforts have been made in career opportunities and communication within the disciplinary domain and doctoral education, as well as follow-up work

within the disciplinary domain's departments. For more information, see written communications on the disciplinary domain's follow-up of KoF17, act numbers UFV 2018/1026 and UFV 2019/1033.

Goals for KoF24 Medfarm

The overall goal of *Quality and Renewal 2024 (KoF24)* is to strengthen Uppsala University's ability to conduct research of the highest quality and relevance.

The goal for the Disciplinary Domain of Medicine and Pharmacy's research evaluation, KoF24 Medfarm, is to identify good research environments, with a particular focus on research environments with the potential for development. This work is based on the disciplinary domain's goals and strategies as they are formulated in *Vision:Medfarm (MEDFARM 2020/816)*. The overall vision is: *The Disciplinary Domain of Medicine and Pharmacy, through research, education, development and innovation of the highest quality, contributes to better health and a better society.*

The results of the research evaluation KoF24 Medfarm may come to be used in prioritising future initiatives within the framework of the disciplinary domain's operational planning.

Vision:Medfarm

Goals and strategies at the Disciplinary Domain of Medicine and Pharmacy, Vision:Medfarm (MEDFARM 2020/816) elaborates on the University-wide goals in *Uppsala University: Mission, Goals and Strategies (UFV 2018/641)* and describes their implementation within the disciplinary domain. Vision:Medfarm was developed in a disciplinary domain-wide project during autumn 2020 and applies for the period 2021 through to 2026. The goals and strategies have a specific structure – from abstract and overarching to concrete and measurable.

Vision:Medfarm contains five main goals, and each main goal has a number of sub-goals. For each sub-goal there are a number of *Actions*, which are measures that the disciplinary domain intends to implement to achieve the goals; and *Indicators*, which are ways of measuring goal fulfilment. For each sub-goal, there is also a statement on how it connects to *Uppsala University: Mission, Goals and Strategies (UFV 2018/641)*. The main goals of Vision:Medfarm are:

Main goal 1 – The Disciplinary Domain of Medicine and Pharmacy conducts excellent research and paves the way for scientific breakthroughs for better health.

Main goal 2 – The Disciplinary Domain of Medicine and Pharmacy conducts excellent education, with strong links to research, in an attractive learning environment.

Main goal 3 – The Disciplinary Domain of Medicine and Pharmacy has a close partnership with the healthcare sector, as well as other strong, long-term collaboration networks both inside and outside the university.

Main goal 4 – The Disciplinary Domain of Medicine and Pharmacy has an academic culture and an environment with national and international appeal.

Main goal 5 – The Disciplinary Domain of Medicine and Pharmacy works actively and strategically with competence provision, career development, mentorship and collegial leadership.

Vision:Medfarm's main goals are well connected to the four aspects of the KoF24 evaluation that are to be included in the evaluation of the disciplinary domains according to the Project terms of reference for Q&R24 adopted by the Vice-Chancellor.

Implementation of KoF24 Medfarm

The research evaluation KoF24 Medfarm will be based on the four main aspects set out in the Project terms of reference and Vision:Medfarm. KoF24 Medfarm will primarily be based on compilations of basic data, bibliometrics, relevant indicators from Vision:Medfarm, limited self-evaluations, interviews with focus groups or in-depth interviews with identified individuals, as well as site visits and evaluations by a number of external assessors.

The evaluation will also use relevant documentation (see the section “Documentation” below). Other evaluations carried out in the near term that have highlighted issues relevant to KoF24 Medfarm should, as far as possible, be used to reduce the workload. It is important that KoF24 Medfarm is implemented with a reasonable level of ambition, in as simple and cost-effective a form as possible.

During the preparatory study, a number of key issues were identified and connected to the main goals in Vision:Medfarm (see attached KoF24 Medfarm Preparatory Study Report).

Connection between KoF24 Medfarm and Vision:Medfarm

The main focus of KoF24 Medfarm will be evaluation of the *development and renewal of research and research environments* which reflects well the **Main goal 1** of Vision:Medfarm; *the Disciplinary Domain of Medicine and Pharmacy conducts outstanding research and paves the way for scientific breakthroughs for better health*. KoF24 Medfarm will thus be based on this main goal in Vision:Medfarm.

The other three aspects of the Project terms of reference – Engagement and collaboration with society; Recruitment, career opportunities and career support; and Connection between research and education – will be evaluated at a more general level. These aspects relate to three of Vision:Medfarm’s main goals:

- *The Disciplinary Domain of Medicine and Pharmacy has a close partnership with the healthcare sector, as well as other strong, long-term collaboration networks both inside and outside the university (No. 3)*
- *The Disciplinary Domain of Medicine and Pharmacy works actively and strategically with competence provision, career development, mentorship and collegial leadership (No. 5),*
- *The Disciplinary Domain of Medicine and Pharmacy conducts excellent education, with strong links to research, in an attractive learning environment (No. 2).*

Methods

The preparatory study identified some potential methods for supplementing basic data, bibliometrics and other documentation. This section presents the proposed methods.

Self-evaluation

Self-evaluations provide valuable input in an evaluation, but it is important that they are carried out with a reasonable level of ambition. Self-evaluations should be designed so that they can be used as input for the external assessors. The heads of department and department boards at each department are responsible for their department’s self-evaluation. Requests for self-evaluations may be addressed to selected committees and other bodies in the disciplinary domain.

Self-evaluations should contain questions that supplement the basic data and other documentation. The questions should be connected to KoF24 Medfarm’s overall goal to identify good research

environments and research environments with potential for development or the other evaluation aspects.

As part of each department's self-evaluation, all research group leaders or equivalent are to briefly describe their research. This information is compiled for each department and is sent as input to each department management for the department's self-evaluation.

Interviews

Interviews can be conducted to supplement basic data, bibliometrics and self-evaluations, with the aim of identifying strengths and areas of potential development within the disciplinary domain. The choice of interviewees and having well-defined questions is crucial. Interviews may be conducted in focus groups, but in some cases it may be necessary to conduct interviews with well-chosen individuals.

This type of interview should preferably be conducted by those with extensive experience of this type of work. The interviews must be compiled so that important conclusions and lessons learned clearly emerge. Interview support for their implementation and analysis may need to be procured.

External assessors

Based on compiled material and site visits, external assessors are to identify good research environments and research environments with potential for development within the Disciplinary Domain of Medicine and Pharmacy.

The external assessors, numbering about 8-10 people, will be brought together in a panel that evaluates the entire disciplinary domain. The assessors appointed should ideally have a background in a Nordic country or Northern European university to facilitate their understanding of the context in which the disciplinary domain operates.

The assessors should preferably have experience from leadership roles in medicine and/or pharmacy. The panel should consist of generalists rather than specialists. The panel will meet with all the departments in the disciplinary domain and the disciplinary domain management.

Documentation

The evaluation is to utilise relevant documentation about the disciplinary domain. The documents must be available in both Swedish and English. In cases where the documents are only available in English, they can be included in the evaluation without the need for translation into Swedish.

Available documentation

The following documentation may be included in the evaluation:

- Vision:Medfarm
- Relevant indicators from Vision:Medfarm
- Medfarm's proposals for profile areas
- Evaluation of clinical research (ALF evaluation)
- Summary of the resource allocation inquiry conducted within the disciplinary domain in 2022, supplemented by the current status in autumn 2023
- Review of research infrastructure at the disciplinary domain, including the decision data for the prioritisation of ON in autumn 2022 and
- Completed evaluations by SciLifeLab.

In cases where other evaluations have already clarified questions raised within KoF24 Medfarm, these should be used as far as possible to reduce the workload.

Basic data

Data is retrieved using GLIS from the University's systems Primula, Ladok and Raindance, as well as relevant systems from Region Uppsala for the period 2017–2021. The time period is limited by the access to citation data.

The basic data consists mainly of staff data, financial and qualifications data. More information can be found in the report from the preparatory study. Data will be extracted at a specific point in time once per year. All staff and qualifications data will have a gender distribution. The qualifications data is taken from Ladok and the evaluation includes licentiate and doctoral degrees as well as admitted doctoral students over a period of five years.

Indicators Vision:Medfarm

The Vision:Medfarm indicators that are relevant to the evaluation will be used.

Bibliometrics

Uppsala University Annual Bibliometric Monitoring (UU ABM) is an annual report from which bibliometric data for Medfarm can be extracted. If additional bibliometric data is considered necessary, it can be ordered. To get citation data for publications, only data up to 2021 can be included.

Evaluation organisation

The Vice-Rector is the client for KoF24 Medfarm.

The *steering committee* is the same as for the preparatory study, i.e. Vice-Rector Mats Larhed, Deputy Vice-Rector Eva Tiensuu Janson, Dean of the Faculty of Medicine Karin Forsberg Nilsson, and Dean of the Faculty of Pharmacy Mathias Hallberg.

The practical work will largely be carried out by a *Faculty Office working group*.

Reference groups may be involved in the preparatory work.

Decisions

During the implementation of the KoF24 Medfarm, a number of decisions will need to be taken. The following outlines which decisions are taken by which group:

The *Disciplinary Domain Board (ON)* decides on the Terms of reference for the implementation of KoF24 Medfarm, including the decision on the budget and the establishment of the preparatory study and final report.

The *Executive Committee (AU)* decides on external assessors for KoF24 Medfarm.

The *steering committee* makes operational decisions before and during the implementation of KoF24 Medfarm such as on the communications plan, interview questions, people and units to interview, self-evaluation questions, selection of units to respond to the self-evaluations, ordering of bibliometrics, and reference groups (which groups are needed and participants in these).

The *Faculty Office working group* is responsible for the implementation according to the decisions made.

Support in the implementation of KoF24 Medfarm

The Faculty Office for Medicine and Pharmacy will provide support in the practical implementation of the evaluation and in the preparation and compilation of various documentation. KoF24 Medfarm will require extensive resources and competencies at the Faculty Office during the project's implementation.

External support for the preparation of the interview guide and for conducting the interviews will be needed.

Budget KoF24 Medfarm

In the Vice-Chancellor's decision to adopt the Project terms of reference for Quality and Renewal 2024 on 20 December 2022, it was decided that a total of SEK 11 350 000 should be set aside for the research evaluation. Of these funds, SEK 3 150 000 will be earmarked for costs within the Disciplinary Domain of Medicine and Pharmacy.

The funds set aside for KoF24 Medfarm will be used for compensation for the panels including travel, and for interview support, as well as to cover other costs that may arise during the implementation of the evaluation.

Timetable KoF24 Medfarm

The overall timetable for KoF24 Medfarm is as follows:

Autumn 2023	Preparations for implementation, and where applicable procurement and hiring of panels, preparations for self-evaluation, interview questions, etc.
	The disciplinary domains present a timetable for the planned implementation to the Vice-Chancellor
Ca Nov 2023 – Oct 2024,	Implementation of KoF24 Medfarm
Jan 2024	Documentation compiled and sent out to the departments
Feb 2024	Self-evaluation by departments
April 2024	Interviews conducted where applicable
Aug 2024	Documentation compiled and sent out to panels
Oct 2024	Panel visits
Ca Nov 2024 – Feb 2025	Preparation of the report
February 2025	Report from KoF24 Medfarm complete
April 2025	Research evaluation conference for Uppsala University

Appendices

KoF24 Medfarm – förstudiedirektiv, dnr MEDFARM 2023/769

KoF24 Medfarm – förstudierapport, dnr MEDFARM 2023/769

Kvalitet och förnyelse 2024 (KoF24), projektdirektiv, dnr UFV 2022/1003

Rektorsbeslut om direktiv för Kvalitet och förnyelse 2024 – universitetsövergripande forskningsutvärdering vid Uppsala universitet, dnr UFV 2022/1003

Vision:Medfarm, Implementering av mål och strategier vid vetenskapsområdet för medicin och farmaci, dnr MEDFARM 2020/816

Other relevant documents

Biträdande lektorat en utvärdering Sveriges unga akademi

Gemensamma visioner och mål för den verksamhetsintegrerade utbildningen av sjukvårdens professioner, den kliniska forskningen och utvecklingen av hälso- och sjukvården.

Dnr Medfarm 2020/1126

KoF17 Medfarm_dnr UFV 2018-1026, uppföljning av KoF17 för Medfarm (2018)

KoF17 Medfarm_dnr UFV 2019-1033, uppföljning av KoF17 för Medfarm (2019)

Mål och strategier för Uppsala universitet fastställt av konsistoriet 2019-12-12, dnr UFV 2018/641

Mångfaldsrapport 2018 Medfarm dnr UFV 2020-1006

Uppsala University Annual Bibliometric Monitoring (UU ABM), 2022 (Per Ahlgren)

Stärkt svensk forskningskvalitet till nytta för samhället VR 2023 (dnr 1.2.1-2022-06007)