

On Esteem: Rewarding Reproducible Science

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Norms of esteem

- **Hiring**
- **Promotion**
- **Introducing a visiting speaker**
- **Writing a self-bio**
- **Deciding where to submit a paper**
- **Congratulating others on success**
- **Criticising or gossiping about others**
- **Deciding which papers to cite**

Number of publications

“Prof. Esteem has published over 200 papers...”

“One paper per year of your Ph.D.”

“50 papers for a Chair”

Issues with N

- **Very easy to “game” with co-authors**
- **A measure of persistence**
- **A measure of wealth**
- **A measure of social network size**

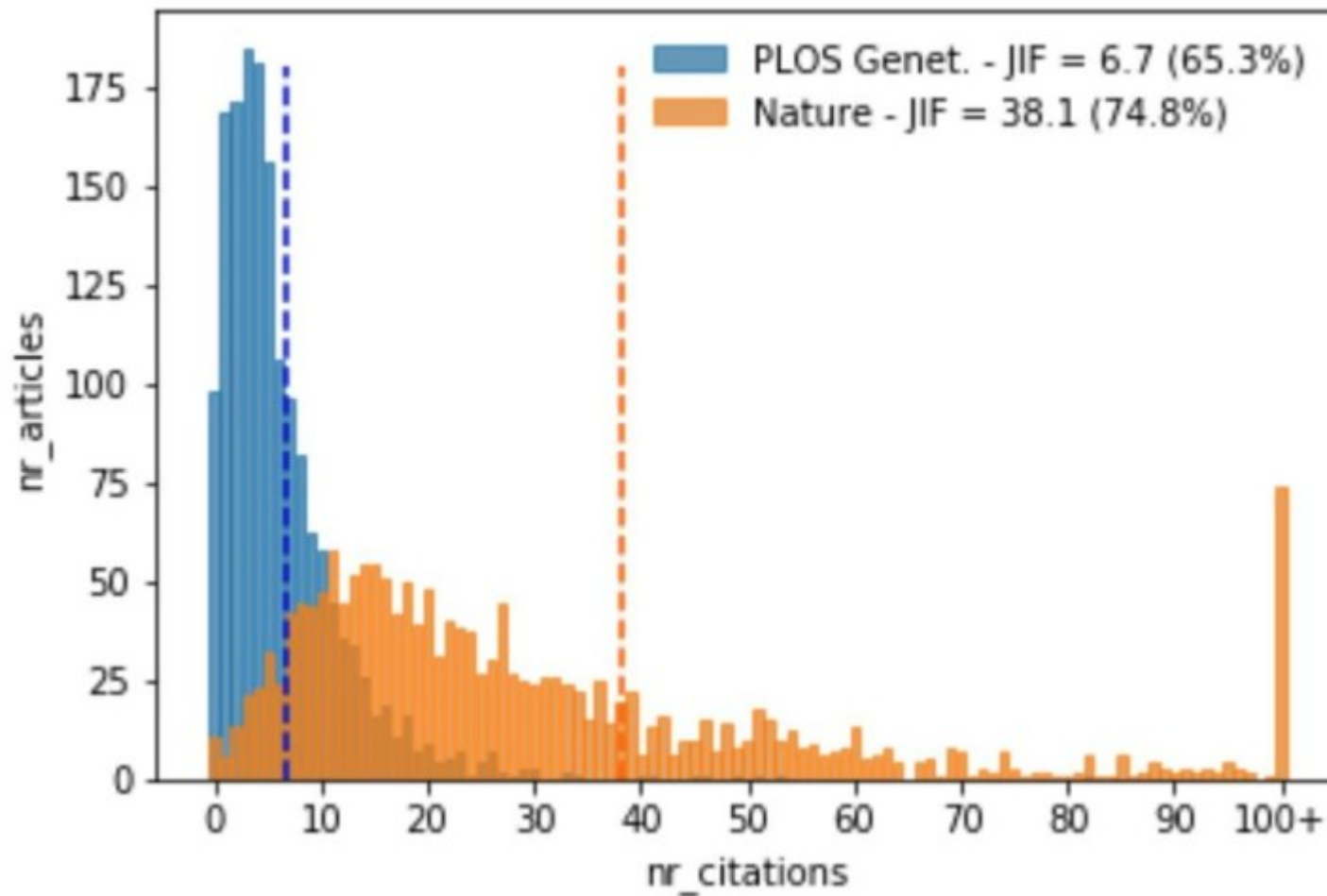
Location of publications

Journal	Esteem	Impact Factor
Psychological Review Psychological Science JEP: Gen	“It’s a 4* journal”	7.2 6.1 4.1
JEP:LMC QJEP JEP:ALC	“It’s a 3* journal”	2.2 2.1 1.8
Learning & Behavior	“It’s a 2-3* journal”	1.4

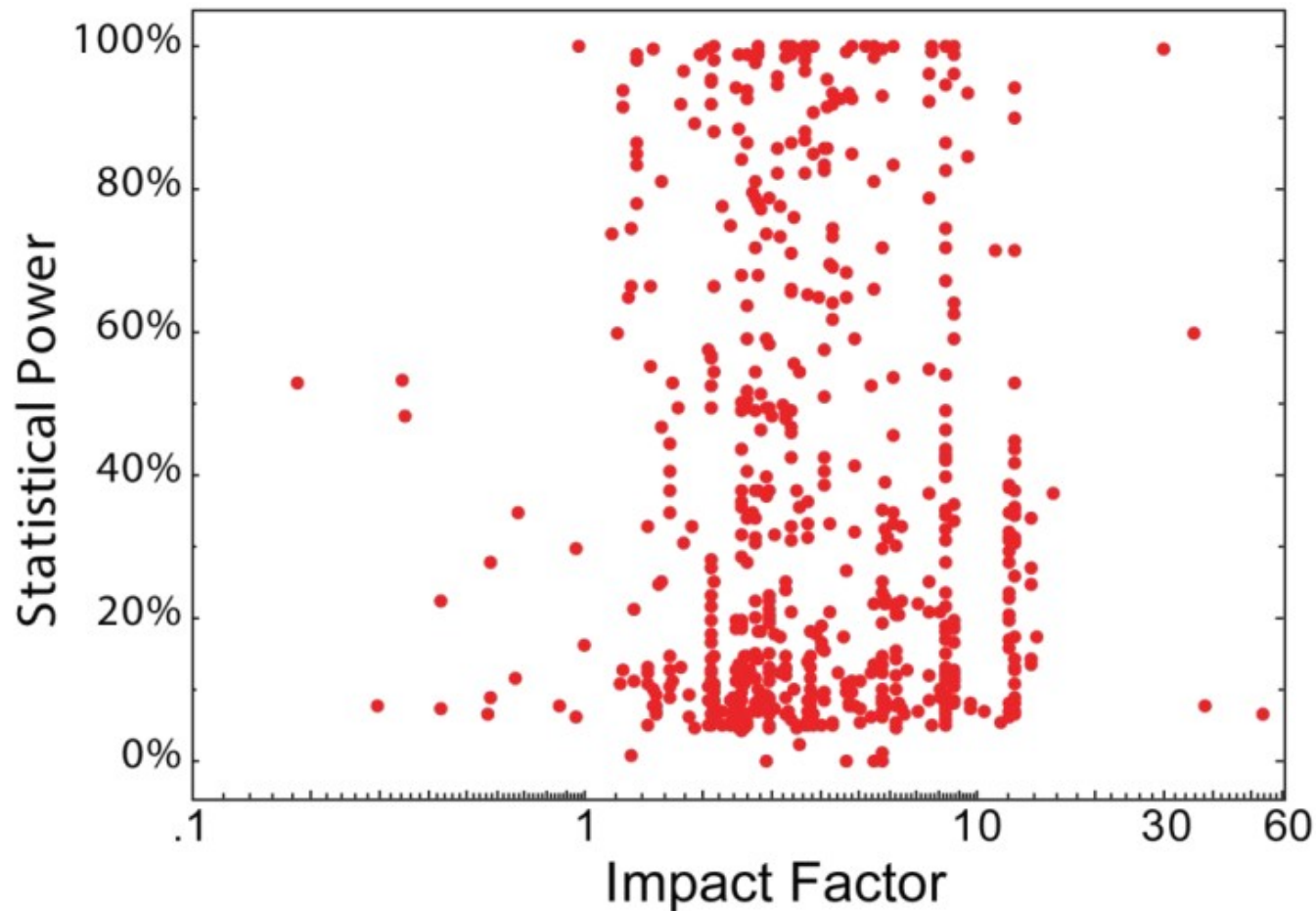
Impact Factor of journal X: Mean number of times a paper in journal X is cited in the first two years of publication.

Impact Factor is unrepresentative

<https://osf.io/n3yfq/> - Paola Masuzzo



Impact Factor uncorrelated with quality



Number of citations

- **Negative citations are rare, perhaps 3%**
- **Citation practices differ**
- **h-index**
 - Gaming the h-index
 - No good for junior hires

<https://www.pnas.org/content/112/45/13823>

<https://www.psychologicalscience.org/observer/citation-based-indices-of-scholarly-impact-databases-and-norms>

Read the damm thing!

Speaker introduction

“Jackie’s paper on elaborated intrusion theory made me think differently about how to reduce obesity”

Hiring, promotion

“List your three best publications”

Issues for hiring and promotion

1. Time
2. Author contribution.
3. Hypercompetition

Grant income

*“Prof. Esteem has received over
£2m in grant income”*

Promotion:

“Talk to me once you get a £300k grant”

Hiring:

“Sustained track record of grant income”

Esteem and reproducible science

- **Don't use:**
 - Number of publications
 - Impact Factor
 - Grant income
- **Sometimes OK:**
 - Citation counts
 - H-index
- **Do use:**
 - Reading their best work

