ProAc · Academic profile *_{User Guide}

✔ Profiles, and not ranks, academics

✔ Creates incentives for a more sustainable academia

✔ Speeds up objective academic evaluation

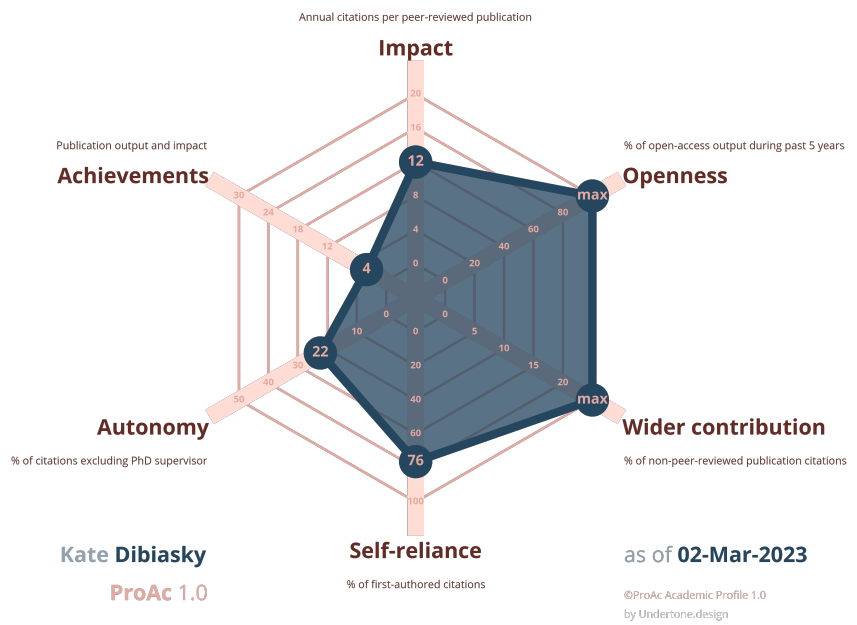✔ Made openly accessible & free

✔ Is versioned & updatable

Crameri, F. (2023), ProAc visual academic profile. Zenodo. http://doi.org/10.5281/zenodo.7691087

Crameri, F. (2023, pre-print). Multi-metric academic profiling with ProAc (1.0.0). Zenodo. doi:10.5281/zenodo.4899015

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* www.fabiocrameri.ch/proac

Annual citations per peer-reviewed publication

Impact

% of open-access output during past 5 years

Publication output and impact

Achievements

Openness

Autonomy

Wider contribution

% of citations excluding PhD supervisor

% of non-peer-reviewed publication citations

Self-reliance

% of first-authored citations

Kate Dibiasky

ProAc 1.0

as of **02-Mar-2023**

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by Undertone.design

Academic evaluation is at the core of how and on what we work, how we structure our career, how we treat each other, and indeed academia as a whole.

Currently, academic evaluation is neither fair to academics, nor supporting unexpected scientific breakthroughs; it favours scientists in established work environments and fosters high-quantity, instead of high-quality, research.

By introducing a visual academic profile, ProAc is an attempt at enabling objective and inclusive academic evaluation and supporting diverse talent, inclusive work environments, and scientific progress. Too good to be true?! – I don't think so.

Contents

1 Creator & sources of inspiration

Creator: Fabio **Crameri**

Contributors: Erin **Martin-Jones** – Support with the ProAc outreach.

Lucía **Pérez Díaz** – Support with the ProAc online toolbox.

Early supporters: Elenora van Rijsingen, Iris van Zelst, Grace Shephard, Anna Gülcher, Antoniette Greta Grima, Ágnes Király, Fucheng Li, Tim Lichtenberg, Adrien van Zelst, Marie Bocher, Lena Scheiffele, Alexander Minakov, Alan Baxter, Charitra Jain, and others.

Sources of inspiration: Discussions before, during, and after the Great Debate (initiated by Elenora van Rijsingen) during the EGU General Assembly 2022 with my fellow panellists and the audience has helped to broaden my understanding of academic evaluation and its challenges, which was used to refine ProAc.

Tools empowering ProAc: Python and PythonAnywhere are used to bring the ProAc graphic design to all of you. ProAc graphics are based on the Scientific colour maps (Crameri 2018) to ensure universal readability (Crameri et al., 2020).

2 Say thanks!

Acknowledge the free use of the ProAc academic profile:

The software : **Crameri, F. (2023), ProAc visual academic profile. Zenodo. http://doi.org/10.5281/zenodo.7691087**

The research : **Crameri, F. (2022, preprint). Academic profiling, instead of ranking, with ProAc (0.1.0). Zenodo. doi:10.5281/zenodo.6569100**

Donate a coffee to support the effort, the unfunded development of ProAc, and all extra work that goes with it.

3 Instructions

The ProAc academic profile is a visual representation of (some of) an academic's key skills, achievements, and engagement that allows for a more objective and time-effective academic evaluation than the currently used h-index or written CVs, respectively. To create the visual profile, an academic needs to collect its own publication record in a predefined table format (see Section 3.1) and read it into the openly accessible ProAc tool (see Section 3.2). The resulting ProAc academic profile is intended for use in CVs and on webpages, to complement other relevant academic characteristics (see Section 3.3).

3.1 Create the datafile

The necessary (machine-readable) CSV data file is created in two steps, by downloading the datafile template and by filling it out with the relevant academic data.

Download: The template to hold the necessary academic data can be found at **www.fabiocrameri.ch/proac**. It is provided in various formats for convenient handling and data input.

Fill in: The data table consists of a few compulsory entries for the ProAc academic profile.

	Description	Type
Year	The publication year of the given publication.	Integer
Kind	The kind of publication, which can be *"Peer-reviewed paper"*, *"Pre-print paper"*, *"News & Views"*, *"Blog post"*, *"PhD thesis"*, *"MSc thesis"*, *"BSc thesis"*, *"Community software"*, *"Community database"*, *"Community webpage"*, or similar.	String
First authored	Whether the given publication is first authored or not.	Binary
Including PhD supervisor	Whether the given publication includes the PhD supervisor as (co-) author or not.	Binary
Open access	Whether the given publication is published open-access or not.	Binary
Citations	The current number of citations of the given publication.	Integer

Future-proof it: Additional, optional data potentially used elsewhere are listed in the following.

	Description	Type
Tag	Short, unique citation of the given publication.	String
Title	Title of the given publication.	String
Publisher	Publisher of the given publication.	String
Full reference	Bibliographic reference of the given publication.	String
Link	Web link to the given publication.	String
Single authored	Whether the given publication is single authored or not.	Binary

Export a CSV file: To create the visual profile from the data table, a CSV file version is necessary, which can be either adjusted directly as CSV file or, else, exported both from *MS Excel* and *Apple Numbers*:

- In MS Excel, go to: `File > Save as > .csv`

- In Apple Numbers, go to: `File > Export To > CSV...`

Tip: Store and regularly update the table with your academic data to also keep your visual academic profile up-to-date. ProAc itself will receive updates, but keep operating on the same table format for the foreseeable future.

3.2   Create the ProAc visual profile

Go to https://proac.pythonanywhere.com, upload the CSV file with your updated academic data filled in (as outlined in Section 3.1), and process it with the ProAc toolbox.

For the online toolbox to work, it needs your **first (i.e., given) name**, your **last (i.e., family) name**, and the correctly structured **CSV file**.

Additionally, you have the options to change the figure file to a (raster/bitmap) transparent PNG file instead of the default (vector format) PDF file, and/or to create a graphic suitable for dark background canvases (e.g., a dark webpage or presentation slide). By default, the ProAc profile is created including data up to the current year. If need be, this upper year limit can also be adjusted.

3.3   Use the ProAc visual profile

ProAc visual profile is no complete representation of an academic – and never will be. It complements other relevant, not quantifiable content of an academic CV. The ProAc profile improves and speeds up the objective academic evaluation.

4   Feedback

Help improve ProAc!   Suggestions to improve the academic profile can be submitted via www.fabiocrameri.ch/proac.

– Thanks!

5   References

Crameri, F. (2023). Multi-metric academic profiling with ProAc (1.0.0). Zenodo. doi:10.5281/zenodo.4899015

Crameri, F., G.E. Shephard, and P.J. Heron (2020), The misuse of colour in science communication, Nature Communications, 11, 5444. doi:10.1038/s41467-020-19160-7

Crameri, F. (2018). Scientific colour maps, Zenodo. doi:10.5281/zenodo.1243862

6   Version history

Version 0.1 :   Proof-of-concept ProAc profile design

Version 1.0 :   Original ProAc profile key metrics

Original ProAc profile graphic design

7 License