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# Everything (we think) we know about narrative CVs

DORA Community of Practice

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# Project overview

**What?** - a review of evaluations and studies on NCV implementation with the aim to create a **comprehensive and coherent community-owned understanding of the implementation of narrative CVs (NCVs)**, so that:

- those organisations considering them can make an informed decision;
- those organisations adopting them can continue to improve them;
- and those seeking to further evaluate them can build on what's done and address most pressing gaps.

**Who?** - The 'Everything (we think) we know about narrative CVs' project is a research collaboration between **Noémie Aubert-Bonn** (Manchester), **Justyna Bandola-Gill** (Birmingham), **Wolfgang Kaltenbrunner** (CWTS Leiden), **Liz Simmonds** (Cambridge) and **Karen Stroobants** (CultureBase / Cambridge). The project is funded by the DSIT/UKRI Metascience fund.

# Approach & activities



April-May	Collating NCV implementation studies	Literature searches and <i>interviews</i> to collate published evaluations and studies
June-July	Extraction of information	Development of extraction template to gather information on study objectives and methods; context of NCV introduction; NCV format and guidance; study results in terms of user experiences; study results in relation to NCV implementation outcomes and impacts
August	Analysis and synthesis of insights	Analysis of themes emerging across evaluations and studies, and synthesis of key themes and insights
September	Workshops	<i>Discussion of emerging themes and insights</i> to refine understanding and reflect on way forward
October- December 	Deliverables	Review paper and policy briefs for i. decision-making, ii. improving implementation and iii. informing further studies and evaluations



# Insights & findings

**User reactions** - Evaluations show broad acceptance of the NCV format across user groups, with applicants generally more positive than reviewers

**Outcomes** - For most outcomes set by implementing organisations, it is too early to determine whether they are being fully achieved; however, what is already evident is that NCVs enable a focus on broader contributions but their introduction as a standalone intervention does not guarantee such contributions being recognised

**Guidance and support** - Reviewers currently lack sufficient support to help them adapt to a new evaluation approach; this gap presents a major barrier to achieving outcomes

Our evidence shows that the NCV as a tool provides an opportunity for broader contributions to be recognised.

Whether this opportunity is realised will depend on the strength of reviewer guidance and training, and on system-wide measures moving in the same people-oriented direction.

# Future directions



## *Deliverables*

- 1) Review paper capturing our findings
- 2) Blog post(s) capturing our reflections
- 3) **Series of briefings** targeted at: Organisations considering implementing an NCV; Organisations interested in further improving their format, guidance and training; Organisations and researchers looking at evaluating NCV implementation

## *Dissemination and collaboration*

- Share briefings among team networks
- Share insights at events and conferences
- Consider follow-up work addressing gaps
- **Open to your further suggestions!**



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# Thank you for your time

Get in touch:

[w.kaltenbrunner@cwts.leidenuniv.nl](mailto:w.kaltenbrunner@cwts.leidenuniv.nl)

[j.e.bandola-gill@bham.ac.uk](mailto:j.e.bandola-gill@bham.ac.uk)

[elw27@cam.ac.uk](mailto:elw27@cam.ac.uk)

[karen@culturebase-consulting.co.uk](mailto:karen@culturebase-consulting.co.uk)

[noemie.aubertbonn@manchester.ac.uk](mailto:noemie.aubertbonn@manchester.ac.uk)