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# OPEN LETTER to the University of Liverpool concerning threatened redundancies of academic staff

In January the University of Liverpool announced 47 redundancies of academic staff. These staff were identified by grant income and citation metrics and sent letters notifying them they had been targeted for redundancies without the opportunity to review the criteria or the specific information held about them. The University has not made allowance for individual circumstances such as workload or sickness which might have affected these metrics, nor has it given any indication of any meaningful plans to make allowance for such factors. The University used a narrow time window over which to calculate these fluctuating metrics, and a proprietary citation metric tool from Elsevier to arrive at field-weighted citation metrics which are, as a consequence, opaque and difficult to review for appropriateness.

We write as members of the wider academic community - researchers who collaborate with the University of Liverpool on grants and papers, who read and cite work from Liverpool, examine PhD students, review courses, attend conferences with colleagues from the University of Liverpool. **We are dismayed by the University of Liverpool's actions, which can only have a chilling effect on UK research.**

Our belief is not just that the redundancies are financially unnecessary and apparently illegal, nor just that they are fundamentally callous and unfair to deploy against staff who have received consistently positive annual appraisals and have been working harder than ever during a global pandemic. Our belief is that mass redundancies, determined by metric, and deployed without review or individual discussion is anathema to a healthy research culture, and so a threat to the integrity of UK research as a whole.

Research and research collaboration requires the minimum stability that you or your collaborators will not be arbitrarily dismissed. It requires an investment in the long term, and it requires teamwork, rather than a base "what's in it for me" attitude. Researchers who are afraid that new metrics, opaquely calculated, over an arbitrary time period, will be weaponised to get rid of them will be distracted from this long term view and from the collaborative attitude that supports real value in research.

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The irresponsible use of metrics is in violation of the University of Liverpool's commitment to [the DORA principles](#) on research assessment, [the Leiden Manifesto](#) and the [Hong Kong principles](#) for assessing researchers. Central to this is the idea that our research should be valued for its substance. The way Liverpool has implemented its redundancy strategy betrays the relationship a University should have with research and with researchers. This requires at the least a modicum of stability to allow planning for the future, and consideration of individual circumstances. It is also wildly out of step with moves research funders such as [UKRI](#) and [The Wellcome Trust](#) have made to positively improve UK research culture.

We know that metrics deployed in this arbitrary manner could catch any one of us, who might have a few years without the same grant success as our peers, or find ourselves compared on paper citations against an inadequately-defined field with higher citation rates. Use of these metrics is discriminatory without consideration of personal circumstance or issues of workload. These metrics - being in the bottom 25% of the Russell Group for average grant income (20% for lecturers) and Scopus Field Weighted Citation Index below 2 - are *defined* in such a way as they will always catch a large proportion of staff - someone has to fall below these cutoffs no matter how 'good' everyone is.

Making stable academic employment contingent on research metrics is also an insult to students. It devalues teaching which is at the heart of academic life and often occupies the majority of academic time. So, as well as damaging research, the University's actions also signal an intent to degrade the quality of teaching at Liverpool. How can academics suffering the perverse incentives of research metrics concentrate on delivering quality teaching?

In view of these considerations, we will be hesitant to recommend the University of Liverpool to students, for undergraduate or postgraduate study; hesitant to seek employment there ourselves; and reluctantly hesitant to plan collaborations, co-supervision or grant applications with the University of Liverpool since we cannot trust the University to support or even retain its researchers.

We urge the University to scrap these redundancy plans entirely, to recognise it has made a mistake in the way it has gone about this reorganisation, and to affirm its desire to make a positive contribution to UK research culture, and particularly to uphold its existing commitments to the responsible use of metrics.

More information:

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[Hong Kong Principles](#) letter to the VC of the University of Liverpool, Janet Beer  
[Leiden Manifesto](#) letter to the VC of the University of Liverpool, Janet Beer  
University of Liverpool staff: [Open letter to the administrators of the Declaration on Research Assessment \(DORA\), the UK Forum for Responsible Metrics and the UK Research Integrity Office](#)  
University of Liverpool [staff letter to their Senior Leadership](#)  
[Liverpool UCU updates](#)

Signed,

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