Electronic CV Management System – Overview

Key Messages

- System participation is entirely voluntary
- System will reduce the data entry burden on faculty members through its automatic harvesting, organization, disambiguation and de-duplication of publications data from a wide range of sources
- System serves as a comprehensive data source, supporting the capture, linking, and re-use of research / scholarly activity in a multitude of ways.
- Users have control over their profiles: they can decide what they wish to display publicly or keep private for their own uses.

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Electronic CV Management System Overview

An electronic curriculum vitae management software solution will assist faculty and trainees in capturing and organizing their scholarly achievements, academic CV, as well as promote institutional and external understanding of the full depth and breadth of scholarship, research and related creative activity at York.
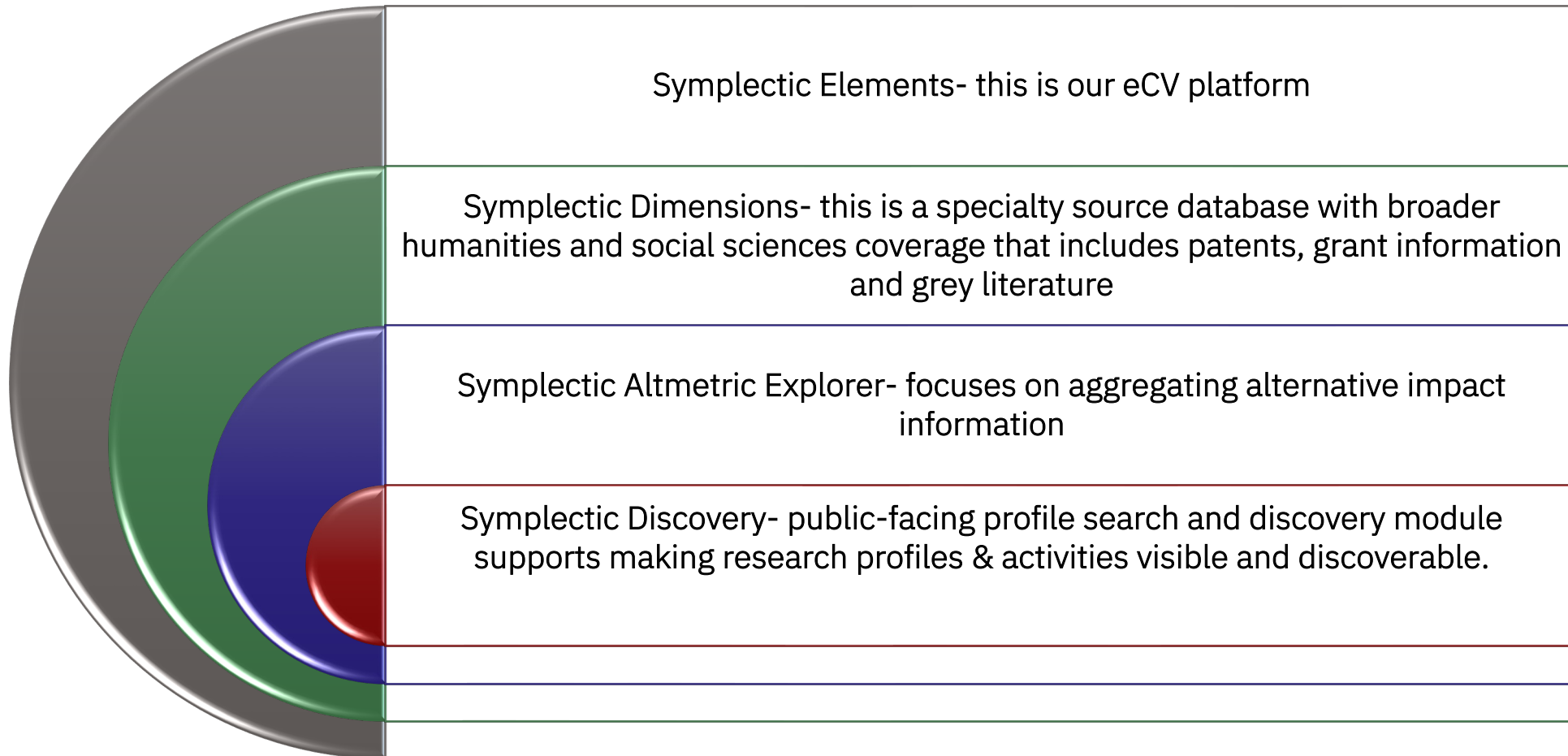
This software will enable researchers to create a central repository for their academic history, report their outputs once across multiple formats and simplify the creation and maintenance of CVs through an intuitive software interface.
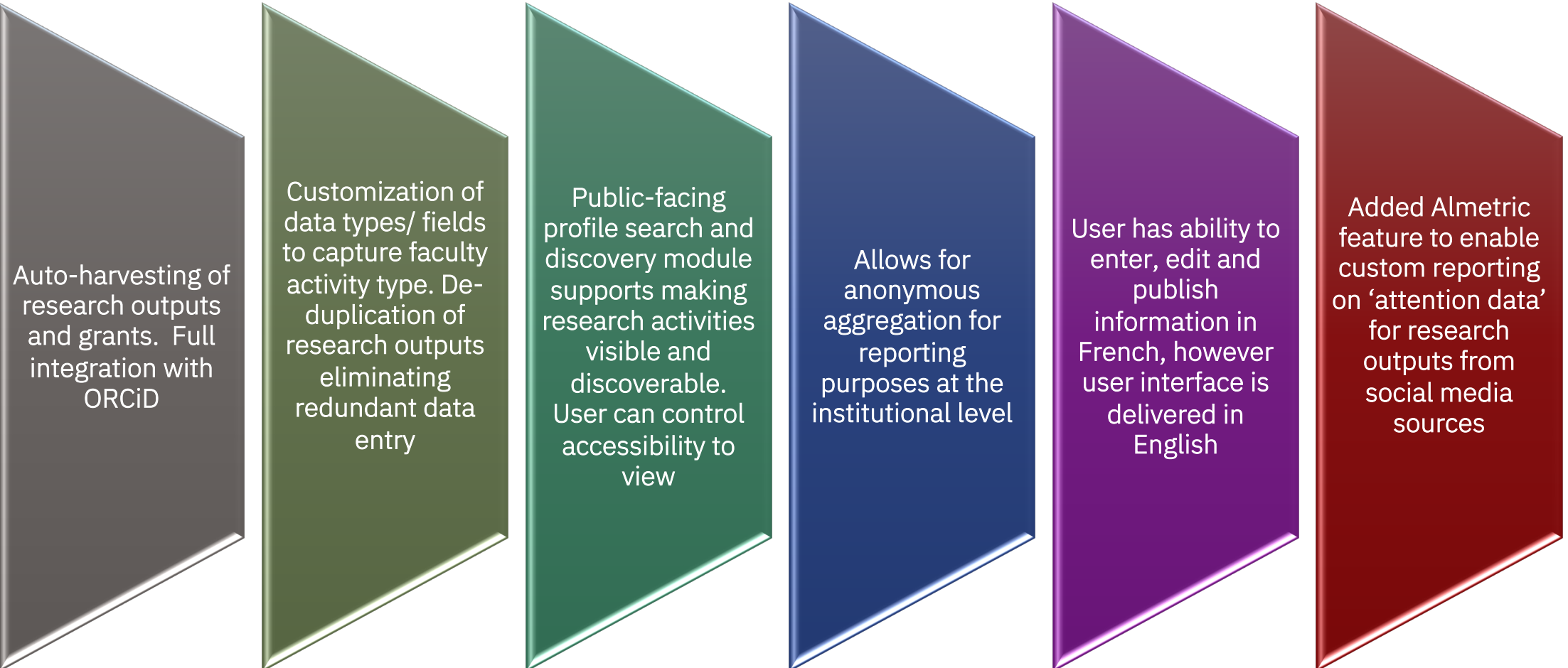
There will be interoperability with multiple data sources and databases. Researchers will be able to contribute data to their academic CV ingested from various sources, gather publication information from online databases and other external sources and address issues of duplication in an automated fashion.

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Electronic CV Management System Overview

Symplectic Elements- this is our eCV platform

Symplectic Dimensions- this is a specialty source database with broader humanities and social sciences coverage that includes patents, grant information and grey literature

Symplectic Altmetric Explorer- focuses on aggregating alternative impact information

Symplectic Discovery- public-facing profile search and discovery module supports making research profiles & activities visible and discoverable.

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Electronic CV Management System Features for Users

Auto-harvesting of research outputs and grants. Full integration with ORCiD

Customization of data types/ fields to capture faculty activity type. De-duplication of research outputs eliminating redundant data entry

Public-facing profile search and discovery module supports making research activities visible and discoverable. User can control accessibility to view

Allows for anonymous aggregation for reporting purposes at the institutional level

User has ability to enter, edit and publish information in French, however user interface is delivered in English

Added Almetric feature to enable custom reporting on 'attention data' for research outputs from social media sources

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Electronic CV Management System – Status

Working with the UIT group to develop the various feeds needed to align to the system and drive technical and operational implementation.

Meeting weekly with the vendor to remedy any hiccups and give and receive guidance on technical and functional needs.

Established a data governance subcommittee to ensure the integrity and privacy of data in the system and align data governance to institutional frameworks. Currently developing Senate policy around data governance.

Rollout subcommittee will advise on stakeholder engagement and the system wide rollout

Broader Implementation Advisory Committee with pan-university representation has been established to guide full campus-wide launch as part of implementation process

Estimated community rollout - 2023

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Electronic CV Management System – Overview

Supports

- We are working to respond to any concerns that might arise before we move to implementation
- Assume 12 to 18 months for adoption by faculty and graduate students.
- Achieved by providing work study students working with faculty, students and York staff members to aid in initial data input as needed.
- ECV System Administrator will provide technical guidance and triaging of support queries from York community members, as well as liaise with vendor client support on an ongoing basis.
- Plan to have training available for researchers, administrators and others interested in gaining knowledge of the system

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eCV Implementation Advisory Group – eCV Chronology

2018

2019

✓Task Force members met in December 2018 and February 2019 to begin to examine and evaluate options for the implementation of an electronic CV management software system.

✓Members established more specific York University needs to be considered as part of a potential system. Request for Information (RFI) posted February 19th, 2019

✓Developed a Request for Proposals (RFP)- 5 vendors responded and presented

✓A final consolidated list of key objectives to be achieved through the ECV solution was generated, resulting from the RFI

✓University Budget and Advisory Committee recommended for budget approval- April 2019

✓These objectives were integrated into an RFP which was posted September 24, 2019

✓A smaller Evaluation Committee was established with members from the larger eCV Task Force to evaluate and shortlist vendors.

- Eric Armstrong, AMPD, Department of Theatre
- Logan Donaldson, Faculty of Science, Department of Biology
- Celia Haig-Brown, Associate Vice-President Research, VPRI
- Andrea Kosavic, Associate Dean Digital Engagement and Strategy, Libraries
- Omar Mohammed, Client Solutions Manager, University Information Technology
- David Mutimer, LA&PS, Department of Political Science
- Jonathan Obar, LA&PS, Department of Communication Studies
- Gunho Sohn, Lassonde, Department of Earth & Space Science & Engineering

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eCV Implementation Advisory Group – eCV Chronology

2019

2021

- ✓ Evaluation of the RFP response submissions and to establish shortlisted vendors, November 8th
- ✓ Selected vendors were chosen by the Evaluation Group to be invited to present to both Evaluation Group and Observers. Presentations were held December 3rd- December 5th, 2019
- ✓ Deliberation meetings held December 5th, 2019 and January 2020
- ✓ As of January 2020, the Evaluation Committee met several times to review deficiencies of the top ranked vendor
- ✓ Time was spent corresponding with the vendor; the result of the discussions led to the creation of a sandbox in May 2020 for the Evaluation Committee to experiment with the tool and software
- ✓ Evaluation Committee met on May 28, 2020 and made the decision to proceed with Digital Science
- ✓ Members of the Evaluation Committee hosted a Zoom call with the vendor Digital Science and the software group
- ✓ Reference checks conducted June 2020
- ✓ Final call with the vendor August 2020
- ✓ Contract negotiations fall 2020- early 2021
- ✓ Established project manager and operational implementation team January 2021

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Discovery Module

The Elements Discovery Module is a public-facing search and discovery layer. Drawing from existing Elements profiles to publicly present professional information (Title, Department, Contact Info, Academic Appoints Education, Research interests, etc.), Publications and Output, Grants & Funding, Teaching Activities, and Professional Activities (Awards and Distinctions, Committees, Society Memberships, etc.).

Profile examples:

University of Toronto

https://discover.research.utoronto.ca/

University College Dublin

https://people.ucd.ie/demetra.achilleos

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Electronic CV Management System – Overview

Ingestion of Citations

Agreed upon Key Requirements of the proposed eCV solution	Symplectic Software
Communication with external sources via Application Program Interface ("API") (PubMed, Scopus, Web of Science, Crossref, ORCiD, Altmetric, Plum Analytics and other repositories) to ingest research-related and bibliographic data	Auto-harvesting of information for population of faculty profiles from a number of sources across a range of disciplines. Sources include: PubMed, Scopus, Web of Science, CrossRef, ORCiD, Altmetric, figshare, Scopus, SSRN and other repositories
Ability to customize fields to display citation information not available from external sources and include researcher outputs for the full range of disciplines represented by York University including but not limited to publications, grants, patents, creative works, awards and prizes, editorships, teaching activities, service	Allows users to capture faculty activity around grants, creative works, patents, teaching, and professional activities as well as inclusion of information for equipment and facilities, and specific organizational structures, such as interdisciplinary research groups. Custom data types/fields is a standard feature.
Functionality allowing deduplication of records in a way that requires minimal manual intervention	Automatic ingestion, disambiguation and de-duplication of research outputs. Ability to provide options that account for extremely accurate association of authors with their published works. Authors can easily curate, hide and delete works.

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Electronic CV Management System – Overview

Interoperability & Outputs

Agreed upon Key Requirements of the proposed eCV solution	Symplectic Software
Support full ORCiD integration via the ORCiD API. This includes the storing of authorization tokens provided by researchers. The communication with ORCiD should be bi-directional, in that the system can pull data from or write to a researcher's ORCiD record if a researcher grants permission to do so	Full integration with ORCiD- uses author ORCiD identifier as a means of disambiguation.
Produce a CV that can be customized for an unlimited number of purposes including internal/external awards, competitions, and submission to CCV.	For each category of activity, default activity types are presented. Administration features also provide the option for customization and configuration by the institution, addition of any desired activity type.
Ability to ingest enterprise data and other administrative data from University systems to clearly communicate the association of researchers with multiple identities and affiliations.	Integration with HR system, ingest all HR data. Can also accept data through feeds from other institutional systems, such as Registrar and Grants databases, eliminating redundant data entry
Push structured data to other York University systems (e.g.: faculty websites, expert's database, accreditation reporting)	Supports making research activities publicly visible and discoverable through public-facing profile search and discovery module. (Discovery Module). Provides a secure API which can be used to display structured data designated as "public" by system users to Faculty websites if desired.
Provides a modern, attractive and effective searchable, browsable, and responsive user experience, and allow users to partially restrict viewing of fields/outputs if required.	User system administration can control accessibility of others to view certain elements of the user profile

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Electronic CV Management System – Overview

Reporting and Analytics

Agreed upon Key Requirements of the proposed eCV solution	Symplectic Software
Aggregate data anonymously for institutional reporting in simple forms like .csv and in popular formats used by reference systems;	The system is very flexible, allowing for the development of customized reports that aggregate anonymized data in a number of formats including .csv.
Provide real time reporting and dashboards along with built-in customizable reports;	Reporting Tools Database allows an institution to create ad hoc reports. System has built this review, report, and assessment functionality. This is a highly configurable and flexible module within Elements, allowing institutions to define their exercises for each department, research group or faculty at the institution.
Provide York University access to the anonymized data stored in the solution using a modern integration approach.	This is a highly configurable and flexible module within Elements, allowing institutions to define their exercises for each department, research group or faculty at the institution.
Bilingual Interface	System – both front end (user interface) and back end (all technical components) are delivered in default English. However, the user has the ability to edit their profiles and could write things in French. This data could then be pushed to the public portal (Elements Discovery Module) in French. The secure API allows for public structured data to be exported and displayed in different ways to suit the needs of bilingual colleagues.

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Electronic CV Management System – Overview

Integration with the Canadian Common CV

Agreed upon Key Requirements of the proposed eCV solution	Symplectic Software
Import a CCV and populate the proposed York ECV system;	The vendor has a number of Canadian customers and is working on an XML data export from Elements that can be imported into the CCV platform. This export capacity is in development. This export will be in the direction of Elements to CCV only, as the Elements system, due to its ease of aggregating and disambiguating information from a plurality of data sources, will populate itself automatically with cleaner, more robust data.
Populate the CCV directly and/or export structured data for upload to the CCV platform (via XML at minimum); and	Symplectic plans to work with its Canadian clients to implement a toolset that will also allow clients to crosswalk their own custom Elements field and data types to CCV-types expanding the export of CCV compliant XML. This would be subject to the current review of the CCV by Canadian Funders.
Allow the selection of a CCV template and export the data necessary to complete it.	This functionality will be met through the creation of XML data export from Elements that can be imported into the CCV platform.

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Electronic CV Management System – Overview

Additional Features

Altmetrics:
key data source and automation element - a web-based platform that enables users to browse and report on attention data for every piece of user content. These "Altmetric Badges" provide a visualization to show the influence and dissemination with real time data.

Altmetric tracks mentions of articles, books, images, datasets and other research publications in the following sources:

- News outlets
- Policy documents
- Patents
- Wikipedia
- Post-publication peer-review
- F1000 Recommendations
- Open Syllabus Project
- Blogs

- Facebook
- Twitter
- Google +
- YouTube
- Reddit
- Q&A/Stack Exchange
- Online reference managers

Publication metrics

Dimensions Badge

1.6k

	1.6k	Total citations
	1.6k	Recent citations
	n/a	Field Citation Ratio
	n/a	Relative Citation Ratio

Altmetric

2687

- News (156)
- Blogs (23)
- Twitter (1804)
- Facebook (11)
- Wikipedia (5)
- Reddit (3)
- Video (4)

Symplectic Altmetric Explorer

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