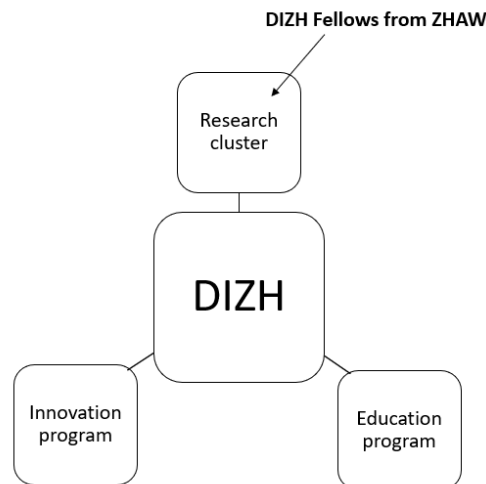


DIZH-Fellowship – Reviewer Information

What is the DIZH?

The mission of the Digitalization Initiative of the Zurich Higher Education Institutions (DIZH) is to promote cooperation on digitalization issues between higher education institutions in Zurich, thereby strengthening the greater Zurich area as a hub for research and business. The Zurich University of Applied Sciences (ZHAW), University of Zurich (UZH), Zurich University of the Arts (ZHdK) and Zurich University of Teacher Education (PHZH) are part of the DIZH network, which aims to advance research and innovation on digitalization by using interdisciplinary approaches. The DIZH consists of a research cluster, an innovation program, and an education program.

[You can find out more about the DIZH on their Website](#)



What is the DIZH-Fellowship?

The DIZH research cluster aims to promote interdisciplinary, cross-university research on digitalization issues. Its aim is to pool the different skills and capacities of the four partner institutions to facilitate new perspectives on the digitalization process and enable innovative forms of collaboration.

Each institution has its own mode of participating in the research cluster. The ZHAW has established a Fellowship Program (“DIZH Fellows”) to enable inquisitive minds to participate in the DIZH research cluster for a limited period of time. DIZH Fellows contribute and grow their knowledge and skills, actively shape the digital transformation and create sustainable value for themselves, the DIZH and the ZHAW.



What do we want in our Fellows?

We are looking for ambitious researchers across all career levels – from early career researchers just starting their PhD to senior professors with decades of experience – who:

- Have an outstanding track-record and standing in their respective field of applied research (given their career level, e.g., for a very early career researcher, this might be best evidenced in letters of recommendation than in the already achieved track record).
- Work on cutting-edge and innovative research that has a clear link to the digital transformation in and of their research area.
- Strengthen the impact of applied research on society, organizations, and individuals, both nationally and internationally, in the area of digital transformation.
- Represent the ZHAW's expertise vis-à-vis the DIZH research cluster and the field more broadly.

[You can read more about our past and current Fellows here](#)

How do we select Fellows?

To select the Fellows, we are dependent on a selection board of experts that shares the same common understanding of what a Fellow should be, namely (a) an ambitious applied researcher with (b) a relevant idea that (c) has great potential for impact.

The challenge is to:

- Select the right candidates when academic achievements in applied research can be evidenced in various ways beyond publication track records.
- Make candidates comparable across different career levels (from early career researcher to senior professor).
- Be open to proposals from all different aspects of digital transformation, as it concerns all sectors and departments at the ZHAW.
- Ensure that the right people also work on the right ideas (i.e., relevant ideas that produce sustainable added value for the organization).

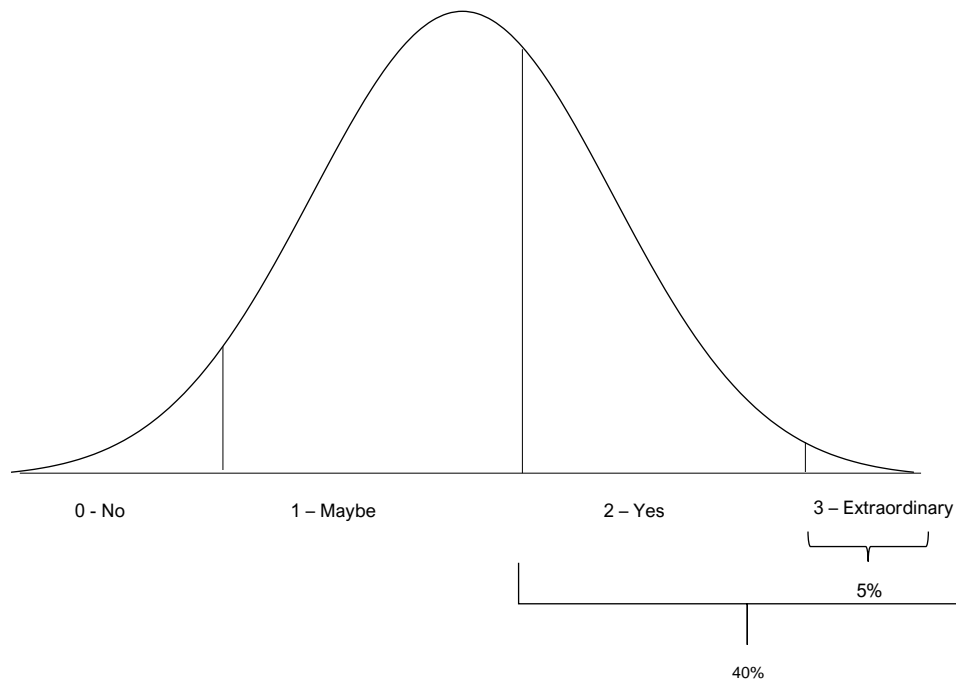
The selection criteria, rating scale and respective weights (see appendix) have been carefully designed to consider all of these points. The selection procedure takes place over two rounds. An initial written evaluation and – for the resulting top 40% of the applications – an interview.

How should you rate the proposals?

Each proposal is rated along 9 categories, according to the scoring table in the appendix. The rating scale for each category has four possible answers that always follow this logic:

- 0 - No
- 1 - Maybe
- 2 - Yes
- 3 - Extraordinary

In the end, we expect roughly the following distribution of scores:



To judge each proposal, we ask you to adopt the following mindset:

- You are looking at a sample of researchers who are likely higher performing than the average ZHAW researcher. This means you should be critical in your evaluation. You are essentially helping us to differentiate levels of excellence.
- Be aware of gender biases in project evaluation.



- Compare each applicant to people at their career level (i.e. compare early career researchers to other early career researchers). To facilitate this, the applicants self-assign a category (early career vs senior Fellowship).
- When thinking about percentiles like “top 5%”, use other research work (papers, proposals, theses, CVs, ...) you typically see as the comparison group (i.e., within and outside this Fellowship program).
- Only rate a category as “excellent” when you think this is in the top 5% of all proposals that you would usually see as a reviewer.
- We are admitting the 40% best rated proposals into the second evaluation round (interview). You help us immensely to make a fair comparison by (a) giving scores according to the defined meaning of the levels per category; (b) using the whole scale to differentiate between levels of excellence.

Appendix – Scoring Table

Category (contribution to overall score)	Subcategory	Contribution to Overall Score	
		Senior	Early Career
Applicant (40%)	Professional output Letters of recommendations, publications, presentations, patents, awards, noteworthy professional/academic achievements, attached scientific artefact, etc.	The average score of the two highest rated subcategories makes up the Applicant score (40%)	Score from highest rated subcategory makes up the Applicant score (40%)
	Leadership Successful projects as PI, acquired funding, supervised Master and PhD students, spin-offs, noteworthy achievements in R&D-management, etc.		
	Service Engagement with and standing in research community, committees, etc.		
Research Endeavor (30%)	Scientific quality Feasibility, dealing with related work, appropriateness of methods, etc.	10%	
	Impact on research Scientific novelty, strategic relevance to respective applied science field, etc.	10%	
	Impact on practice Timeliness, tangibility, relevance outside academia (business, society, ...), etc.	10%	
Added Value (30%)	Value for the ZHAW Capacity to connect to current or spawn future research, create new opportunities, create synergies by crossing disciplinary borders, etc.	10%	
	Value for the DIZH Contribution to DIZH goals, networking with other members of the DIZH research cluster, creating visibility, etc.	10%	
	Return on Investment Fellowship cost & setup (duration, financial volume, potential inclusion of a PhD student) in relation to the proposed outcomes.	10%	
Reviewers will score each subcategory as part of the written review. The scores will then be used to calculate the overall scores, considering the above-listed weights.			