Feedback by review panels in the September 2021 call

Research Council for Culture and Society



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1. Overview

In the September 2021 call the Academy of Finland's Research Council for Culture and Society received 830 applications in three funding instruments: Academy Project funding, Academy Research Fellow and Postdoctoral Researcher funding.

The applications received were reviewed by 210 experts in 20 different international review panels. This year the Research Council for Culture and Society organized 19 panels between January-March 2022 to evaluate the applications in its fields. Three of the 19 review panels were organized together with other research councils of the Academy of Finland. The gender balance of the reviewers in these 19 panels was 49% men and 51% women.

The development of the Academy's review process is ongoing, and the feedback raised from the review panels provides important support to this work. Also, each panel gave feedback about the scientific quality of the applications in international comparison and the (thematic) range of the applications. In the following the feedback is presented for the benefit of the applicants in the September 2022 call and future calls.

2. Feedback by review panels

2.1. SSH-22_01

The scientific quality of the applications was in general very satisfying and very good in international comparison. There was a wide range of applications in different fields of law, often with a multidisciplinary approach and very high scientific ambition, which is generally positive. A few applications were outstanding, some were excellent, while others were good but need to be further developed. Few of the applications were fair to insufficient. This range in quality is what can be expected within the framework of the Academy's funding schemes and is in accordance with experiences in other countries. The outcome of the ranking within the different funding schemes was clear, although sometimes the ranking between specific applications can be challenging, as the projects can be very different in subject matter, design, approach, and methodology, etc. However, the panel could always agree on the final ranking of each application.

The thematic range of the applications submitted to the panel was appropriate and the panel strongly supports the idea of a law-panel. The composition of the panel with various areas of expertise, also beyond classical legal dogmatic science, was very suitable for the evaluation of the applications. As mentioned above, the range of themes in the applications led to the conclusion that the scientific quality of the applications was in general very satisfying and very good in international comparison. Many projects had a multidisciplinary approach, here supplementary reviews from experts from other sciences are helpful, especially if these explain the qualities and flaws from a non-legal perspective.

As mentioned above, the general level of quality of the applications was very satisfying. However, the panel would like to share one observation: Many applications seem to have a strong focus on implementation, while the reflections on the theoretical background, state of the art and methodology sometimes were a bit less developed. This is not perceived as a larger, general challenge, but an aspect to be noted.

2.2. SSH-22_03

The scientific quality of the submissions was considered to be very good and internationally highly competitive, perhaps a bit less so for the postdoc applications. As compared to typical submissions to funding agencies in other countries, the Finnish submissions were particularly strong regarding the method, but less so with respect to the theoretical underpinnings. There were many explorative studies, very few being guided by explicit theories and concrete predictions, and there was generally relatively little interest in systematic theory building. Another peculiarity was the frequent use of neuroscientific methods for, as it sometimes seemed, their own sake. Numerous studies did not really need neuroscientific methods.

The range of the submissions was very broad, and the panel has seen some increase of the scope over the years. Salient gaps were not identified, even though of course each country has particularly strong research lines.

2.3. SSH-22_04

The panel was impressed by the overall scientific quality of the applications, with a majority of the applications being ranked as excellent by the panel. Very few applications were rated as being poor or fair. One issue that the panel had difficulty with was ranking applications where the overall scores were identical, in particular for cases were two applications had been deemed as excellent across the criteria.

The panel agreed that the range of applications was broadly speaking appropriate for the call.

2.4. SSH-22_05

The panel considered the quality of the applications to be generally good and in line with international comparisons. The Academy Projects and Academy Research Fellow applications were of a relatively high standard, and this is reflected in the fact that eight Academy Project and seven Academy Research Fellow applications were ranked at Grade 5 or 6. The situation differed slightly, however, for the Postdoctoral Researcher applications and only four applications achieved the top grades.

The panel observed that projects were often imbalanced with some aspects excellent, while others were problematic. This resulted in a relatively large proportion of applications attaining an overall Grade 1-3 or 4.

It was considered that the Covid-19 pandemic has had a negative impact on applicants, particularly Postdoctoral Researchers, because of limited access to archives and museums and other research organisations. It was also observed that project mobility plans were sometimes limited and, again, this is thought to be related to the pandemic and a lack of confidence in including a high level of international travel. A strong national bias was noted for many applications and, again, this seems to be connected to the pandemic and uncertainty concerning the feasibility of international travel and the associated risks.

The panel found the ranking process for the most part straightforward within each funding scheme. When it proved difficult to differentiate between final scores it was necessary to prioritise 'Scientific Quality' followed by 'Implementation'. The panel appreciated the guidance provided by the Academy of Finland personnel to ensure the ranking process was entirely fair and transparent.

The range of applications considered by the panel was broad but fell within the general fields of archaeology and history up until c. 1800. Applications with a highly scientific focus were sometimes difficult to assess and in many of these projects the socio-cultural aspects of the projects were less developed than the scientific approaches which meant that none of these projects gained the highest grades. Nevertheless, it is still considered that the SSH-22_05 panel is the correct place for assessment of scientific projects.

The panel recommended that the project guidance notes be amended to ensure applicants clearly differentiated between PhD qualifications gained by thesis as opposed to publication. It was sometimes difficult to determine if publications were stand alone or had formed part of the applicant's PhD.

2.5. SSH-22_06

The overriding view of the panel was that the general quality of the proposals was very high and of similar quality to international comparators. It was noted particularly that the leading scholars in Finland are applying for these research funds which is not always the case for other funding schemes internationally.

There were many excellent interdisciplinary research teams working together to address grand challenges which was seen as being very positive and clearly demonstrated the importance of complementary team members working together.

The panel noted that there was a good balance of different research methods and there were a range of quite diverse studies using excellent combinations of methods but overall, these tended to focus on qualitative rather than quantitative methods. However, there were many cases where detail was missing with regarding to the analytical technique and data collection methods to be employed in the research.

Many of the applications were strong in their international collaborations, often having partners across 3 or more countries. These proposals were able to clearly demonstrate how these would benefit the project and the research team.

The panel felt that there were a few areas of the application form and research plan that could be strengthened to make the reviewing simpler. Firstly, many applications lacked a short and precise aim and set of objectives to help frame the research project and set the overall direction of the report, the panel felt that this requirement should be made explicit to the applicants. In addition, applicant should be encouraged to complete all the required section as in some case this hadn't been done so reviewing was more difficult.

Many applications lacked letters of support from key collaborators which made it very difficult to judge the feasibility of the research particularly where these collaborators were essential to the successful completion of the research and were non-academic partners. The panel felt that letters should clearly outline exactly what the support, commitment and collaboration from the partner would be.

Finally, sometimes the applicants did not make it clear what their role had been in previous projects, and this would have been useful when considering the competence of the applicant.

One area of concern was related to the way in which risks and mitigating actions were articulated in the proposal, the panel let that these were often not considered in enough detail to show that they were being considered carefully.

The outcome of the ranking within each funding scheme was generally clear with the academy projects being slightly more challenging due to the high number scoring well and the difficulty to fully understand the feasibility without clear letter of support. The panel felt that there was a good spread in the thematic range of the applications with some being driven by grand challenges and other being more theoretically driven. This was seen as being very positive. However, the panel also noted some applications that related to important and popular areas such as block chain and the circular economy, were often not well thought through. In addition, there were very few examples of applicant considering how cutting-edge technology could be deployed to address grand challenges.

As mentioned previously there were real strengths in qualitative research, but the panel felt that more should be done to encourage more those applicants who use quantitative approaches to also apply in future.

2.6. SSH-22_07

The 26 Academy Project proposals were overall of very high quality, when seen from an international, European perspective. The proposals that were given an overall score of 5 or 6 by the panel would be highly competitive in many other national research council funding programmes across Europe. The 26 submitted applications covered a wide range of themes in human geography, regional studies, urban studies, environmental social science, architecture, planning, environmental health studies, development studies, linguistics, public administration, business studies and art studies. There was also wide variation in methodological and theoretical perspectives adopted.

The observations about disciplinary, theoretical, and methodological diversity extend to the Academic Research Fellow and Postdoctoral Researcher proposals. The 13 Academy Research Fellow applications were of high quality in an international, European context. Finally agreed scores were somewhat lower than for Academy Project, but the top 5 proposals were very strong. The Postdoctoral Fellow applications were highly competitive in an international context.

Across the three types of application, the best proposals were all situated in the latest relevant literature, had a clear and coherent theoretical and analytical approach with research objectives and questions that directly followed from that approach. They had strong and easily identifiable linkages of theory and research questions with research design and discussed how data would be collected and methods applied with great precision. They were ambitious but realistic and demonstrated good understanding of risks, having solid mitigation strategies in place. They also had sound and wellmotivated plans for international collaboration and researcher mobility.

The best applications also offered a strong narrative about why the (main) applicant put forward their application at this moment in their career. This meant that the application explained clearly how the proposed research

built on, extended, or complemented their earlier work. For Academy Projects this meant that some applicants had run smaller projects focused on specific components of their bid in preparation of the submission of their application. In the best Academy Research Fellow proposals, applicants explained how the project, if granted, would allow them to establish themselves as independent, internationally recognised scholars. The strongest Postdoctoral Research applications explained how the applicants would extend and diversify their expertise while building on the work experience and knowledge they had accrued as PhD candidates and/or in research assistant roles. They also offered convincing and well-argued cases for researcher mobility and for how international activities would extend their knowledge, expertise and/or skills.

During the evaluation the panel also agreed that the discussions had been constructive, careful, respectful of disciplinary differences and traditions, and in a manner that treated explicitly interdisciplinary proposals in a fair and appropriate manner. Panellists were self-reflexive about their situatedness in the disciplinary matrix and (to some extent nationally specific) knowledge traditions. Insofar as they occurred, differences in view were easily resolved, with panellists already updating their views on a particular application on the basis of earlier discussions in the panel and discussions leading to consensus. In the two cases where differences in views were more profound, several additional panellists read the application in question during the meeting and helped to establish a shared view around which the whole panel could unite. The panellists indicated that the deliberations were led effectively and professionally by the Chair and the Co-Chair.

2.7. SSH-22_08

There was wide agreement amongst the panel members that the scientific quality of the proposals was of a high standard when compared to those considered by other international funding bodies. This was particularly true of the higher ranked proposals, which participants felt stood up very well in comparison to other proposals that they have reviewed for bodies such as the Economic and Social Research Council/UK Research and Innovation or the Norwegian Research Council. Some of the lower ranked proposals were quite a bit weaker than the stronger ones, which may reflect the fact that many applicants are early career researchers who are still honing their application-writing skills.

In terms of the ranking system, panel members appreciated its transparency and the way the online platform and marking/ranking spreadsheet in the panel meeting were organised so that all could see how the final scores and ranks were arrived at.

Panel members thought it was interesting to see how current trends in social science and humanities research were reflected in the applications.

Examples are in proposals that considered the impact of the Covid pandemic, environmental issues, and the interaction of human and non-human beings. While this may be a strength, in that it shows that the academic community is responding to current challenges and debates in the wider, often non-academic world, it may also be a liability and represent something of a following of fashion rather than deep engagement with the issues. This may be a problem for disciplines, if researchers feel that in order to attract grant support, they need to follow trends and fashions in social science.

The panel also noted that several proposals used quite a lot of jargon, which gave the impression that the proposal was saying something new when in fact, once the technical language was pared back, sometimes what was really being proposed was quite conventional and could even be conceptually or methodologically flawed. The panel recommends that in its outreach to potential applicants, the Academy of Finland should encourage researchers not to feel they need to frame their proposals around particular trends, if they are not consistent with work that the researcher(s) have already been doing or is/are well placed to do, and that applicants should be encouraged to write in simple terms that can be understood by multi-disciplinary panels as well as non-academic audiences.

Many of the applications claimed to be multi-disciplinary, but a few failed to demonstrate why this was a benefit and how the different disciplinary approaches would be brought together. Here again, applicants could be encouraged to be clear about what the contribution of each discipline is in a collaborative project, why and how it will generate a genuine conversation between and among positions, and what those different positions are.

2.8. SSH-22_09

The quality of the applications was considered generally good in international comparison, and some of the panel members found especially the postdoc applications to be particularly strong. Although the scientific quality was very high for many applications, the actual ranking was nevertheless experienced as not a too difficult task this year, even for the many Academy Projects. The fact that the panel took great care in assessing the strongest applications in nuanced ways on all aspects (with pluses and minuses) laid the ground for a functioning ranking, even for very strong applications with only very minor differences.

A general point that the panel wants to communicate to the Academy of Finland is that while applications had overall really well written framing sections, many applications were too vague as concerns implementation. Instructions to applicants may be improvable in this regard. More explicit descriptions could be asked for, e.g., as regards how access to the empirical field, in particular fields of a sensitive (ethically risky) character with vulnerable participants, is secured or at least highly probable. And if societal impact is claimed to be an aim, applications need to show how also that aspect is to be accomplished. Letters from stakeholders specifying how they are going to be involved in a project is one idea to strengthen applications in terms of implementation, but the panel did not want to go as far as to say that a project absolutely needs to have actually started its data collection for it to be considered feasible.

On this point, the whole panel agreed that the thematic range of the applications was satisfactory. The panel also noted, during the ranking session, that the panel had a satisfactory variety of applications among the best 8-10 application.

2.9. SSH-22_10

Overall, the panel was impressed by the quality of the applications. Not all were excellent, but a large number of applications were without any doubt internationally competitive. Furthermore, high-quality applications came from several Finnish universities, and not exclusively from the University of Helsinki. The panel also noted that in recent years the average quality of applications has improved. The structured online form for the research plan was praised as conducive to the increase of the quality of applications.

The outcome of the ranking was for the most part clear, though there were some even matches. The panel felt that ranking Academy projects was a bit confusing when the only criterion was the scientific quality and innovativeness of the research plan, but the panel was invited to give grades along all three criteria.

The panel agreed that the range of applications was appropriate, though quite wide: there were very diverse applications ranging from mathematical logic to theological studies on Russian orthodoxy.

2.10. SSH-22_11

The panel made the following observations:

• While there were many good proposals, there were surprisingly few really, really strong proposals, and very few proposals that contained genuine methodological innovations.

• Many proposals gave the impression that little time and/or intellectual energy had been invested in the discussion of methods/research design.

• Many proposals contained too little discussion of implementation beyond designing work packages and asserting ambitions for publication.

• The proposals contained lots of (often loose) methods talk but little communication of how those methods would be implemented (applied/specific methods discussion often lacking) and little critical discussion of the chosen methods' strengths and limitations.

• Several proposals said too little about how they might achieve impact, esp. societal impact.

• Junior postdoc proposals were mostly not very good.

These observations were seen as suggesting that support and quality assurance processes at the researchers' home institutions could be improved, especially for the most junior researchers – and that it might be worthwhile for the Academy to better communicate its expectations that aspects such as research design and implementation should be covered in some detail in the proposals.

One last observation: A couple of members of the panel who had also served on the panel last year or in other recent years also commented that they had encountered this year several re-submitted proposals that had not improved and in fact in most cases not really changed at all. This was seen as a waste of everyone's time, and the panel would recommend that scholars are strongly advised against re-submitting Academy funding proposal unchanged. Empowering researchers to improve their proposal is, after all, the primary purpose of the feedback offered by the reviewers.

2.11. SSH-22_12

In general, all panel members agreed that the quality of applications was generally high, especially as far as the Academy Projects were concerned. The panel felt that the proposals ranked as the best would have received the same kind of evaluation in other countries. In the top projects, the panellists particularly appreciated the methodological approach, the degree of innovativeness and the high level of the national and international networks. However, the panel also highlighted that many of the proposals by the younger researchers, Academy research Fellows and especially Postdoctoral Researchers, need improvement. They are generally based on very good ideas, but the literature overview and especially the research plan are weaker. A suggestion may be to mentor these young researchers, guiding them in learning how to write a proposal and exploit their good ideas. The general impression about the early careers in Finland is that there are many creative persons that would need to be supported and helped in their professional development. A final remark is that in several cases a reviewer would like to read reasons or justifications for the various choices (method, variables, participants, and so on), which were most often missing.

The thematic range of the applications in general seemed appropriate. Some panellists noted that some topics were missing, including topics that are very much timing, like sustainability or environment.

Ethics is a growing topic of particular importance, for instance when research involves young children. More attention can be devoted to this issue.

Proposals could include a part on dissemination, which is nowadays considered as a good practice for research.

2.12. SSH-22_13

Overall, the panel considered the quality of the applications comparable to the ones submitted to the other national funding agencies in Europe.

The range of substantive questions tackled, and methodologies utilized were state of the art.

The panel unanimously agreed on the ranking and found the ranking criteria clear.

The panel felt that the thematic range was appropriate; the members of the panel were able to speak to all the applications with expertise.

2.13. SSH-22_14

The quality of the applications was judged to be generally excellent in international comparison. There was agreement that the wide-ranging geographical perspectives of the applications were excellent. They included Finland, Sweden, Europe (especially France and Germany), England, and the U.S., as well as interesting comparative project involving African nations.

Allowing resubmissions without any proof that the candidate had responded to previous criticisms was regarded as a problem. The panel agreed that higher hurdles to resubmit projects should be put in place, including clear indications in the application about where improvements had been made. Too many of the low-scoring applications were resubmissions.

There was a wide range of applications. The panel noted a strong emphasis on cultural history, political history, nationalism, and "experience". It was noted that there were no applications in business history, for example.

2.14. SSH-22_15

The panel confirmed that the assessed applications were of an appropriate international standard. The candidates as a whole received the panel's commendation for the scientific quality of their applications and for the care that had been exercised in preparing them.

The panel considered the thematic range of the applications appropriate in terms of its given remit and the fields of expertise of the panellists them-selves.

2.15. SSH-22_16

• The outcome of the ranking (within each funding scheme) was clear, and the process went well overall.

• The introduction of the summary boxes for strengths and weaknesses was very helpful and it is possible that more could be made of this feature (e.g., reference being made to the boxes in the ranking) to assist the process of ranking to be completed more easily.

• The quality of the proposals was good to excellent in all categories with only a few proposals being marked fair. All panellists were familiar with international standards and their own national standards and judged the proposals with these standards in mind. Therefore, the overall scientific level of applications in this panel in relation to international levels is equal or higher across the categories of postdocs/ fellows/ projects compared to the scientific level of equal application categories outside Finland, e.g., in panellist's own countries or related to other evaluation panels they are involved in.

• However, despite a few notable exceptions, there was less use of innovative methodologies than might have been expected in some other international research contexts: panel members encouraged a wider high-quality usage of innovation regarding new or different methodologies.

• Panel members noted that the thematic range of applications included changing international trends which reflect current global concerns such as sustainability, migration, global political concerns, etc. There had been previously and was likely to be in the future a similar evolutionary tendency in relation to thematic range.

• The role of mobility was noted regarding some queries about the need for collaborations and international travel to be clearly necessary, notably on sustainability grounds regarding no-fly policies where it was possible to travel in a more climate friendly way.

• A query about comparative research perspectives was identified in terms of some different country comparisons not always being fully justified in proposals.

• The collection of biological/biophysiological data, for example measurement of stress or other emotions through electrodermal activity, was noted as an increasing method of data collection that was not always justified for research purposes and sometimes not fully covered in terms of ethical proposals and risk analysis. While this method of data collection can be very useful, it needs full academic and ethical justification.

• In terms of knowledge exchange, it was noted that societal impact was not always emphasised enough: research users could also have featured in proposals more often, for example in impactful collaborative participatory research.

• It was noted that the number of female applicants was strong in this panel.

• Panel members observed that the use of the term 'migrant' was sometimes used in a blunt sort of way in selected proposals. A greater recognition of the complexity of cultural differences and use of more precise terminology regarding migrants, minority groups and refugees, for example, was recommended.

2.16. SSH-22_18

The panel felt that the standard of the applications was of high quality overall and commensurate with international standards elsewhere, including European funding councils. On the whole, the applications demonstrated considerable creativity and imagination in addressing innovative and diverse areas of research across Media and Communication and Gender Studies. The interdisciplinary nature of the panel generated an exciting mix of projects and the panel worked hard to evaluate and compare different disciplinary emphases.

The quality of the post-doc applications was particularly high, and a proportionately high number reached the threshold for consideration for funding. The panel commented on the collaborative nature of the Finnish system where doctoral candidates and potential Academy Fellows were gaining experience as part of research teams and communities. This felt like post-docs were strategically well-placed in terms of publications and experience to begin their independent research. The panel also noted that flexibility across projects, where data as well as findings were carried forward, seemed to be particularly fruitful. The development of collaborative communities is a particular strength of Finnish research, as compared to more individualistic environments elsewhere. The panel would like to note that these aspects indicate considerable promise for the future and sustainability of Finnish Gender and Media and Communication Research.

The panel felt that it would like to encourage future applicants to pay closer attention to methodological detail in their implementation plans in order to make clear the feasibility of the project in relation to the research questions. The panel was pleased to see a number of applications that were working with methodological creativity and would want to encourage those applications. However, where precise methodological details are deliberately more open to encourage generative research encounters, the panel suggests that those projects should take care to clearly justify the nature of that approach in relation to the research aims and objectives. The panel also encourages researchers to demonstrate critical reflexivity and attention to ethics in all applications.

There was a more protracted discussion over the rankings for the Academy Projects where the panel was more divided, partly because the projects themselves did not present such clear indicators of excellence as visible in the Academy Research Fellows and in the Post-doc applications where ranking was more straight-forward.

The panel felt the quality of applications in Gender Studies to be extremely high, indicating that Finnish research is world-leading in this area. The panel was pleased to see so many cutting-edge applications in areas of affect and intimate life that promise to further the field in highly significant ways.

Nevertheless, the panel felt that it would like to encourage more applications in areas of Media and Communication that address some of the major issues currently facing media and communication, in Finland and beyond. Without being prescriptive about such issues, the panel notes the relative lack of proposals dealing with such issues as (for example) the increasing presence of digital platforms, the global climate emergency, racism and xenophobia, transformations in news and journalism, and the precarious state of public service media. It was felt that there were fewer high-quality applications in "mainstream" areas of media research in this current year.

2.17. ENVSOC22

The panel felt that there was a normal distribution in international comparison of the quality of the applications. The number of applications that scored under five were as expected and as every year there is a range from high to low quality applications. For the low-quality applications, the panel noted that some applicants did not seem very well integrated with the international research community, nor very well read in research areas related to the proposed project. The panel also wondered about the Finnish academic context and what kind of institutional support there is for junior researchers, to help them in writing good research proposals, in some cases this seemed to be lacking. The panel also thought that mobility was overall rather weak, as if senior researchers do not want to send the junior researchers off into the academic world. At the same time the panel thought it highly important to consider that mobilities can be difficult to pursue due to family issues and thus, should not be a definitive requirement. On the subject areas of the collected proposals the panel thought that there were fewer in the green "natural science" category this year and noted that scholars who work with biodiversity, modelling or natural sciences do not elaborate on their conceptual or methodological framework or their contribution to sustainability. Further explanation on the academic value of their proposal is necessary to increase success in interdisciplinary panels. There also seems to be a slight over-belief in what models can deliver possibly at the expense of explanation and motivation.

In an international comparison some topics and approaches were missing or less prevalent: cultural perspectives, global oriented projects e.g., loss of biodiversity on a global scale, energy poverty and access in urbanization, landuse, sustainable lifestyles, and consumption. Applications are overwhelmingly focusing on Finland and sometimes lack a broader cultural understanding. There was less attention given to human agency with more projects oriented toward to structural analysis. There were too few applications on climate adaptation.

2.18. HWS22

The panel thinks the scientific quality of the applications was, on the whole, very good. The panel has been involved in many international panels and thinks the applications are of a generally good standard. Many rely on register data, which is a great strength, but the panel was impressed with applications using other methods too. The applications were strong in international comparative terms.

Compared with last year's applications (which the panel thought perhaps slightly weaker than usual) the panel thinks there was a slight improvement. Some were resubmissions, which may have contributed to this.

There is more inclusion of the social sciences than in earlier years, but nevertheless most applications were using well-established methods. The panel was impressed with those applications which paid attention to COVID too, and the register data is a great asset for this purpose.

2.19. KYLT21HFTD

The panel found that the scientific quality of applications was overall good, not very different from general European level. There were only few weak or rushed applications; most were well edited with evident signs of authors having made a significant effort; some were really good, skilfully crafted, having good and interesting topics. Sometimes the panel struggled to find novelty though. The panel noted that experience of the PI was not necessary an indicator of the quality of the proposal, younger researchers had often more exciting proposals. The most frequent issue was vagueness, the aims were often well described but then there is a lack of detail. In many cases collaboration with non-academic partners needed elaboration. Deliverables were missing from some plans, and mobility was not always tied to the research plan.

In general, the panel found ranking relevant and easy.

The scope of applications was very wide, but it was a good mix of applications matching the expertise of the panel where several panel members praised the excellent mapping in this process between application focus and individual panellist expertise.