INCENTIVES AND REWARDS TO SUPPORT OPEN SCIENCE

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WHO AM I?

Policy Advisor for Research @ Ghent University
ECOOM-UGent policy advisor
Passionate about interesting research & interesting careers

Member of various working groups such as:
EC-SGHRM “Open Science Rewards”
EC-SGHRM “Open, Transparent, Merit-Based Recruitment”

Not quite an Open Science Expert – but becoming an Open Science Ambassador
EOSC is a tool to help establish an Open Science environment for researchers. Reward mechanisms should go further & beyond our support for EOSC. They must also include rewards for interdisciplinarity, science outreach, stakeholder involvement & science communication.
HOW MUCH KNOWLEDGE DO RESEARCHERS SHARE?

- General public
- Student in other university
- Amateur scientist
- Researcher in other discipline
- ME
- Colleague in my field
- Funder of research
- R&D sector
- Anyone with an interest
<table>
<thead>
<tr>
<th>GENERAL PUBLIC</th>
<th>STUDENT IN OTHER UNIV</th>
<th>AMATEUR SCIENTIST</th>
</tr>
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<tbody>
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<td>RESEARCHER IN OTHER DISCIPLINE</td>
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<td>R&amp;D SECTOR</td>
<td>ANYONE WITH AN INTEREST</td>
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REWARDS ARE PART OF CHANGE MANAGEMENT

- Awareness raising
- Training & development
- Promotion & Rewards

Knowing WHAT to do
Understanding HOW to do it
DOING it

Researchers
- Information
- Skills
- Behaviour & practice

Research institutions
- Benefit awareness
- Policies
- Support & practices
TWO REPORTS TO INSPIRE US

Evaluation of Research Careers fully acknowledging Open Science Practices
Rewards, incentives and/or recognition for researchers practicing Open Science

Mutual Learning Exercise: Open Science – Altmetrics and Rewards
Implementing Open Science: Strategies, Experiences and Models
Thematic Report No 4

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FOCUS ON RESEARCHERS

Why the EC report on “Open Science Rewards”? If researchers are not rewarded for Open Science practices, these Open Science practices will remain the exception rather than the rule.

→ Change minds
→ Change practices
Possible Open Science criteria

NOT as “additions”
Instead:
Transversal integration
**Possible Open Science Criteria**

<table>
<thead>
<tr>
<th>Research output</th>
<th>Possible Open Science Criteria</th>
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<tbody>
<tr>
<td><strong>Research activity</strong></td>
<td>Pushing forward the boundaries of open science as a research topic</td>
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<tr>
<td><strong>Publications</strong></td>
<td>Publishing in open access journals</td>
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<td></td>
<td>Self-archiving in open access repositories</td>
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<tr>
<td><strong>Datasets and research results</strong></td>
<td>Using the FAIR data principles</td>
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<tr>
<td></td>
<td>Adopting quality standards in open data management and open datasets</td>
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<tr>
<td></td>
<td>Making use of open data from other researchers</td>
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<tr>
<td><strong>Open source</strong></td>
<td>Using open source software and other open tools</td>
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<tr>
<td></td>
<td>Developing new software and tools that are open to other users</td>
</tr>
<tr>
<td><strong>Funding</strong></td>
<td>Securing funding for open science activities</td>
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</table>
## FOCUS ON RESEARCHERS

<table>
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<th>Research process</th>
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<td>Stakeholder engagement / citizen science</td>
<td>Actively engaging society and research users in the research process</td>
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<td>Sharing provisional research results with stakeholders through open platforms (e.g. Arxiv, Figshare)</td>
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<td></td>
<td>Involving stakeholders in peer review processes</td>
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<tr>
<td>Collaboration and Interdisciplinarity</td>
<td>Widening participation in research through open collaborative projects</td>
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<td>Engaging in team science through diverse cross-disciplinary teams</td>
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<td>Research integrity</td>
<td>Being aware of the ethical and legal issues relating to data sharing, confidentiality, attribution and environmental impact of open science activities</td>
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<td>Fully recognising the contribution of others in research projects, including collaborators, co-authors, citizens, open data providers</td>
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<tr>
<td>Risk management</td>
<td>Taking account of the risks involved in open science</td>
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In addition to rewards & incentives for researchers, also appropriate incentives & rewards for institutions employing them will help them to respond better to a changing Open Science environment
+ Additional intermediary role for funders & government

S. Leonelli et al “Implementing Open Science: strategies, experiences & models” (2017)
FOCUS ON INSTITUTIONS & GOVERNMENTS

Why? “Increased transparency & efficiency + social & economic advantages of OS”

How? “Implementing Open Science requires systemic and comprehensive change in science governance and evaluation”

Possible incentives at national/regional/funding level directed at institutions:
- Set priorities in National Open Science Roadmap, monitor transition towards OS
- Make institutional funding dependent on OA publications / shift allocation models away from traditional performance criteria
- Make DMP/Open data compulsory in project / individual research funding → institutional support required
- Cover cost of Open Data infrastructures, of training initiatives
WHAT CONTRIBUTION CAN LIBRARIES MAKE TO THESE REWARDS MECHANISMS?

- **Connect** with other institutional representatives re. OS agenda
- **Promote** the value & benefits of OS within other managing departments (research, HR, technology transfer, communication, education,…)
- **Support** the development of alternative performance indicators (altmetrics, science outreach, collaborative indicators,…)
- **Develop** research information systems that track more than just publications (project applications, project grants, collaborations, outreach activities, stakeholder involvement,…)

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WHAT ABOUT GHENT UNIVERSITY’S INITIATIVES FOR RESEARCHERS?

**Awareness raising:**
- Website: information, guidelines,...
- Open Access: mandatory deposit in institutional bibliography
- Open Science Conference
- Discussions in Research Council

**Training & Development:**
- Research skills – library skills
- Doctoral Schools training

**Promotion & Rewards:**
- Broader Research information system
- Revision of academic staff evaluations framework
- Reflection & revision of Research Council assessment criteria
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