Scaling and Empowering Culture Change
The Software Sustainability Institute Fellowship Programme

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A national facility for cultivating better, more sustainable, research software to enable world-class research

• Software reaches boundaries in its development cycle that prevent improvement, growth and adoption

• Providing the expertise and services needed to negotiate to the next stage

• Developing the policy, forums and tools to support the community developing and using research software
Software
Helping the community to develop software that meets the needs of reliable, reproducible, and reusable research

Outreach
Exploiting our platform to enable engagement, delivery & uptake

Training
Delivering essential software skills to researchers via CDTs, institutions & doctoral schools

Policy
Collecting evidence on the community’s software use & sharing with stakeholders

Community
Bringing together the right people to understand and address topical issues

Software Sustainability Institute
www.software.ac.uk
Website & blog
Campaigns
Advice
Guides
Courses
Workshops
Fellowship
Research
Policy
Training
Consultancy
8,000+ projects
150+ evaluations
4 surgeries
40+ UK SWC workshops
2000+ learners
90+ guides
50,000 readers
85 domain ambassadors
20+ workshops organised
740 researchers
50,000 grants analysed
200+ contributed articles
20,000 unique visitors per month
4,500 Twitter followers
1000+ RSEs engaged
2100 signatures
13 issues highlighted
Delivering essential software skills to researchers via CDTs, institutions & doctoral schools

Helping the community to develop software that meets the needs of reliable, reproducible, and reusable research

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Outreach
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150+ evaluations
4 surgeries

Fellowship
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2000+ learners

Guides
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50,000 readers

Campaigns

Training

Software

Advice

Community
Definitions

• Culture:

“The distinctive ideas, customs, social behaviour, products, or way of life of a particular nation, society, people, or period” OED

• Empowering:

“to give (a person) the confidence to control his or her life or circumstances, esp. as gained from an awareness of or a willingness to exert her or his rights.” OED
The Fellowship

• [https://www.software.ac.uk/fellowship-programme](https://www.software.ac.uk/fellowship-programme)
• How did it come about
  ▪ 2011 a way to get information from the community about software related research problems
  ▪ Started in 2012 now in 6th year (2018)
• What is it?
  ▪ It’s a £3000 travel and event bursary for those who want to improve software in research
  ▪ It’s also a title
• Who is it for?
  ▪ Early Career Researchers to Profs.
  ▪ Anyone who has a plan for improving research software in their area
• Selected by Staff and Fellows
  ▪ 1 place for every 5 applicants
  ▪ Shortlisting and then a selection event.
Fellows are Ambassadors

• Voices from within the communities of practice
  ▪ Domains
  ▪ Institutions
• Identifying like minded folk
• Scaling
  ▪ Across domains
  ▪ Within domains
• Encourage applications for Fellowship
  ▪ (25% are referred)
• Empowered to do this by their own admission
• 95 current Fellows
  ▪ New set announced 8th of December 2017
Good Fellows

• Plan
  ▪ Novel for their domain or institution
  ▪ Can they do it?
  ▪ Will it make a difference?

• Content
  ▪ Do they already do things in this space
  ▪ Is their area or research/support established or potentially impactful

• Communication & Interaction
  ▪ Do they make good points, do they open up ideas
  ▪ Does conversation with them flow (are they natural ambassadors)
What do they do

• Their activities
  ▪ Workshops
  ▪ Conferences
  ▪ Training
    • Software carpentry
    • Tailored carpentries
  ▪ Honorariums

• Helping the institute/programme
  ▪ Promote Institute
  ▪ Host (workshops/CW)
  ▪ Review Fellows / Open Call
  ▪ Advisory board
  ▪ Advice

• Blog
  ▪ Produced over 100 blog posts
  ▪ Even blog activities we did not support
What did the Fellows think

- We ran a (ethics approved) Fellows Impact Study ... working on the write up
- Over 90% said it benefitted them
- Over 70% said it benefitted their careers
- Early indications:
  - Benefit to them - community, recognition, skills
  - Benefit to their Institutes - improved practice, RSE role, interdisciplinary
  - Benefit to their domain – tailored training and highlighting the importance of sustainable skills
Requirements and keeping in touch

• Requirements
  § Attend Fellows Selection (now online)
  § Attend Fellows inaugural
  § Attend Collaborations Workshop
  § Fill in exit Survey
  § Respond to how is it going requests
  § About 8 days – but mainly win-win!

• Keep in touch
  § all-fellows mailing list
  § all-fellows slack channel
  § Fellows Profile pages
    (www.software.ac.uk/fellows)

bit.ly/fellowship-programme
Fellows Locations

Software Sustainability Institute
“I see one key benefit of the Institute lies in how it helps good ideas translate from one academic discipline to another.” Stephen Eglen (Sept 2016)
BSSw Fellowship Program

The Better Scientific Software (BSSw) Fellowship Program gives recognition and funding to leaders and advocates of high-quality scientific software.

Timeline

- December 1, 2017: Fellowship application process opens.
- December 11, 2017: Fellowship webinar, Q&A. Subscribe to our mail list to be notified about details.
- January 5, 2018: Application deadline, before midnight, PST.
- January 12, 2018: Notification of 2018 BSSw Fellows.
- February 6 - 8, 2018: Fellows announced at DOE ECP Annual Meeting in Knoxville, TN.
Conclusions

• The right people to effect change are from within the domains
• They need support and a community
• The Institute’s Fellowship programme allowed us to scale to many domains
• It’s a forum for cross-pollination of ideas
• It has formed the start of a continuing thread of work in many cases
Collaborations Workshop 2018 (CW18) - #CollabW18

Twitter: #CollabW18

The Software Sustainability Institute’s Collaborations Workshops series brings together researchers, developers, innovators, managers, funders, publishers, leaders and educators to explore best practices and the future of research software. Collaboration Workshop 18 (CW18) will take place from Monday 26th to Wednesday 28th March 2018 at The School of Mathematics, Cardiff University.

The themes of the workshop will be Culture Change, Productivity and Sustainability.

Registration now open!!

Software Sustainability Institute
Questions?