

# Recognising Open Science for evaluations

## The Dutch approach

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Ljubljana in online, Centralna tehniška knjižnica Univerze v Ljubljani,  
Predstavitev za konzorcijske partnerje in širšo javnost, 24. 4. 2025



# Recognising Open Science for evaluations The Dutch approach

24 April, 2025

# Who are we?



Marta Teperek  
Programme Leader for  
FAIR Research Data  
Open Science NL



Inge van der Weijden  
Senior Researcher  
National Coordinator  
R&R meets Open Science  
Leiden University



Andrea Reyes Elizondo  
Researcher  
National Coordination  
R&R meets Open Science  
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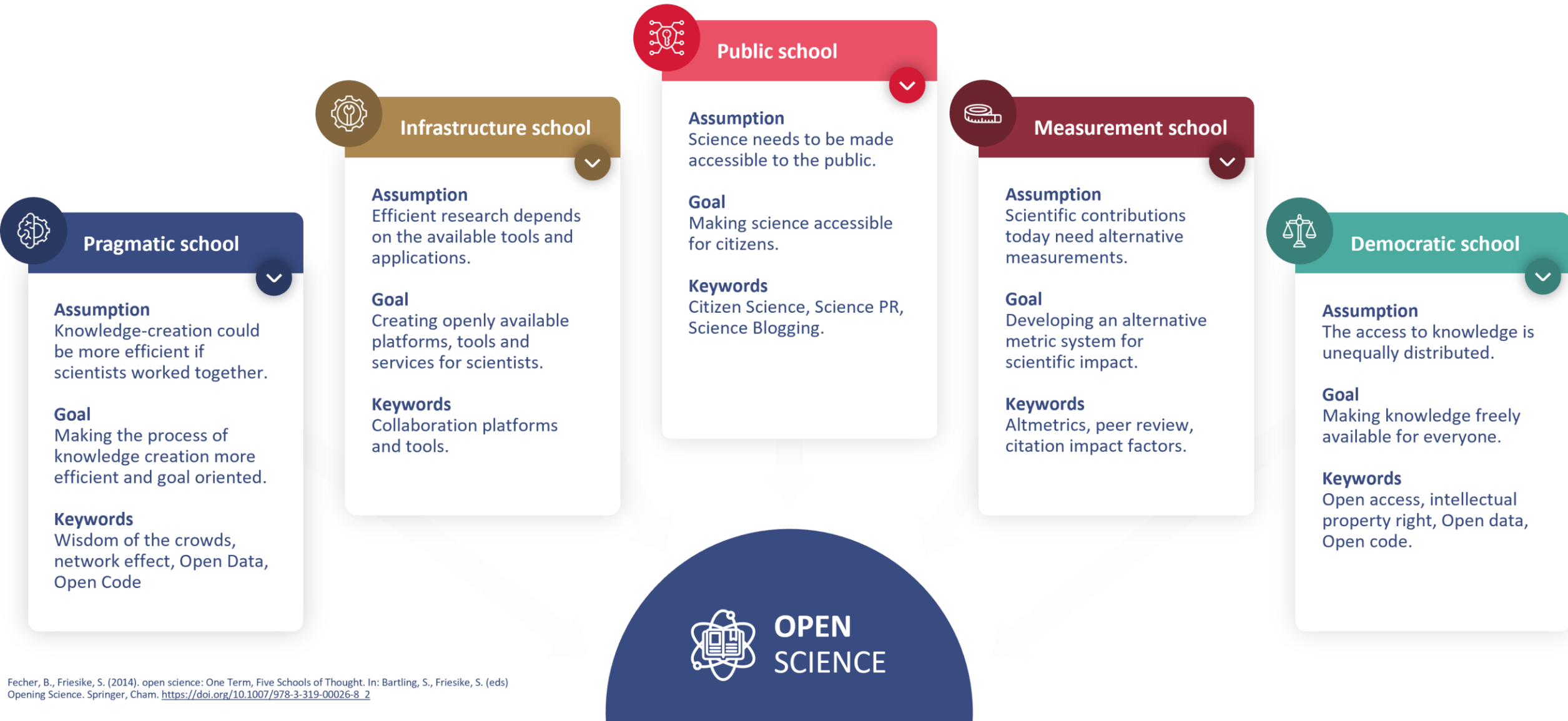


Stans de Haas  
Project leader  
Recognition & Rewards  
Utrecht University

# Presentation

- Ideas behind OS
- Types of OS
- Funder's role
- OpenScience NL
- National coordination Recognition & Rewards meets  
Open Science
- Challenges
- Institutional example: Utrecht

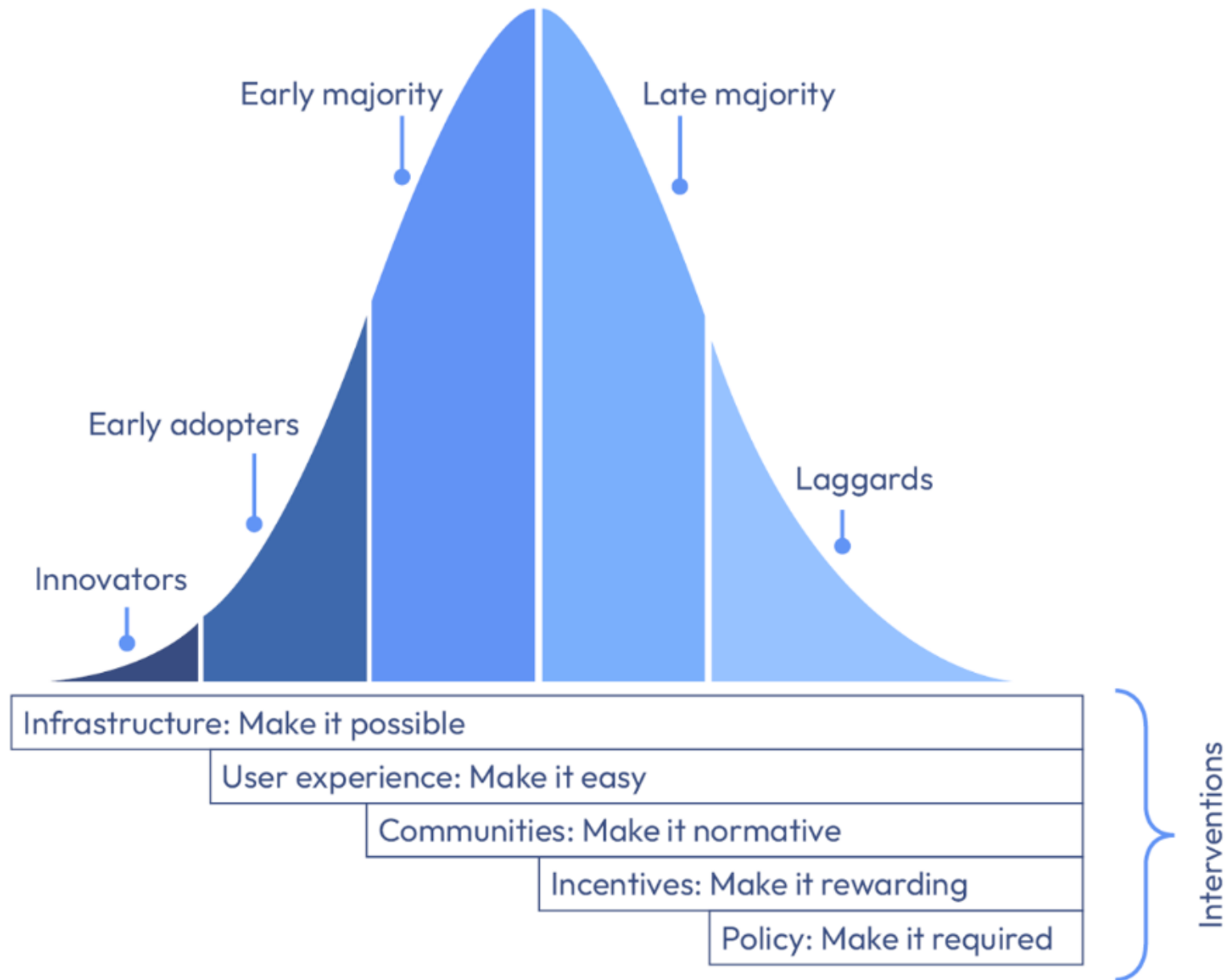
# One term, five schools of thought





**Open Access**  
**Open (FAIR) Data**  
**Open Research Software**  
**Pre-registration, registered reports**  
**Open Hardware**

**Open Peer Review**  
**Open Educational Resources**  
**Citizen Science / Public Engagement**  
**Open notebooks**  
**And many others...**



# Funders' role in recognising and valuing Open Science practices

- Funders can play a particularly important role in culture change and the shift towards Open Science
- Examples from:
  - The Dutch Research Council (NWO)
  - Open Science NL

# About NWO

## Mission

To support world class research with impact on science and society.



Major national research funding council in the Netherlands;  
about **2.000** projects awarded every year



## Covering all disciplines

Medical and health covered by sister council ZonMw



Budget around **€1,3 billion** a year  
Research projects, Infrastructure, 9 research performing institutes



# Three ways in which NWO promotes Open Science

- Making it mandatory (grant requirements)
- Making it possible (financial support)
- Making it count (rewarding and recognising open science practices)

# Making it mandatory:

- By mandating open access to publications resulting from NWO funding (immediate, without embargo, under CC BY)
- Specific policy and funding for books)
- By requiring that research data is properly managed, following FAIR principles
- DMPs required at the start of the project
- As minimum, data supporting publications must be made available

# Making it possible:

- By “Supporting the supporters”: through dedicated funding for data stewards and research software engineers at:
  - Local digital competence centres (DCC's)
  - National / domain level (Thematic DCC's)
- Supporting essential international Open Science infrastructures through memberships / contributions
- E.g. Research Data Alliance, ArXiv, cOAlition S, Directory of Open Access Journals, DORA, Netherlands Reproducibility Network, Open Alex, ORCID, Research Software Alliance...

# Making it count:

- A narrative CV in which OS practices can be high lighted, openness of outputs should be indicated, journal-level metrics removed
- Open Science Fund to recognise and reward front runners (small 50k OS projects)

# Open Science NL

Open Science NL is the national programme that aims to promote and accelerate the transition to open science in the Netherlands.

# Mission of Open Science NL

To **advance** and **accelerate**  
**open science** in the Netherlands  
with the goal of **making**  
**open science the norm**



By providing (temporary) **funding** for projects, initiatives and infrastructures, along the lines of the NPOS agenda



By **monitoring** and evaluating progress



By providing a forum for **exchange** of best practice



By organising and facilitating  
**coordination** at a national level



NPOS agenda provides overall framework



Approved by the Steering Board & based on community consultation at various levels



A diverse array of instruments, tailored to specific topics and community needs

## Recognising and rewarding Open Science

Embedding Open Science criteria within institutional assessment,  
hiring and promotion policies and procedures

Call for proposals

## Goal:

Help institutions develop and implement a plan, with roles and responsibilities for embedding open science within the institutional hiring, promotion and evaluation procedures.

# Recognising and rewarding Open Science

Embedding Open Science criteria within institutional assessment,  
hiring and promotion policies and procedures

## Call for proposals

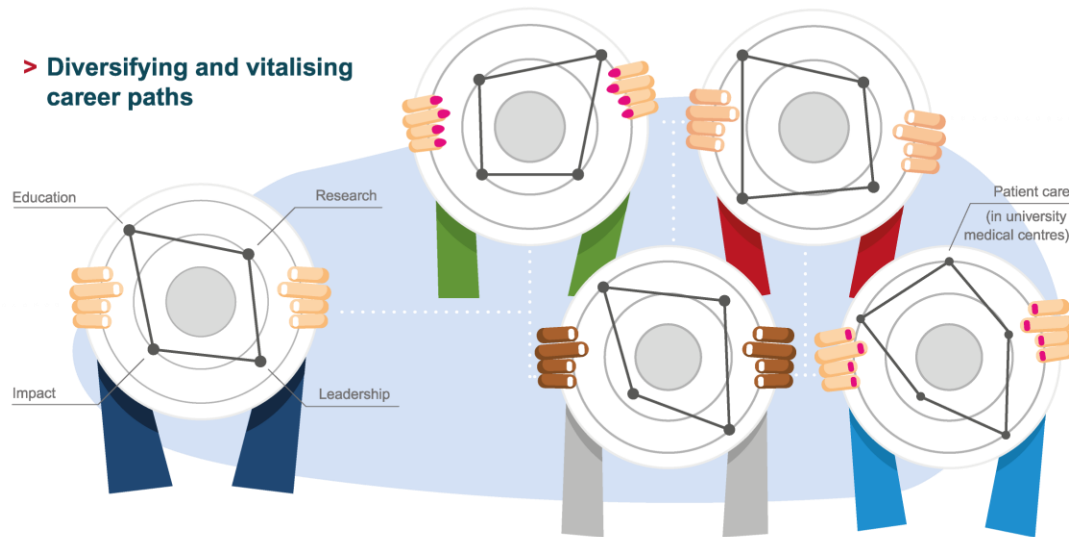
## How?

€ 50k to all institutions which have signed up to the Dutch Recognition & Rewards programme

€ 150k for coordination at a national level (1 project, coordinated with all organisations)

# Room for everyone's talent: towards a new balance in recognizing and rewarding academics

## > Diversifying and vitalising career paths



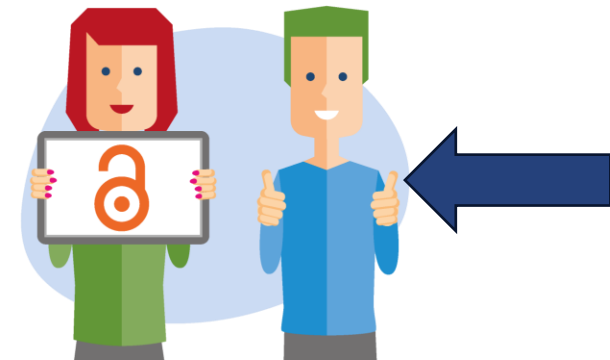
## > Achieving balance between individuals and the collective



## > Focusing on quality



## > Stimulating academic leadership



## > Stimulating open science

## Bottom-up & Top-down



**A BROAD DIALOGUE IN  
ACADEMIA IS IMPORTANT**

Scientists should be able to  
discuss recognition & rewards  
and influence how they are  
assessed



**NATIONAL STEERING GROUP**

Responsible for monitoring  
cohesion and encouraging  
parties to be mutually  
consistent and show courage



## Project Goals

- Exchange of good practices (knowledge & experiences) between individual institutions
- Help building alignment between individual institutions in the development and implementation of policy plans to recognise and reward Open Science Practices



**Balance:** giving room for ideas (diverging) and bringing together good practices (converging)



**Sharing good practices** and experimenting will initiate desired movement



# Activities

- 3 national meetings to inspire each other, promote collectively and exchange knowledge & experiences.
  - Kick-off meeting 7 April 2025
- 4 online inspirational workshops on specific topics
- Working visits to institutions
- Align with international developments
- Online communication platform RRview, group *Open Science meets R&R*
- E-magazine Recognising and Rewarding Open Science

# Overview of the local initiatives



## Overview of the local initiatives



# TYPES OF EVALUATION



## Overview of the local initiatives

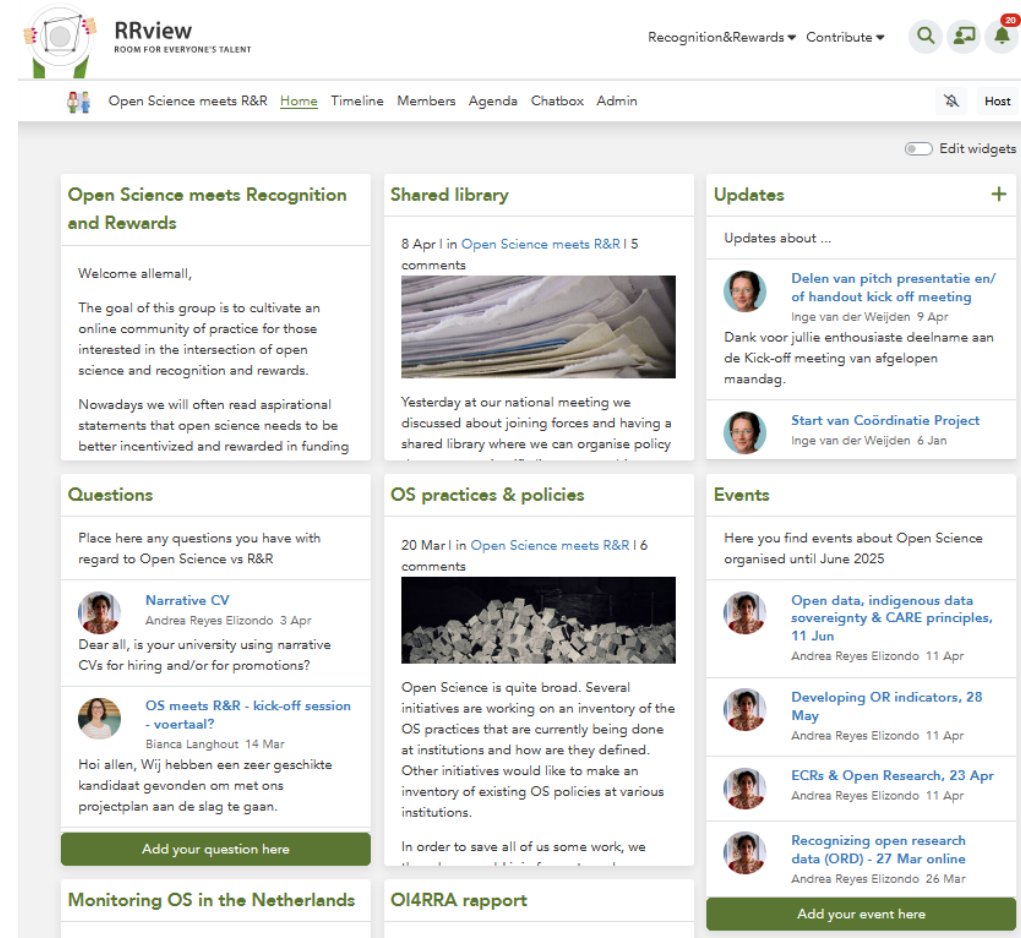
## RESULTS

Recommendation / Advice	 Universiteit Leiden The Netherlands  UNIVERSITEIT VOOR HUMANISTIEK  Eindhoven University of Technology  KNAW  Leiden University Medical Center  university of groningen  TILBURG UNIVERSITY	 Utrecht University  Radboudumc university medical center  Erasmus University Rotterdam  UNIVERSITY OF AMSTERDAM  Open Universiteit www.ou.nl  WAGENINGEN UNIVERSITY & RESEARCH	Guideline / Form
Workshop / Training	 UNIVERSITY OF TWENTE.  Maastricht University  WAGENINGEN UNIVERSITY & RESEARCH  Radboudumc university medical center  Open Universiteit www.ou.nl	 UNIVERSITEIT VOOR HUMANISTIEK  university of groningen  UMC Utrecht  UNIVERSITY OF AMSTERDAM  Leiden University Medical Center  Maastricht University  TILBURG UNIVERSITY	OS indicators

# Online communication platform RRview

## *Open Science meets R&R*

- Supplement and update the knowledge platform
- Post biweekly messages in the RRview group
- Initiate and stimulate dialogue
- Facilitate feedback on activities
- Provide low-threshold platform



The screenshot displays the RRview platform interface, which is designed for open science communication. The header includes the RRview logo (Room for Everyone's Talent) and navigation links for Recognition & Rewards, Contribute, and a search bar. The main content area is organized into several sections:

- Open Science meets Recognition and Rewards:** A welcome message and a description of the group's goal to cultivate an online community of practice for open science and recognition and rewards. It also mentions that aspirational statements are often read.
- Shared library:** A section for sharing resources, featuring a post about a national meeting and a shared library for organizing policy.
- Questions:** A section for asking questions, with a post titled "Narrative CV" by Andrea Reyes Elizondo.
- OS practices & policies:** A section for discussing open science practices and policies, featuring a post about an inventory of OS practices.
- Updates:** A section for updates, featuring posts about a pitch presentation and a kick-off meeting.
- Events:** A section for events, featuring posts about open data, indigenous data sovereignty, and CARE principles.
- Monitoring OS in the Netherlands:** A section for monitoring open science in the Netherlands.
- OI4RRA rapport:** A section for the OI4RRA report.

The interface is user-friendly and provides a low-threshold platform for open science communication.



# Challenges of Open Science

- The lure of indicators
- Sharing datasets
  - FAIR data is laborious and time consuming
  - Curation & sustainability
  - Quantity vs. quality
- Knowledge security -> as open as possible, as closed as necessary
  - Dual use
  - IP
- Inequity > paywalls, Golden & Green OS

# What is happening in other places?

The UKRN's (UK Reproducibility Network) **Recognising and Rewarding Open Research Toolkit**

<https://recognition.ukrn-openresearch.ac.uk/>

## Areas:

- Institutional commitment
- Leadership
- Strategy and planning
- Communication & engagement
- Policy and procedure
- Support, systems and processes
- Guidance and training
- Monitoring and evaluation
- Research planning

Action Area	No Action	Emerging	Evolving	Sustained
<a href="#">Institutional commitment</a>	There are no public institutional commitments to open research and responsible research assessment.	There are public institutional commitments to open research and responsible research assessment but little or no recognition of open research in research assessment practice.	There are public institutional commitments to open research and responsible research assessment. There is an explicit commitment to recognise and reward open research in research assessment practice.	Public open research and responsible research assessment commitments are well-integrated into recognition and reward policies and procedures. There is a strong shared understanding of how open research and responsible research assessment contribute to institutional research strategy and overall mission.
<a href="#">Leadership</a>	There is no senior strategic leadership for open research or responsible research assessment.	There are identified senior strategic leads for open research and responsible research assessment. Recognition and reward for open research in research assessment is an identified priority for strategic action.	Senior leadership develops actions on open research and responsible research assessment in collaboration with key stakeholders. Actions to recognise open research in research assessment are agreed and supported by relevant leads and promoted by open research advocates across the institution.	Recognition and reward for open research in research assessment is progressed as a strategic priority by members of senior management. External engagement ensures alignment to sector. Leadership in open research is seen and valued across the organisation, and includes researchers, research enablers and open research advocates.
<a href="#">Strategy and planning</a>	There is no open research strategy or plans to implement change.	A strategic plan for open research has identified recognition and reward for open research in research assessment as an area for action. This objective is recognised in strategic action on research assessment reform.	Strategic action on open research has progressed. Recognition and reward for open research across all key areas of research assessment is actioned by a stakeholder group against a strategic plan. Progress has been made against objectives.	Strategic action on open research is well-developed and sustained. Recognition and reward for open research has been implemented in relevant policies and procedures. The implementation plan has been delivered and action is focused on monitoring, consolidating and embedding practice.
<a href="#">Communication and engagement</a>	There is no communication about the recognition of open research in research assessment.	Some information about recognition and reward for open research in research assessment has been communicated, but with little or no guidance, or active engagement.	Strategic communications about recognition and reward for open research are part of an open research communication plan. Key stakeholders have been identified and engaged. Stakeholders have been able to learn about and contribute to changes in policy and procedure.	Well-publicised information about recognition and reward for open research in research assessment policies and procedures is supplemented by strategic, consistent communications targeting key stakeholders and the wider community to raise awareness and promote good practice.
<a href="#">Policy and procedure</a>	Recognition and reward for open research is not referenced in policies or procedures related to or involving the use of research assessment.	Recognition and reward for open research is mentioned in some relevant policies and procedures, but on a limited basis and with little evidence of integration or effective use.	Recognition and reward for open research is included in most relevant policies, with evidence of effective integration into practice.	Recognition and reward for open research is included in all relevant policies and procedures. There is evidence of increasing effective use of open research criteria by candidates and assessors in research assessment activities. Policies are reviewed regularly.
<a href="#">Support, systems and processes</a>	There is no operational implementation of recognition and reward for open research in research assessment.	Colleagues enabling open research provide some support for open research recognition and reward, without dedicated responsibilities, systems or processes.	In some research assessment activities, colleagues have defined responsibilities to support recognition and reward for open research, and there has been some development of supporting resources, systems and processes.	Colleagues have defined responsibilities to support recognition and reward for open research in relevant research assessment activities. Resources are allocated and supporting resources, systems and processes are well-developed and operating effectively.
<a href="#">Guidance and training</a>	There is no guidance or training on recognition and reward for open research in research assessment.	Some guidance on recognition and reward for open research is provided for those involved in research assessment.	Guidance and training on recognition and reward for open research is well-developed and made available to researchers, assessors and external candidates, as relevant. Resources are integrated into some processes and are promoted to staff. Training is encouraged for key staff members.	Guidance and training on recognition and reward for open research is available for all relevant groups. It is systematically targeted at staff involved in research assessment, and integrated into auditable training and development frameworks and processes. There is widespread use of training.
<a href="#">Monitoring and evaluation</a>	There is no monitoring or evaluation of recognition and reward for open research in research assessment.	There has been some observation of practice with respect to recognition and reward for open research in research assessment.	Measures are defined and reported to monitor use of open research criteria in research assessment, with some operational support. Data capture developments in some practices and/or identify areas for targeting.	There is systematic collection and reporting of data on use of open research criteria in research assessment, with allocated operational support. Progress is monitored and evaluated across the institution, identifying and targeting areas for improvement.
<a href="#">Research planning</a>	Open research is not considered in institutional and individual research planning activities.	There is some use of open research criteria in institutional and individual research planning activities, but these are not fully aligned with institutional research and assessment strategies.	Open research criteria are defined and reported in institutional and individual research planning activities. Planning identifies open research objectives and links these to institutional strategy related to open research and recognition and reward.	Open research criteria are systematically used and reported in institutional and individual research planning activities. There is evidence of a sustained increase in setting and reporting against open research objectives. Strategic priorities related to open research inform institutional planning.

# What is happening in other places?

## Global Research Council - Dimensions of Responsible Research Assessment

**[2] Responsible approaches to incentivizing open research.**

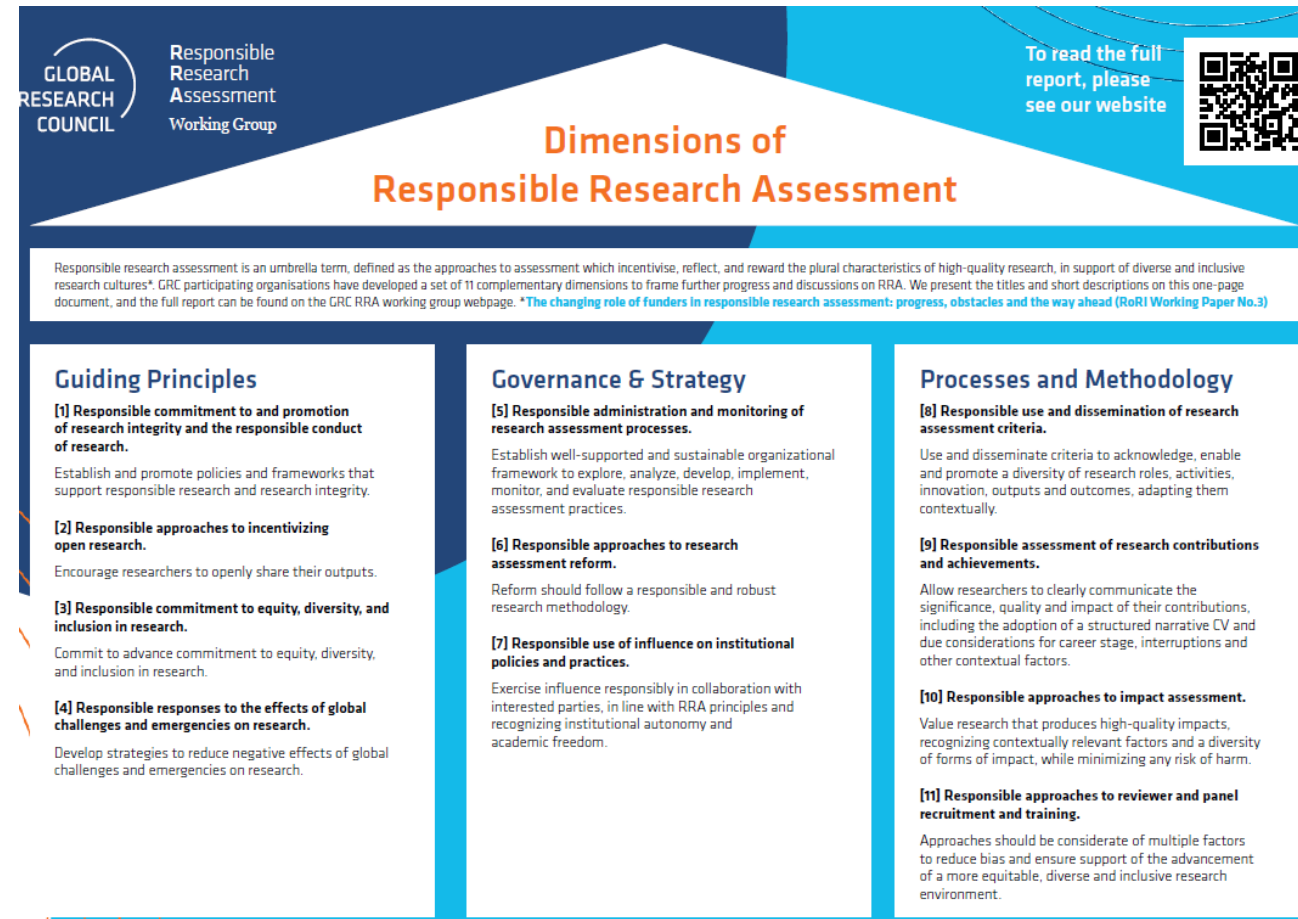
Encourage researchers to openly share their outputs.

**[8] Responsible use and dissemination of research assessment criteria.**


-> acknowledge, enable and promote a diversity of research roles, activities, innovation, outputs and outcomes, adapting them contextually.

**[9] Responsible assessment of research contributions and achievements.**

Allow researchers to clearly communicate the significance, quality and impact of their contributions, including the adoption of a structured narrative CV and due considerations for career stage, interruptions and other contextual factors



**GLOBAL RESEARCH COUNCIL** Responsible Research Assessment Working Group

To read the full report, please see our website 

### Dimensions of Responsible Research Assessment

Responsible research assessment is an umbrella term, defined as the approaches to assessment which incentivise, reflect, and reward the plural characteristics of high-quality research, in support of diverse and inclusive research cultures\*. GRC participating organisations have developed a set of 11 complementary dimensions to frame further progress and discussions on RRA. We present the titles and short descriptions on this one-page document, and the full report can be found on the GRC RRA working group webpage. \*The changing role of funders in responsible research assessment: progress, obstacles and the way ahead (RoRI Working Paper No.3)

Guiding Principles	Governance & Strategy	Processes and Methodology
<b>[1] Responsible commitment to and promotion of research integrity and the responsible conduct of research.</b> Establish and promote policies and frameworks that support responsible research and research integrity.	<b>[5] Responsible administration and monitoring of research assessment processes.</b> Establish well-supported and sustainable organizational framework to explore, analyze, develop, implement, monitor, and evaluate responsible research assessment practices.	<b>[8] Responsible use and dissemination of research assessment criteria.</b> Use and disseminate criteria to acknowledge, enable and promote a diversity of research roles, activities, innovation, outputs and outcomes, adapting them contextually.
<b>[2] Responsible approaches to incentivizing open research.</b> Encourage researchers to openly share their outputs.	<b>[6] Responsible approaches to research assessment reform.</b> Reform should follow a responsible and robust research methodology.	<b>[9] Responsible assessment of research contributions and achievements.</b> Allow researchers to clearly communicate the significance, quality and impact of their contributions, including the adoption of a structured narrative CV and due considerations for career stage, interruptions and other contextual factors.
<b>[3] Responsible commitment to equity, diversity, and inclusion in research.</b> Commit to advance commitment to equity, diversity, and inclusion in research.	<b>[7] Responsible use of influence on institutional policies and practices.</b> Exercise influence responsibly in collaboration with interested parties, in line with RRA principles and recognizing institutional autonomy and academic freedom.	<b>[10] Responsible approaches to impact assessment.</b> Value research that produces high-quality impacts, recognizing contextually relevant factors and a diversity of forms of impact, while minimizing any risk of harm.
<b>[4] Responsible responses to the effects of global challenges and emergencies on research.</b> Develop strategies to reduce negative effects of global challenges and emergencies on research.		<b>[11] Responsible approaches to reviewer and panel recruitment and training.</b> Approaches should be considerate of multiple factors to reduce bias and ensure support of the advancement of a more equitable, diverse and inclusive research environment.

# What is happening in other places?

INORMS - More than Our Rank



## More Than Our Rank

The *More Than Our Rank* initiative has been developed in response to some of the problematic features and effects of the global university rankings. It provides an opportunity for academic institutions to highlight the many and various ways they serve the world that are not reflected in their ranking position. This initiative is meant for every academic institution, whether ranked or unranked, top 10 or yet to place. It is an initiative for institutions who are proud of their ranking position but also recognize the limitations of the indicators used, and for those who feel that the rankings do not reflect their strengths or institutional mission. Every institution in the world is much more than their rank. This initiative is simply an opportunity to publicly say so and explain why.

### Why participate?

By participating in the *More Than Our Rank* initiative, academic institutions are demonstrating a commitment to responsible assessment and to acknowledging a broader and more diverse definition of institutional success.

# What is happening in other places?

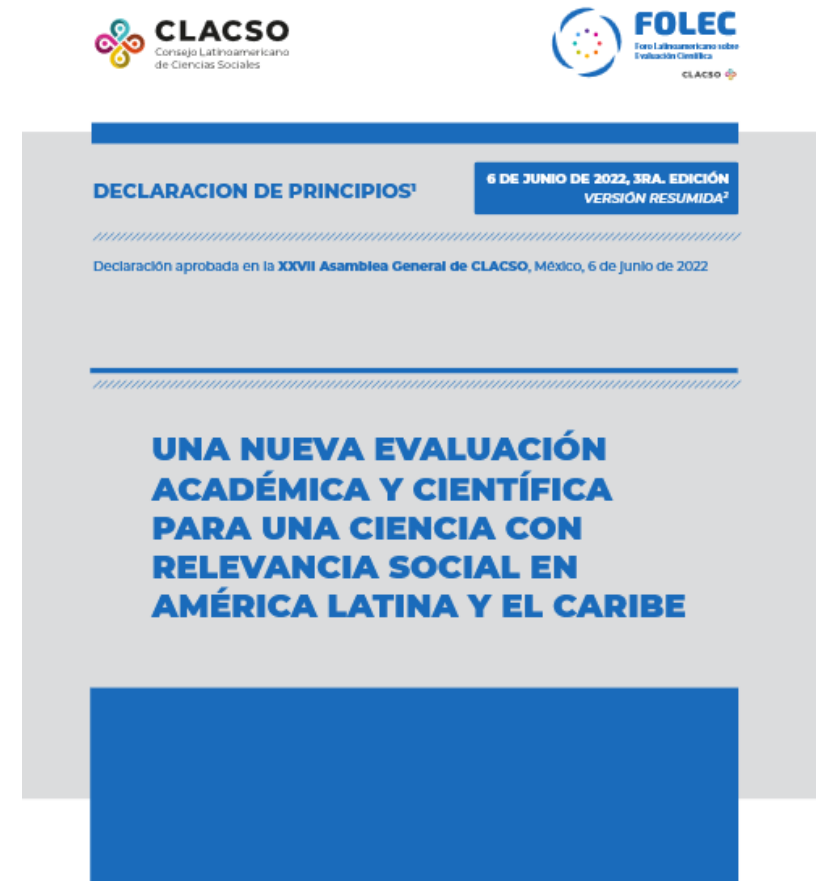
## Latin America



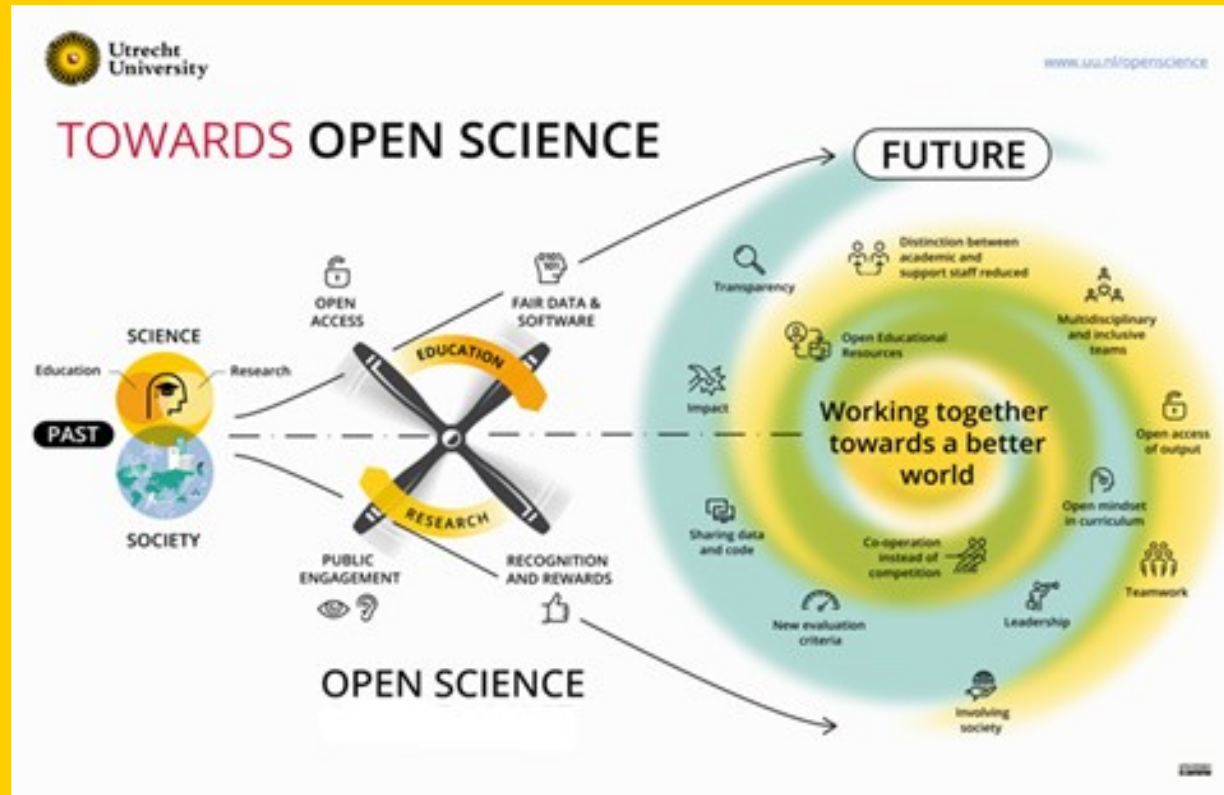
Some of the principles:

- Importance & relevance of open science, team science, and multilingualism.
- The inclusion of academics in evaluation processes.
- Reflexive & transparent evaluation mechanisms.
- Reviewing the meaning of impact.

<https://www.clacso.org/en/una-nueva-evaluacion-academica-y-cientifica-para-una-ciencia-con-relevancia-social-en-america-latina-y-el-caribe/>



# Room for Every PhD Candidate



Stans de Haas - Utrecht University  
Director of Operations  
Email: s.dehaas@uu.nl

# Room for every PhD candidate

**Integrating UU's OS approach in PhD trajectories through (1) the development and implementation of a vision and (2) the organisation of a seminar for stakeholders**

- **Project assignment given by rector** to Open Science Office + Doctoral Advisory Board
- **Multidisciplinary project team**, representation from: Open Science Office, Doctoral Advisory Board, the R&R track (with close connections to HR), directorate of academic affairs (UU wide PhD policy), faculties and PhD candidates
- **PhD candidates are actively involved:** 1) 2 PhD's are part of project team, 2) a group of PhD's will be involved to provide feedback on concept version of vision

# Room for everyone's talent

towards a new balance in the recognition and rewards of academics

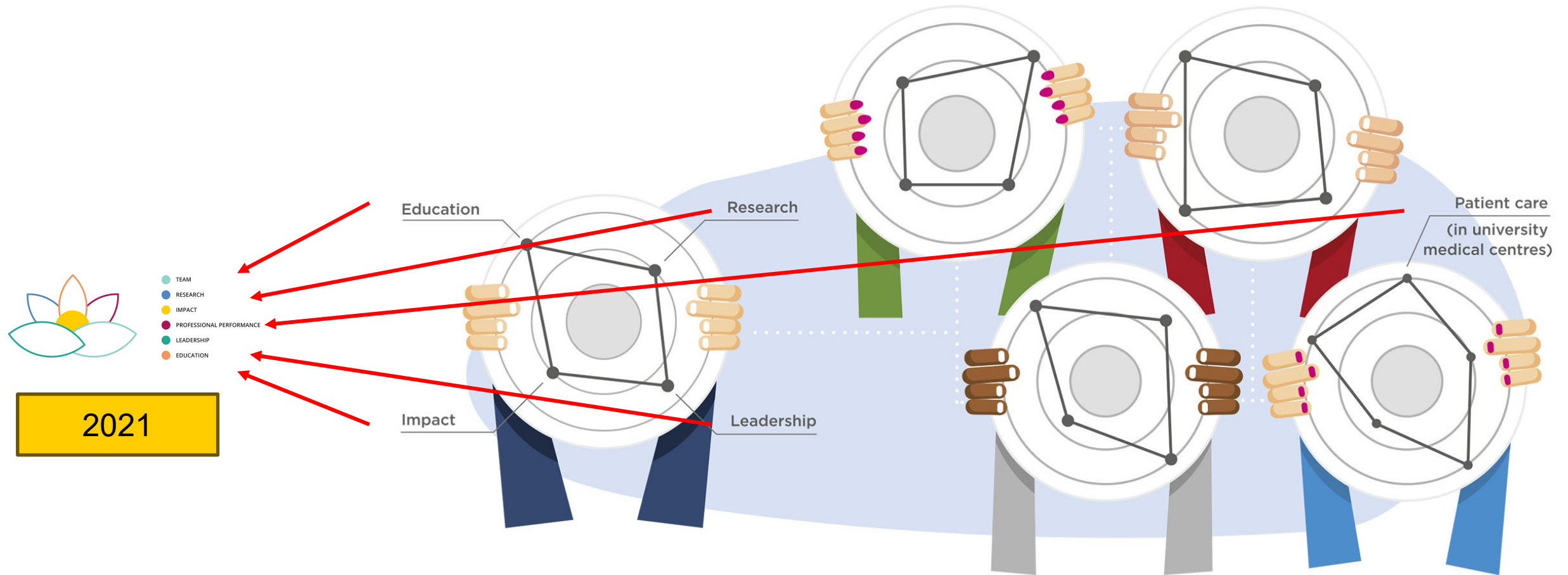
2019 & 2023



Source: UNL et al. (2019) position paper on Recognition and Rewards

## Diversifying and vitalising career paths

Source: UNL et al. (2019) position paper on Recognition and Rewards



"We enable more diversity in career paths and profiles for academics"

2019 & 2023

2021 & 2023



- TEAM
- RESEARCH
- IMPACT
- PROFESSIONAL PERFORMANCE
- LEADERSHIP
- EDUCATION

2023 : From WP and OBP towards UP (university personnel)  
2024 : Focus on early career academics, in particular PhDs

# 2024, 2025 and 2026 UU steps forward

## 2023 lessons / insights from the sessions by 5 NL Deans:

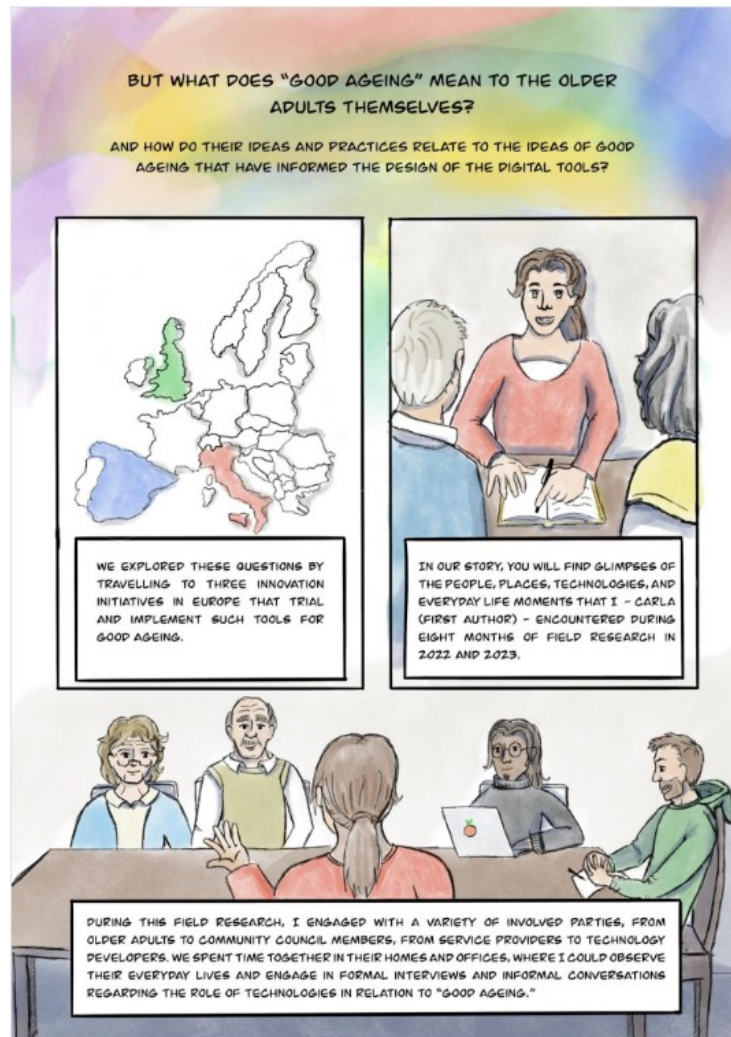
1. Need for clarity
2. Need for perspective including career perspective
3. Early career academic involvement: talk 'with' instead of talk 'about'

**Utrecht University Project 'room for every PhD candidate'** (assignment from the rector to the UU Graduate Committee and the Open Science team): link with career development and early career academics uncertainty. **Goal: UU vision 2025.**

**Stakeholder approach:** open science, recognition & rewards experts, HRM, SO&O, UU Graduate Committee, rector, vice-rector research, Utrecht Young Academy, vice-deans research AND PHD CANDIDATES themselves (focusgroups & 2 PhD students in the project committee: Philine and Nathalie). Plus contact with PNN network.

# **Vision 'Room for every PhD candidate'**

- **A PhD is about research AND broader individual and professional development**
- **Creating room for broader individual and professional development with TRIPLE**
- **Conversation between PhD's en Supervisory Team is key**
- **What does 'Room' look like in PhD tracks?**



Research comic about 'Good Ageing', Carla Gruebel  
(Faculty of Geo sciences)



Video about education inequality  
PhD candidate dances dissertation  
Kim Stienstra (Faculty of Social Sciences)

**Room for different dissertations ?**



Portfolio of societal engagement activities in dissertation, Julia Spanier (Faculty of Geo sciences)



**Figure 6-1:** Pictures from the action planning workshop hosted in collaboration with Leonie Guerrero Lara during a meeting of the working group against the far right (author's photos)

**Room for different dissertations ?**

## *First insights:*

- broad enthusiasm among early career academics*
- need for personal and professional development*
- room in the PhD dissertation (different shapes and formats)*
- there is already a lot of room available*
- need for more emphasis on the collective / team: the supervisory team*
- supervisor development is required (lifelong learning): leadership*
- shared responsibility: PhD candidate and supervisory team*

# **Implementation on different levels**

- 1. Engaging stakeholders through stakeholder sessions (bottom-up)**
- 2. Formal decision-making trajectory (top-down)**
- 3. Seminar for stakeholders (momentum)**



Utrecht  
University



**Thank you**