

Open Science and academic libraries: managing the change

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Content

- Open Science – What is it?
- Cultural Change in universities
- Open Science Cultural Change: Collaboration & Competition
- Managing the Open Science transition
- Measuring Open Science success
- Conclusions



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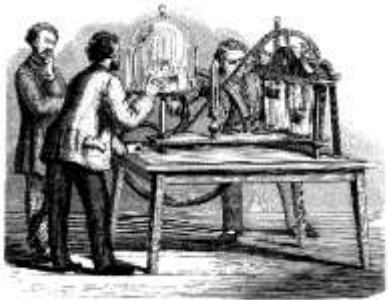


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What is Open Science?

The 8 pillars of Open Science

European Commission's
Open Science Policy Platform (OSPP)



Future of Scholarly Communication

EOSC (European Open Science Cloud)

FAIR Data

Skills

Research Integrity

Rewards

Altmetrics

Citizen Science

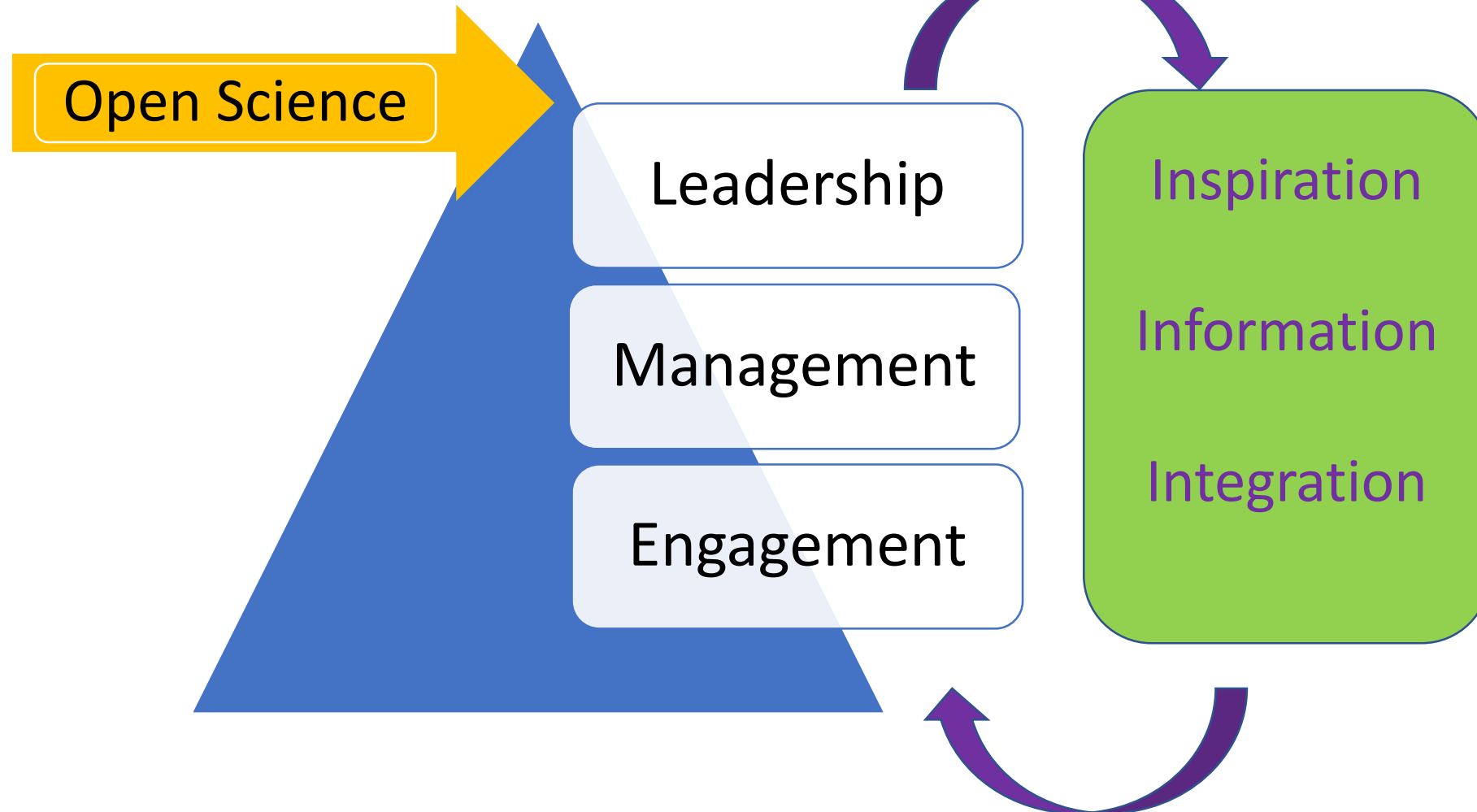
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LERU → Cultural Change



Cultural Change in an Organisation



Leadership: Issues

- Universities should be leaders, not followers
- University should have a Vice-Provost/Vice-Rector to lead on Open Science...
- At national level, should there be a national Open Science Co-Ordinator...?
- Open Science has deliverables... the imperative is no longer discussion but delivery



André Derain: L'Age d'Or ou La Chasse

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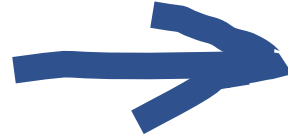


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Open Science: A Cultural Change

COMPETITION

Promote new ideas!
Win calls for funding!
1st to discover!
1st to communicate
Obtain that position!
Publish more!
Get more attention!
Reach bigger index!
Compete and WIN !



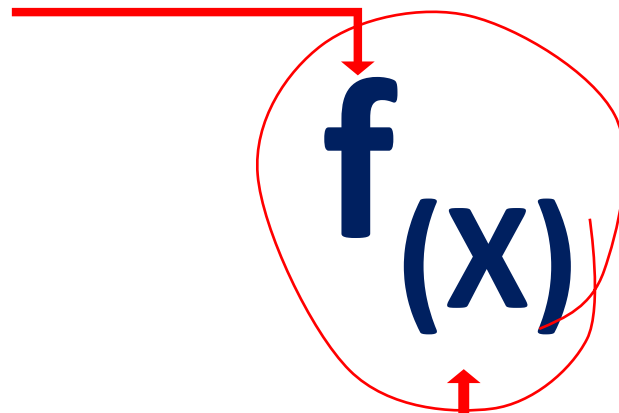
COLLABORATION + COMPETITION

More resources
Shared infrastructure
Efficient and responsible use
Collective intelligence
Activate micro-expertize
Save time - Re-use
Communicate efficiently
Disseminate and share
Collaborate and GAIN !

Open Science: A Cultural Change

~ the *Function* ~

The Function



$$= Y$$



The Input

The Output

Open Science: A Cultural Change

Collaboration_(COMPETITIONS) = **EFFECTIVENESS**^{Fair}

AND

Competition_(COLLABORATIONS) = **EFFICIENCY**

Open Science: A Cultural Change

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Open Science: A Cultural Change

~ The Management of the Transition ~

Develop unique skills and infrastructure to compete

Collaboration and Competition for opportunities around Science

FAIR Effectiveness and Efficiency in Science

- LOCKED SCIENCE

- OPEN SCIENCE

Open Science: A Cultural Change

~ *Recommendations for Managing the Transition* ~

- ✓ **Appoint national coordinators and task forces for the implementation of Open Science**
- ✓ **Ensure the HR Strategy for Researchers (HRS4R) practices and FP9 evaluation reflect the principles**
- ✓ **Foster Open Science literacy as essential to European competitiveness at the global level**
- ✓ **Implement a Europe-wide campaign, coordinated by the EC, to raise awareness and communicate the benefits of Open Science**
- ✓ **Ensure the scholarly infrastructure in Europe is highly interoperable**

OSPP Integrated Advice, May 2018

- ✓ **Appoint a senior manager to lead Open Science approaches**
- ✓ **Develop a Programme of Cultural Change**
- ✓ **Establish advocacy programmes**
- ✓ **Draw up a communication strategy**

LERU AP24 on Open Science, May 2018

Open Science: A Cultural Change
~ *The Management of the Transition* ~

Culture does not change overnight !

A Programme of Change Management needs to
Tailored Management Solutions
accompany and support any move to Open Science

Open Science: A Cultural Change ~ *The Management of the Transition* ~

Culture does not change overnight !

- ✓ Team Development (People, Skills)
- ✓ Build Tools
(for OA, for RDM, integrate with EOSC, for Citizen Science, for Altmetrics, etc)
- ✓ Leading through actions, not through statements
- ✓ Successful management of the implementation
- ✓ Attract resources

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Measuring Open Science success

- LERU has produced an Open Science Roadmap
- Launched in June 2018 at
- <http://www.leru.org>
- Roadmap to enable universities to embrace Open Science
- 41 Recommendations



Monitoring progress



- 37 questions for monitoring progress on Open Science
- Marked with Traffic Lights (RAG)
- Repeat annually
- Describe progress
- Assess success or otherwise in Open Science implementations

	Topic	Question	Assessment of progress	RAG Status
Cultural change				
1.	Leadership	Has your university appointed a senior manager to lead Open Science approaches across all eight pillars of the Open Science debate identified by the European Commission?		
2.	HR	Has your university developed a programme of cultural change, which is necessary to support the changes in principle and practice which Open Science brings?		
3.	Advocacy	Does your university have advocacy programmes to identify the benefits of Open Science approaches whilst being realistic about the challenges?		

4.	Communication	Does your university have communication strategies which enable the whole university body to become familiar with Open Science practices?		
The future of scholarly publishing				
5.	Compliance	Does your university have institutional mandates to support the move to full Open Access and does it monitor implementation of these mandates?		
6.	Planning	Can relevant stakeholders work together to deliver a roadmap for how they, or specific groupings, can develop agreed plans for the future of scholarly publishing in their institution?		
7.	Advocacy	Does your university advocate the use of author identifier systems such as ORCID across the institution?		
8.	Innovation	Has your university considered supporting new forms of scholarly publishing from third parties, such as OpenEdition and Knowledge Unlatched, ⁴¹ which are dedicated to Open Access approaches?		
9.	Innovation	Where appropriate, has your university established new mechanisms for scholarly publishing based on the good practice identified in this chapter?		

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A pan-European Roadmap for Open Science?

- Hereford 'Mappa Mundi'
- Largest surviving medieval map
- A theological statement
- Drawn in Lincoln c. 1300
- But Africa is called Europe and vice versa...



England

A pan-European Roadmap for Open Science?

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Thank you for listening

Happy to answer questions

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Open Science: A Cultural Change *Template*