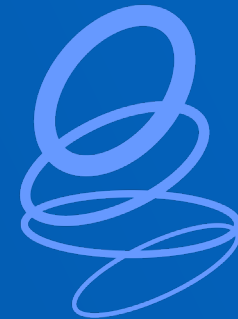


Recognising & Rewarding OS practices in the Netherlands - 23 pilot projects -

Andrea Reyes Elizondo
22 October 2025



> Stimulating open science



REGIEORGAAN

OPEN
SCIENCE
NL

Outline Presentation

- Context
 - Recognition and Rewards programme
 - “Room for Everyone’s Talent”
 - Recognising and Rewarding Open Science
- National coordination
 - Goals
 - Team
 - Participating institutions
 - Overview of projects
 - Challenges





Recognition & Rewards programme

- Programme in the NL that seeks to reform academic culture towards creating room for academics to develop their range of talents.
- The programme brings together university medical centers, research institutes and research funders (UNL, UMCNL, KNAW, NWO and ZonMw)
- The programme was a response to the emphasis on research performance in evaluation, which frequently leads to the undervaluation of other key areas in academia such as education, impact, leadership and (for university medical centres) patient care.
- In 2019 the programme published a position paper titled Room for Everyone's Talent and in 2023 a roadmap for putting it in practice.

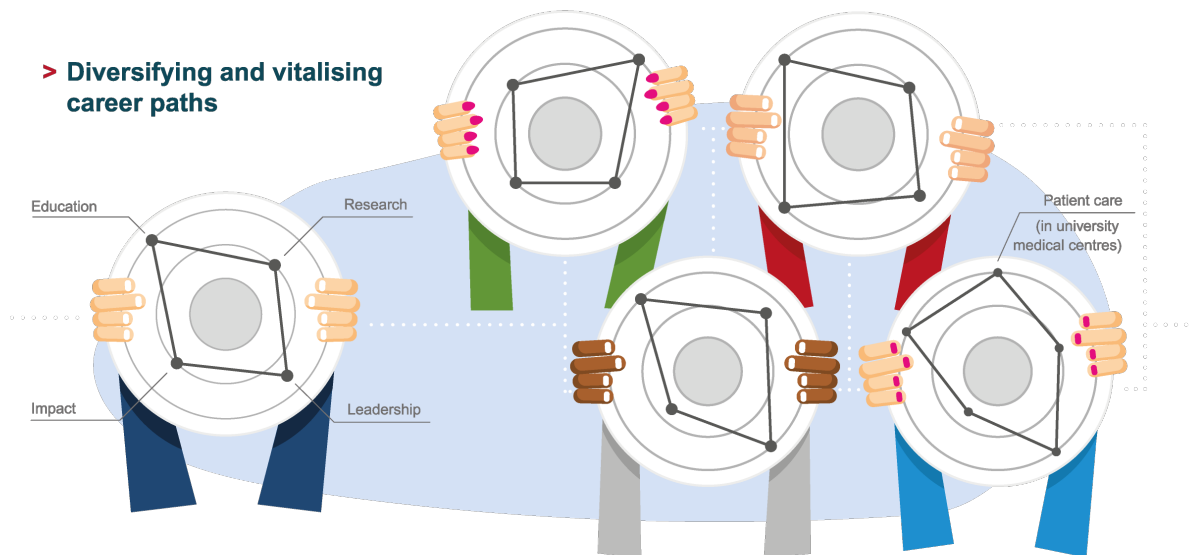


Recognition & Rewards programme

- The programme works towards culture change on evaluations.
- This requires a revision & change of how academic work is recognised & rewarded:
 - a dynamic differentiation of career paths;
 - emphasis on quality of work rather than quantity;
 - do more justice to diverse individual academic achievements & contributions that serve collective goals;
 - encourage responsible leadership;
 - **and stimulate Open Science.**
- The programme runs in parallel at institutional level and on national level.

Room for Everyone's Talent

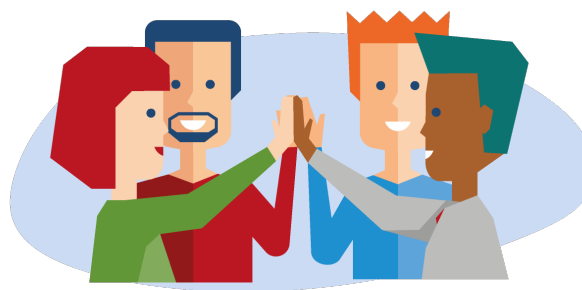
> Diversifying and vitalising career paths



> Achieving balance between individuals and the collective



> Focusing on quality



> Stimulating academic leadership



> Stimulating open science

Recognising and Rewarding Open Science

- Open Science NL - national programme to promote & accelerate OS in NL
- OSNL CfP 2024: embed open science in institutional policies
 - budget €1,200,000
 - Financial incentive: €50,000, 1 year project
 - Facilitate connections between experts (*HR advisors, open science experts, policy officers, researchers*) in own institution
- 23 proposals awarded
- There was also a call for a National coordination project, which was awarded to CWTS, Leiden University



National Coordination 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

National Coordination Project Team

- Core Team: Inge van der Weijden & Andrea Reyes Elizondo, Centre for Science and Technology Studies (CWTS), Leiden University
- Project Advisors: Stefan Penders (UNL), Bianca Langhout (EUR) & Theo Jetten (WUR)
- 2-year project: January 2025-December 2026



Activities

- 3 national meetings to exchange knowledge & experiences
- 4 online inspirational workshops on specific topics (i.e. Open Research Data, Open Education)
- Working visits to institutions
- Align with international developments: UK Reproducibility Network, recORD (Switzerland), CoARA WG OI4RRA (Open Infrastructures for Responsible Research Assessment)
- Online communication platform RRview, group *Open Science meets R&R*
- Collective Zotero library (which will be open at the end of the project)
- We will produce an e-magazine *Recognising and Rewarding Open Science*, collecting insights and experiences.

Institutions

Erasmus
University
Rotterdam



TU/e EINDHOVEN
UNIVERSITY OF
TECHNOLOGY

**Maastricht
University**



KNAW


university of
 groningen



 UMC Utrecht

 Amsterdam UMC
University Medical Centers

Erasmus MC
Universitair Medisch Centrum Rotterdam



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 **TU Delft**

 Utrecht
University

**LU
MC** Leiden University
Medical Center

Open Universiteit
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Radboud Universiteit



NLU

 Theologische Universiteit Kampen

 **WAGENINGEN**
UNIVERSITY & RESEARCH

VU  **VRIJE
UNIVERSITEIT
AMSTERDAM**



**Universiteit
Leiden**
The Netherlands

UvH
UNIVERSITEIT
VOOR
HUMANISTIEK

 **PThU**

 Theologische Universiteit
Apeldoorn

Radboudumc
university medical center

 **umcg**

TILBURG  **UNIVERSITY**

Overview of proposals

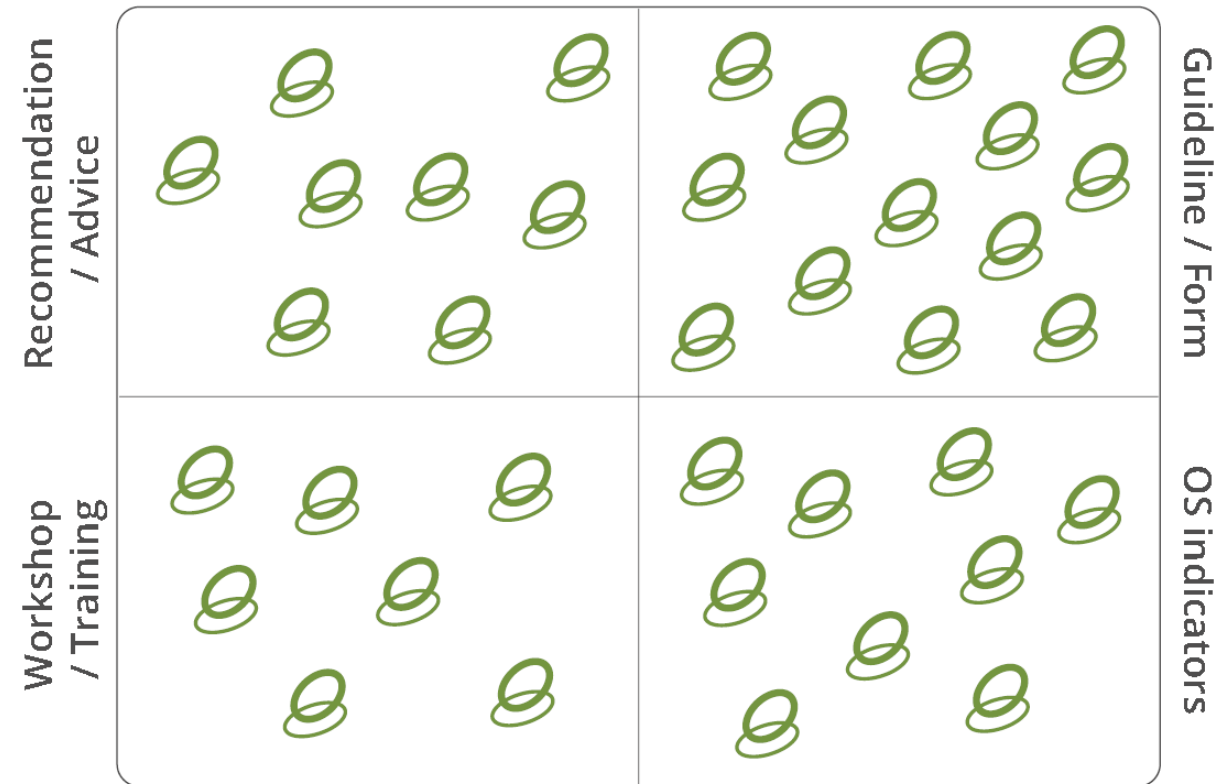
- Each proposal has €50,000, projects could start between January-September 2025, they run max. 1 year
- Overarching goals: to embed OS in institutional policies for evaluation & to facilitate connections between experts (*HR advisors, open science experts, policy officers, researchers*).
- Each institution is at a different stage on Recognising & Rewarding & OS.
- Focus:
 - Various OS practices: publications, data, software, education, citizen science, team science
 - Evaluation type: hiring, promotion & evaluation of PhDs, post-docs, academic staff
 - Disciplines covered
 - Output/results

Overview of proposals

DISCIPLINES



OUTPUTS



A couple of examples

1. One institution is focusing on including OS practices in the conversation on career development and to provide guidance to supervisors doing the evaluations. This institution is consulting stakeholders in each of their schools in which they choose 2-3 OS practices that will be integrated in the development talks.
2. Another institution is looking into how candidates are assessed by committees, whether OS is discussed, and the knowledge & expertise of OS by assessors. They are also preparing a DB of OS practices with examples and best practices.
3. Another institution assigned a Publication Steward that gives 1-on-1 support, they are also creating an inventory of barriers for OS through different interviews, as well as organizing co-creation meetings for assessment committees.
4. Another institution is organising sessions with stakeholders to share knowledge & best practices, and will work with them to co-formulate proposals for rewarding & recognising OS, as well as designing a pilot and evaluation of the implementation of these policies.

Challenges

- Developing a fair & equitable system that recognises the various OS contributions
 - OS practices are laborious & time consuming
 - Discipline dependent
 - Inequity > paywalls, Golden & Green OA
- The lure of indicators: avoiding tick boxes & quantitative indicators
 - Concerns on increasing the workload
 - Anxieties on evaluating & assessing narrative forms
- OS as output (object oriented) vs OS as judicious connections (process oriented)
- Capacity - national budget cuts; strained HR

Lessons learned (so far)

- Culture change takes time and commitment from funders, epistemic communities, and other stakeholders
- Considering OS practices in evaluations needs to be flexible
 - Different epistemic cultures
- Avoid top-bottom approaches
 - Stakeholders need to be included in conversations & co-creation
- OS as judicious connections
 - It's about the process
 - Avoid the lure of indicators
 - Start from trust, not mistrust (remember, it is all about culture change)

Thank you! Questions?

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Project page - <https://universiteitleiden.nl/openscienceRR>

Rrview - <https://rrview.nl>

OSNL - <https://www.openscience.nl>



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