

Final Version 22 July 2021

RESPONSIBILITY		TIMEFRAME		
RIC	Research Integrity Committee	Short	< 6 months	Q4 2021
HR	Human Resources	Medium	6 - 12 months	Q4 2021 - Q1 2022

- Volume of researcher engagement with RMC policy and practices per ISF
- Number of persistent identifiers (PID) for published datasets and

- The Open Science Career Assessment Matrix (OSCAM), proposed by the EU Working Group on Open Science Rewards (O'Carroll, 2017: 157)
 - such as training early career researchers and influencing policy and practice.
 - Develop roadmap or activity to good practice.
 - Identify mechanisms at the Institute to record and acknowledge Open Science training so that one can demonstrate competencies as part of career development, appraisals and promotion:
 - Seek ways for Open Science practices be acknowledged in professional development and career progression of all staff (e.g. Embed Open Science principles in assessment and appraisal system)
 - Provide proper guidance or training to those who are involved in appraisal and promotions
 - Periodically monitor, reflect and update research assessment so it remains fit-for-purpose and in line with open research
- Existence of clear and transparent criteria used for recruitment, promotion and other career development decisions that recognise the value of all relevant research outputs and contributions (E.g. training, policymaking, public engagement)
- Publication of guidelines on how to incorporate and assess open science practices for those who are involved in appraisal and promotions (E.g. open research outputs, altmetrics citations, replicative experiments, re

LINKED TO

- Number of mentions to open research practices as desirable characteristic in advertised research job descriptions
- Number of requests for narrative CVs in application processes
- Existence of clear and transparent criteria used for recruitment, promotion and other career development decisions that recognise the value of all relevant research outputs and contributions (E.g. training, policymaking, public engagement)
- Publication of guidelines on how to assess open science practices for those who are involved in recruitment and promotion decisions (discouraging the use of proxy indicators and encouraging to weight in the use of open science practices)

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