

Task Force Research Careers, Recognition, and Credit

<i>Advisory Group:</i>	Research careers and curricula
<i>Task Force:</i>	Research Careers, Recognition, and Credit
<i>EOSC-A Board Liaisons:</i>	Marialuisa Lavitrano, Wilhelm Widmark
<i>Coordinators:</i>	Francesca Di Donato, Delfim Leão, James Morris, Gustav Nilsson
<i>Contributors/Drafters:</i>	Albena Antonova, Paul Ayriss, Silvia Bello, Isabel Bolliger, Nicolas Fressengeas, Andrew Plume, Céline Thillou, Erzsébet Tóth-Czifra
<i>EOSC Secretariat Support:</i>	Lonneke Schrijver
<i>Status:</i>	Draft
<i>Document Link:</i>	https://docs.google.com/document/d/1Ns52il9xzrpy1C_kpAjiQR0-XDBnD8i4Adq9S-Por3Y/edit

Main aims

This Task Force will address incentives and rewards for researchers to manage and share their data, code and other research outputs, activities, and processes. These incentives and rewards will be based on making criteria of Open Science and FAIR principles an integral part of academic career progression and grant assessment processes. The Task Force will identify various research stakeholders groups and their specific roles and responsibilities in support of embedding incentives and rewards for researchers in assessment processes.

Core activities

The work of the Task Force will be divided into four phases:

Phase 1: Planning

To allow the Task Force members to further elaborate on the scope of the activity beyond what is written in the Charter, an initial planning period is foreseen to draft and agree upon a 'terms of reference' document to guide the project over its two-year span. This document will include the definitions of appropriate methodologies to structure activities.

Phase 2: Analysis

Make a landscape analysis of existing high-level initiatives¹ and good practices and the outstanding needs of the research system related to recognition and credit, and provide a gap analysis of needs that could be addressed by EOSC related activities.

Phase 3: Identify Principles and provide Recommendations

Identify Open Science Principles that underlie the good practices and initiatives analysed in phase 2. Develop recommendations targeted to different stakeholders for improving recognition systems and credit.

Phase 4: Monitoring strategy

Define a future monitoring strategy for the implementation of recommendations and practices, including the possible elaboration of tools and supporting mechanisms.

Planned duration

The total planned duration is 24 months:

- Month 1 - 2 Phase 1 Planning
- Month 2 - 9 Phase 2 Analysis
- Month 6 - 20 Phase 3 Principles and recommendations
- Month 18 - 24 Phase 4 Monitoring strategy

	Project Month																							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Phase 1 - Planning																								
Phase 2 - Landscape Analysis																								
Phase 3 - Principles and Recommendations																								
Phase 4 - Definition of Monitoring Strategy																								

Working methodology

1. Conduct initial desk work within the Task Force to develop the landscape and gap analyses – reviewed by, or in consultation with, other EOSC Task Forces.
2. Discuss and identify principles that underlie the good practices analysed in phase 2, and in consultation with representatives of these initiatives determine actions that are of relevance to EOSC.
3. Founded upon agreed principles, develop recommendations, aimed at different stakeholder groups, on how to embed open science practices and FAIR principles into all forms of research assessment processes.

¹ Initiatives for consideration may include;

- those associated with European Research Area developments such as the ERA Pact for Researchers and the EC actions on reforming research assessment.
- relevant global initiatives such as the San Francisco Declaration on Research Assessment.
- national initiatives that are of international relevance such as the Dutch Recognition and Rewards Programme.

- Early draft of recommendations to be discussed and refined via a stakeholder consultation mechanism.
 - Pre-final recommendations validated through consultation with other EOSC Task Forces.
4. Discuss and define potential monitoring and support mechanisms and tools, to be developed beyond the scope of this Task Force activity, to further promote the implementation of the recommendations made.

All outputs, support material, and methodologies (where relevant) associated with the work of this Task Force will be shared in accordance with open science practices and the FAIR principles.

Dependencies

There is a risk of overlap with other EOSC Task Forces which need to be monitored to avoid duplication and promote synergies and alignment of approaches/principles, notably with:

- TF “Upskilling countries to engage in EOSC”
- TF “Data stewardship curricula and career paths”
- TF “Researcher engagement and adoption”

It will be important to complement relevant existing external initiatives whilst also recognising the unique entry point that an activity on recognition related to EOSC can bring.

Membership

Activities surrounding research and researcher recognition should involve as many stakeholder groups as possible. The size of the Task Force should allow it to perform its tasks in an agile manner - 20 to 25 members would be optimal in this regard.

Members should commit to active contribution in all discussions and participate in the development of all outputs of the group.

The Task Force should pursue diverse representation in terms of gender, discipline, seniority, and geographical representation, and ensure that its activities and outputs are inclusive and promote equal opportunities.