

Internal institutional regulations and incentives at the Ruđer Bošković Institute

Mutual Learning Exercise on Open Science - Altmetrics and
Rewards under the Horizon 2020 Policy Support Facility (PSF):
"Incentives and Rewards to engage with Open Science activities"

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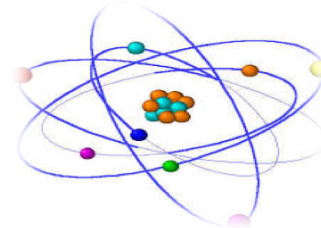
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About the Ruđer Bošković Institute

- ▶ the largest Croatian research institute
- ▶ multidisciplinary science institute
- ▶ 11 research divisions + 3 joint units for scientific support
 - ▶ 75 research laboratories
- ▶ approx. 850 employees
 - ▶ 300 researchers and 200 PhD students and post-graduate fellows (4-5% of Croatian scientists)

PHYSICS



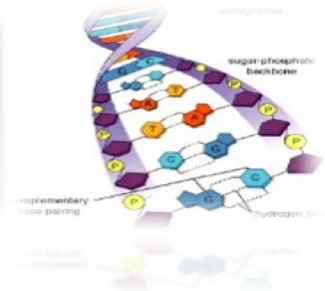
ENVIRONMENT



CHEMISTRY



LIFE SCIENCES



ICT



Project activities

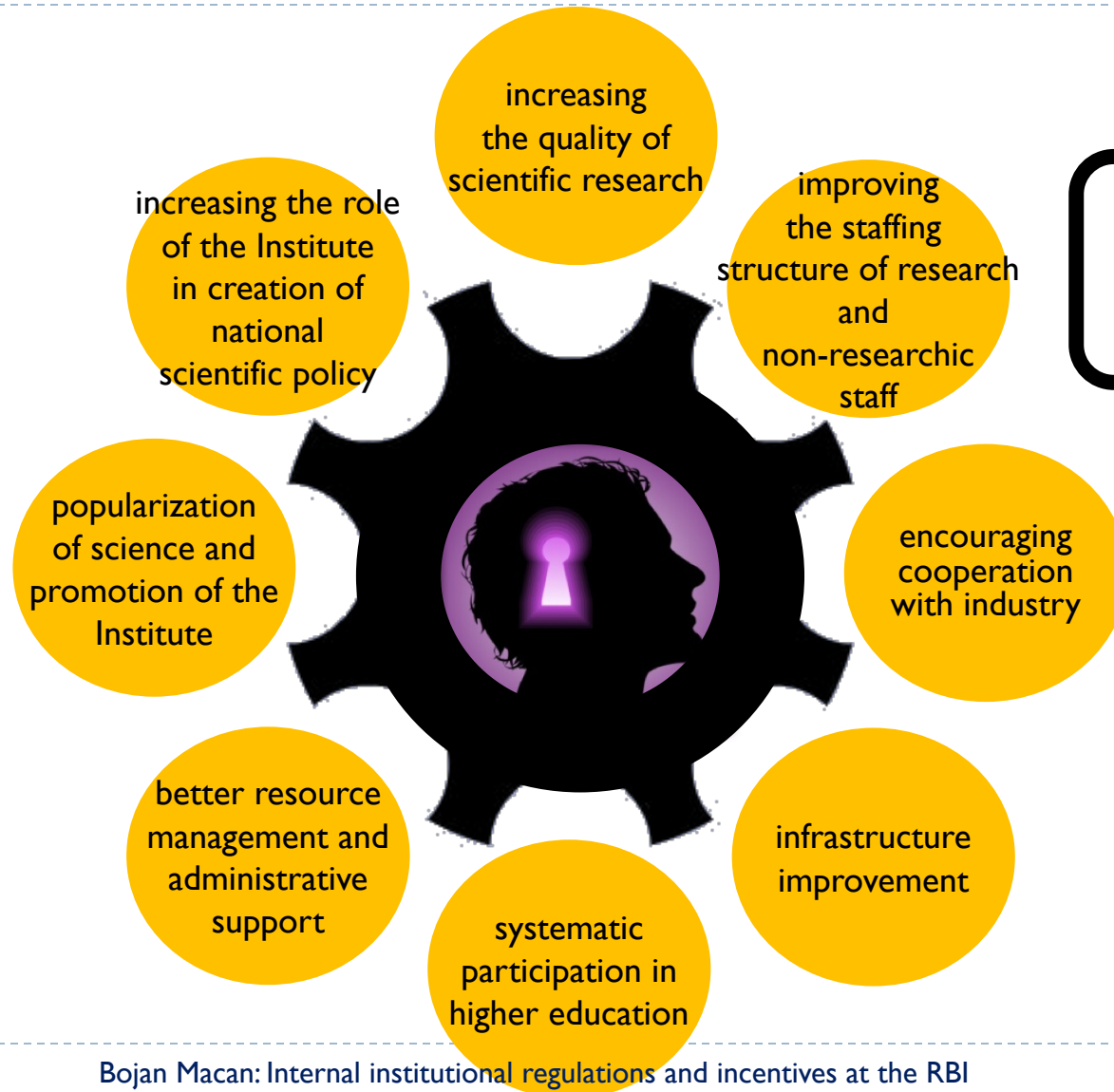
- ▶ orientation towards project activities (especially the international ones)
 - ▶ 13 H2020 projects (7.1 mil. EUR)
 - ▶ 2 out of 4 Croatian ERC grants
 - ▶ 88 Croatian Science Foundation projects (10 mil. EUR)
 - ▶ 33 FP7 projects
 - ▶ 20 FP6 projects
 - ▶ 2 FP5 projects
 - ▶ 2 Centres of Excellence (+ partners on few more)
 - ▶ Structural funds:
 - ▶ O-ZIP
 - ▶ MORExpo



Scientific output

- ▶ approx. 600 scientific papers per year published in journals indexed in Web of Science Core Collection citation indexes (SCI-EXP, SSCI and A&HCI)
 - ▶ 18% of Croatian scientific output
 - ▶ 50% - 60% of papers published in Q1 journals according to their Journal Impact Factors (JIF)
 - ▶ approx. 30% of all Croatian papers published in Q1 journals according to their JIF

RBI's strategic goals 2017-2023



Significantly different from standard policies in Croatia

Adopted regulations and procedures

- ▶ Statute (*Statut*)
- ▶ Regulation of institutional organization (*Pravilnik o ustroju*)
- ▶ Regulation on additional conditions for scientific positions at the RBI (*Pravilnik o dodatnim uvjetima za izbore na znanstvena radna mjesta*)
- ▶ Acquisition/procurement authorization procedures (*Autorizacijske procedure pri nabavi*)
- ▶ Capital equipment regulations (*Pravilnik o kapitalnoj opremi*)
- ▶ Space management regulations (*Pravilnik o upravljanju prostorom*)
- ▶ Travel warrant procedures (*Procedure za putne naloge*)
- ▶ Labor regulations (*Pravilnik o radu*)
- ▶ Laboratory establishing procedures (*Procedure za osnivanje laboratorija*)
- ▶ Intellectual property regulations (*Pravilnik o intelektualnom vlasništvu*)
- ▶ External associates regulations (*Pravilnik o vanjskim suradnicima*)
- ▶ Development coefficient regulations (*Pravila za razvojne koeficijente*)
- ▶ ...

Additional conditions for scientific positions at the RBI

- I. **total number of scientific publications**
 - ▶ in some cases more than twice as big as minimal conditions prescribed by the national regulation
 - ▶ Journal Impact Factor (JIF) as a ‘measure’ of an article ‘quality’
- II. **the excellence of candidate’s scientific publications and scientific reputation**
 - ▶ autor’s contribution to publications; membership of international journal editorial boards; invited lectures at international conferences; collaboration on international projects; visits to international institutions
- III. **ability to independently conduct scientific research**
 - ▶ principal investigator; mentoring PhD students; international collaboration

Additional conditions for scientific positions at the RBI

- IV. organizational abilities and contribution to the advancement of science
 - ▶ implementations of innovative methods and subjects at institutional level; leading functions on institutional, national and international levels; improvement of infrastructure on institutional level; teaching; awards; conference organization; peer review for journals; popularization of science...
- V. innovation, knowledge transfer and commercialization of scientific work
 - ▶ patents; collaboration with the industry, projects or other activities with financial benefit for the institution (more than 500k kn)

What else has changed in the last few years?

- ▶ a post-doctoral experience at foreign institutions is introduced as a condition for employment on scientific positions at the RBI
- ▶ patents are taken into account for evaluation purposes
 - ▶ e.g. 1 international patent = 2 scientific papers; 1 national patent = 1 scientific paper
- ▶ cooperation with the industry and coordination of competitive projects are also taken into account for evaluation purposes
- ▶ coordination of competitive projects as a condition for participation in the executive bodies of the Institute
- ▶ the restrictions on the number of parallel functions and the number of mandates of an individual

What else has changed in the last few years?

- ▶ Croatian scientists returning from foreign institutions to the RBI are provided with financial funds and working space at the Institute
- ▶ RBI's scientific equipment must be open and accessible to potential users
- ▶ annual financial awards for best publications
- ▶ financial support to outstanding international project applications which were not funded
- ▶ informatization and optimization of administrative procedures

RBI's open science related activities

- ▶ development of Croatian OA infrastructure (on institutional and national level):
 - ▶ 1997 – Croatian Scientific Bibliography – CROSBI
 - ▶ 2002 – Portal of scientific journals of Croatia – Hrčak
 - ▶ 2007 – Database of instruments for scientific research – Šestar
 - ▶ 2011 – Full-text Institutional Repository of the Ruđer Bošković Institute – FULIR
 - ▶ 2015 – Digital Academic Archives and Repositories – DABAR
- ▶ participation in FP7 and H2020 OA related projects:
 - ▶ OpenAIRE Advance
 - ▶ OpenAIRE2020
 - ▶ OpenAIREplus
 - ▶ FOSTER
 - ▶ SERSCIDA
 - ▶ CESSDA SaW
- ▶ promotion of open access and open science
- ▶ OpenAIRE National Open Access Desk
- ▶ National Point of Reference for Open Access

OA infrastructure – FULIR

- ▶ Full-text institutional repository of the Ruđer Bošković Institute – FULIR (<http://fulir.irb.hr/>)
- ▶ first version released in 2011.
- ▶ possibility for archiving of various types of publications and research data
- ▶ based on self-archiving
- ▶ >2,400 records with full-text (90% in OA)
- ▶ functionalities:
 - ▶ OpenAIRE compliant (1st in Croatia)
 - ▶ interoperability with CROSBI
 - ▶ citation data from Web of Science Core Collection, Scopus and InSPIRE-HEP
 - ▶ altmetric scores from Altmetric.com
 - ▶ usage statistics...

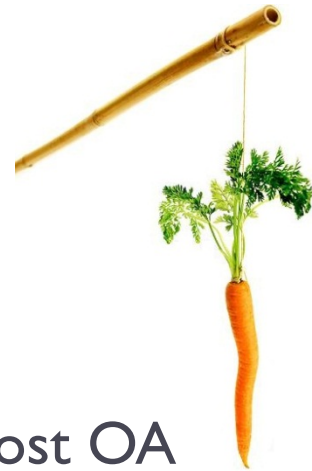


Ruđer Bošković Institute open access self-archiving mandate

- ▶ 1st institutional OA mandate in Croatia (April 14th 2015)
- ▶ depositing of digital copies of all publications into the FULIR (based on self-archiving by the authors)
 - ▶ depositing of accepted manuscript or published version of article if allowed
 - ▶ ensuring open access according to publishers policies
 - ▶ encouraging for retaining certain copyrights (author addendum)
 - ▶ deposition required at the moment of acceptance for publishing and/or presentation date
 - ▶ possibility for opting-out
- ▶ **deposition of publications to FULIR is precondition for receiving annual award for best publications at the RBI**

Challenge 1: How to ensure OA to scientific publications?

- ▶ increasing awareness about benefits of OA
- ▶ training and education of research staff
- ▶ education of researchers about copyright issues
- ▶ carrots and sticks methods:
 - ▶ rewards for scientists/departments
 - ▶ promotion of researchers/research groups with the most OA records
 - ▶ only articles deposited in FULIR should be considered for (internal) research evaluation procedures



Challenge 2: Moving towards research data

- ▶ raise awareness among researchers
- ▶ build the infrastructure
- ▶ provide training and support
- ▶ adopt institutional/national/founder mandate for making research data OA



<http://www.kpcb.com/blog/setting-the-record-straight-on-big-data>

Challenge 3: Moving away from the Journal Impact Factor

Your (real) Impact Factor

$$\text{Impact Factor (corrected)} = \frac{\begin{array}{l} \# \text{ times your work is cited} \\ - \# \text{ citations that actually trash your work} \\ - \# \text{ times you cited yourself (nice try)} \\ - \# \text{ times you were cited just to pad the introduction section} \\ - \# \text{ citations the editor pressured the author to include to increase the journal's impact factor} \end{array}}{\begin{array}{l} \# \text{ original articles you've written} \\ + \# \text{ articles you were included in out of pity or politics} \\ + \# \text{ not-so-original articles you've} \\ \quad \text{~~written~~ copied and pasted} \end{array}}$$

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