



OPEN SCIENCE SKILLING AND TRAINING INITIATIVES IN EUROPE

SPAIN

Interview with Teresa Malo de Molina, Universidad Carlos III Library, Spain

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How did your Open Science skilling initiative begin?

In addition to specific activities related to the International Open Access Week, we started to give specific training to our young researchers in November 2017. For young foreign researchers that find themselves at our university thanks to the Conex program, we created a course on Open Access and Dissemination of research results.

How is the initiative managed and coordinated?

The initiative is included in the training plan for teaching and research staff and is taught once or twice a year. Regarding the explanation of tools and platforms, the library collaborates with both the university's Open Science service and with the Madroño Consortium, which is the Library Consortium of Public Universities of the Madrid Region.

What organisational framework did you use?

In our library we have a working group specialized in research support. The group has a General Coordinator and support staff in all libraries. These people are responsible for promoting the development of these skills among our researchers. Regulated training is normally carried out by the Research Support Coordinator or the Head Librarian.

The choices and policies relating to this initiative are integrated in the training plan for teaching and research staff.

Who are your target audiences?

Researchers.





Which skills are prioritised?

TOP PRIORITY	STRONG PRIORITY	NOT A PRIORITY
<ul style="list-style-type: none">• Scholarly Publishing• FAIR Data• Open Science Skills	<ul style="list-style-type: none">• Research Infrastructures and the EOSC• Research Integrity	<ul style="list-style-type: none">• Citizen Science• Metrics & Rewards

Why did you prioritise some skills and exclude others?

We prioritise a basic understanding of the principles of Open Science and its impact on scientific publication. This is the basis of everything. We also prioritise the importance of research data because, since 2016, we have a Research Data Repository ([escienciaData](#)) in the Library Consortium of the Public Universities of the Region of Madrid.

Please explain how participants are acquiring these skills.

They solve the proposed exercise, raise their doubts and questions, and work together with the library in the management of their publications.

Which channels, learning types and formats are used?

Face-to-face and self-training activities. Interactive platforms, PDF documents, and slides.

Is there formal recognition?

Because it is formal training, there is a certificate of attendance.

What impact do you expect from this initiative?

We hope that this training, together with other dissemination and participation activities, will create an Open Science culture in the university community.

How will you keep trainees up-to-date with these skills?

There is no follow-up for the people who do these courses.

Are you running an evaluation with the trainees?

Only the satisfaction with the course by the attendees and the degree of fulfillment of their expectations is assessed. In this sense, the evaluations are usually very positive.

How do you train and recruit the trainers?

The trainers attend specialised courses and professional appointments related to the subject. We recruit trainers from the people in the library who are responsible for supporting research.

What have you learnt so far?

We have verified that our researchers know quite a bit about Open Science. Their main reason for joining is because their funders want them to. However, when they start to learn



more about the subject, they are much more interested and eager to participate, which we feel gives even more importance to this sort of training.

Have you seen any impact of your initiative so far?

Very little impact and only among the youngest in the case of training actions, but we will have to see if the pilot project has any real impact among the faculties involved.

What's next on your skilling/training calendar?

Apart from continuing this training, thanks to the initiative and support of the Deputy Vice President for Scientific Policy we have launched an ambitious plan with five research groups so that the term of one year becomes Full Open Science. This means 80% of their publications will be Open, in addition to other related commitments and, of course, including the development of skills and abilities among group members. Around 120 researchers are involved in these groups.

What about the budget and the costs?

There is no specific budget. The costs are included in the general budget of the Staff Training Plan. Each five-hour course costs around €400.

Which challenges have you encountered?

The most difficult thing is to get faculties to enroll for the course. Very few faculties enroll and they are always the newest ones.

What would you tell others looking to do a similar program?

We believe that these types of training actions are necessary but they cannot be the main way to disseminate the Open Science culture since its impact on the university community is very low. We have more confidence in the pilot project that we are developing with the five research groups that aspire to become Full Open Science projects.

Further comments?

Recently we organized an International Staff Week on Open Science at our university that was very successful. The program can be viewed here.

Resources

[Open Access Publishing](#)

[Open Access Edition](#)

[Research Data](#)

[Status Tracking Open Access at UC3M](#)

This case study has been produced by [LIBER's Digital Skills for Library Staff & Researchers Working Group](#).

For more case studies, and the original version of this one, please see: <https://doi.org/10.5281/zenodo.3701370>

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