

Recognition & Rewards Festival 2023

Workshop: 1.8 Recognising supporting roles



@RecogRewards #RecognitionRewards #ErkennenWaarden



Recognition & Rewards

Slides: [10.5281/zenodo.7821114](https://zenodo.org/record/7821114/files/10.5281/zenodo.7821114)



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Slides: 10.5281/zenodo.7821114



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Agenda Workshop round 1 | 11.40 - 12.55

- 11:40 Introduction
- 11:45 Case studies
- 12:00 Survey
- 12:50 Closing



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1.8 Recognising supporting roles

... In the course of 2023, the national steering group for Recognition & Rewards will present a vision that indicates how other groups can be involved in Recognition & Rewards...

Road map: How we are shaping a new system of Recognition & Rewards, page 2.



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Tearing down the walls between academic and support staff at Utrecht University

[Jeroen Bosman](#) & [Jeroen Sondervan](#)

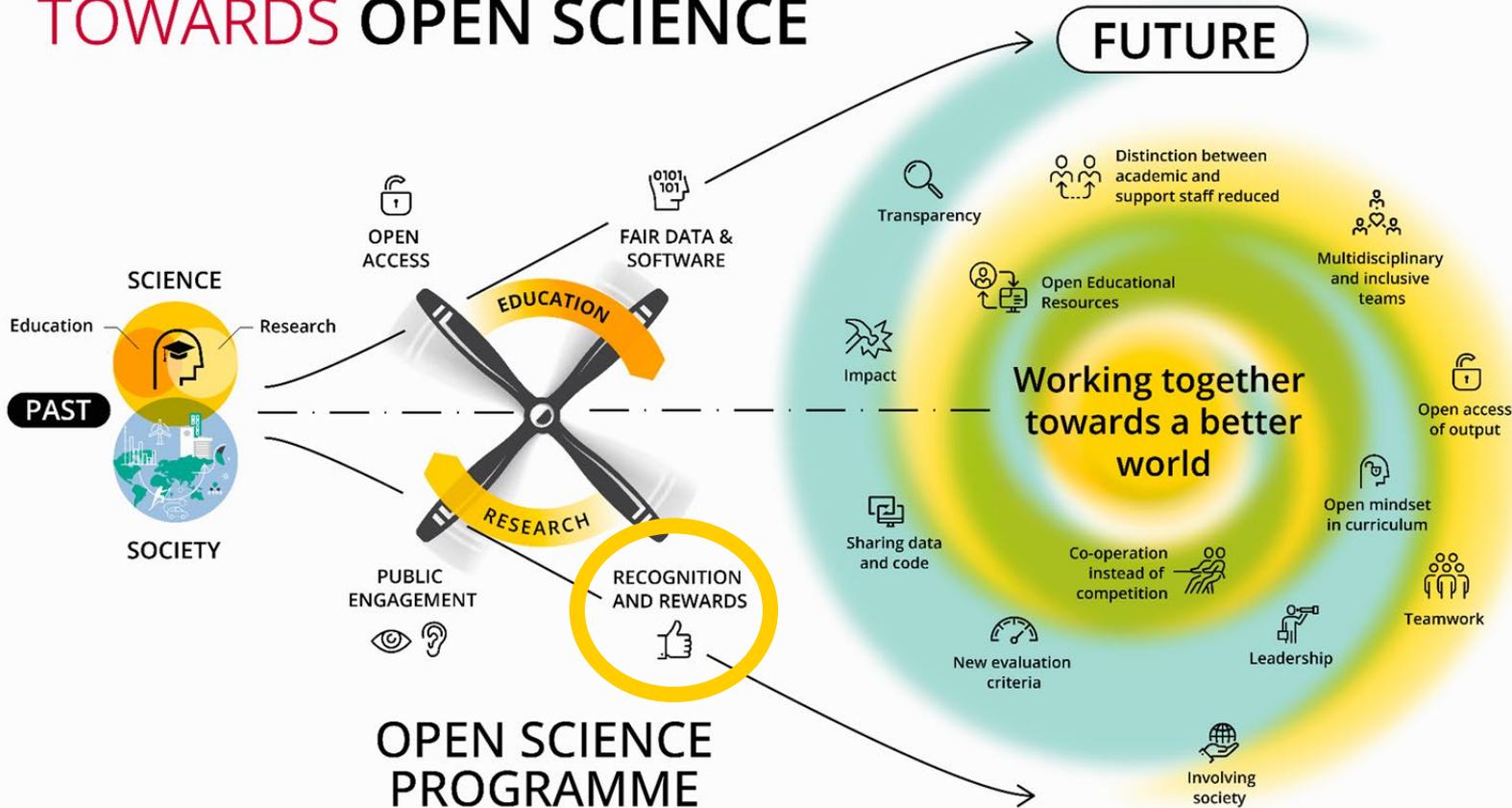
Utrecht University Library

[Recognition & Rewards Festival](#), 13 April 2023

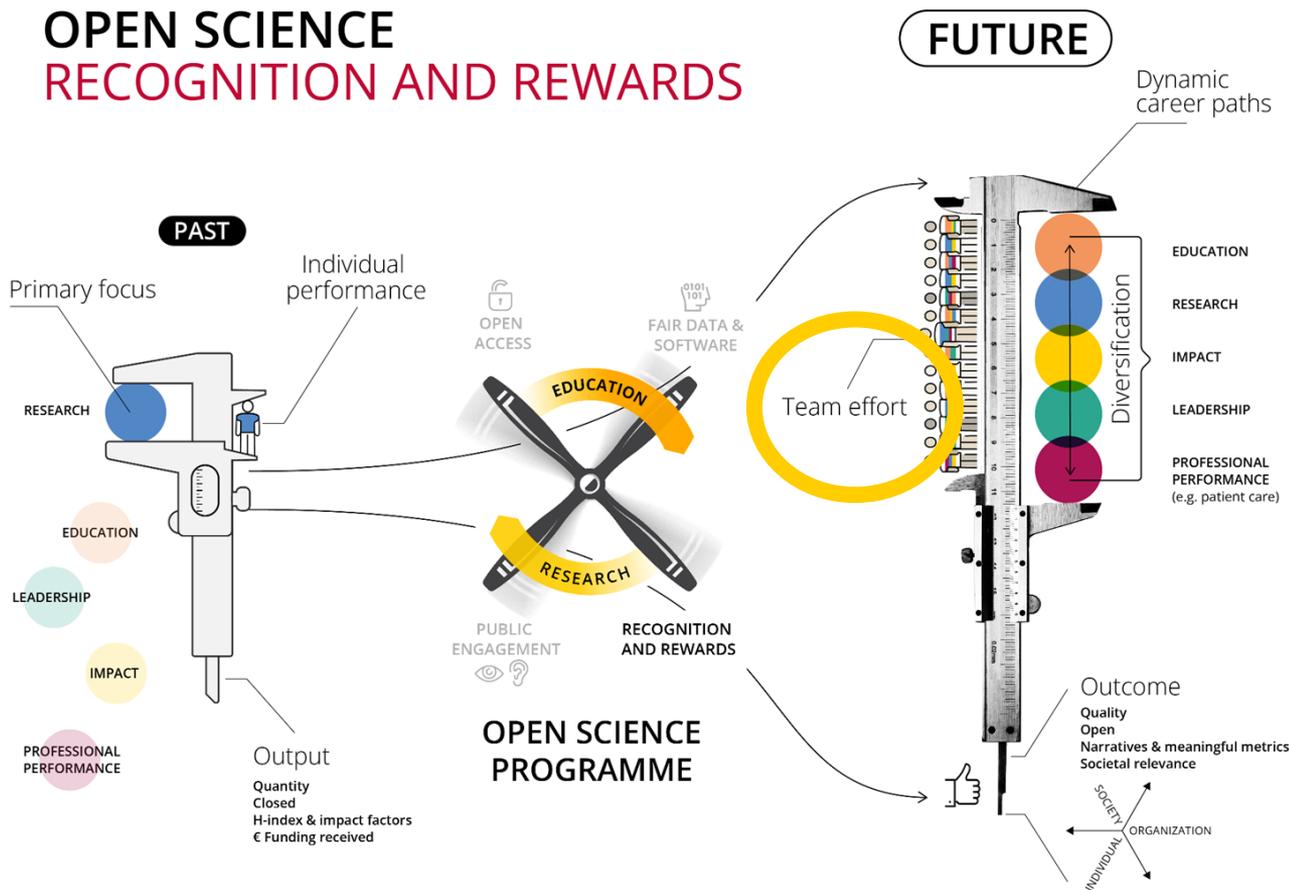


(except logos)

TOWARDS OPEN SCIENCE



OPEN SCIENCE RECOGNITION AND REWARDS



Already in OS programme mid-term review...

Proposed Goals Recognition & Rewards 2022

- A thorough and guided implementation of the new vision is completed in all faculties. Team spirit comes first in all academic processes and (societal) impact has become the 'way of working.'
The R&R working group stimulates peer to peer reflection on the transition and cultural change.

As top priorities the working group ensures Utrecht University wide reflection on career diversification, **bridging the gap between academic and non -academic staff and early career academics.**

The composition of the Appointments Advisory Committee reflects both the faculties and the strategic theme's.

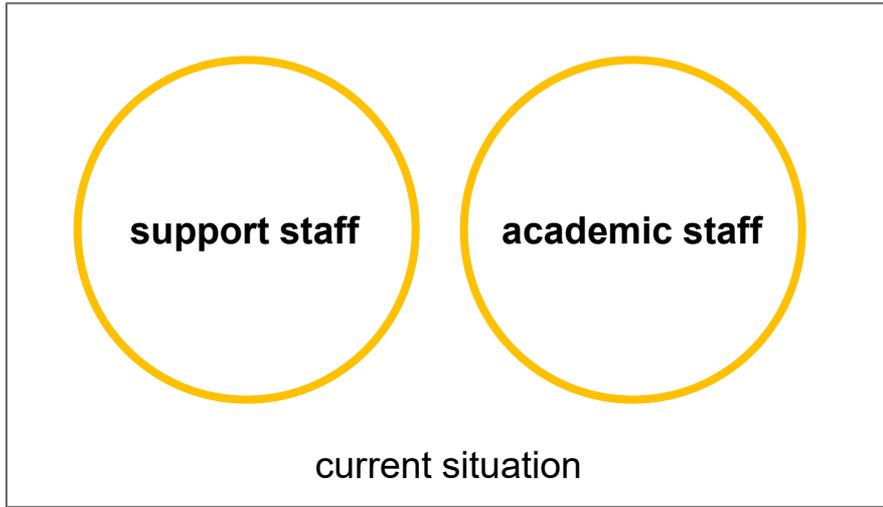
Proposed Deliverables Recognition & Rewards 2023

The TRIPLE model is implemented throughout the institution allowing for the reward and recognition of everyone's talent. o The ambitions of the other tracks are reflected in the templates and R&R practices for the different domains, e.g. making room for recognition of diverse (open) research output, giving researchers agency to use indicators and narratives appropriate to their respective context.

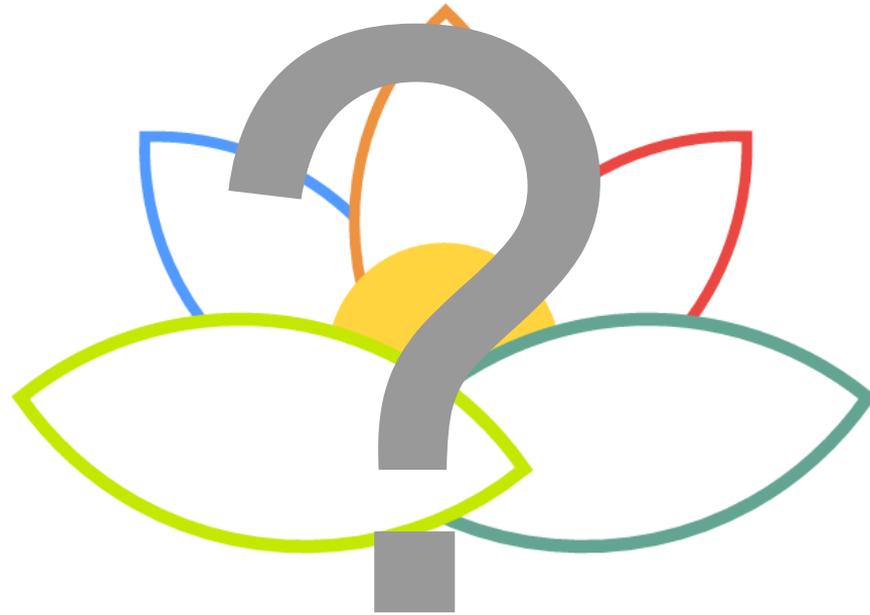
FLOW will be amended to be more responsive to the R&R vision and **more inclusive to both OBP and WP** (explore the 'third space').

The Utrecht University Graduate Schools have plans for promoting open science practices and a TRIPLE-proof approach to recognition and rewards that is reflected in the quality assurance plans and Doctoral Degree Regulations.

From academic/support staff to university staff



TRIPLE: domains of work



- TEAM
- RESEARCH
- IMPACT
- PROFESSIONAL PERFORMANCE
- LEADERSHIP
- EDUCATION

TRIPLE: Team Spirit as the default approach to working in academia

Applying R&R to all university staff

OPEN SCIENCE
RECOGNITION AND REWARDS

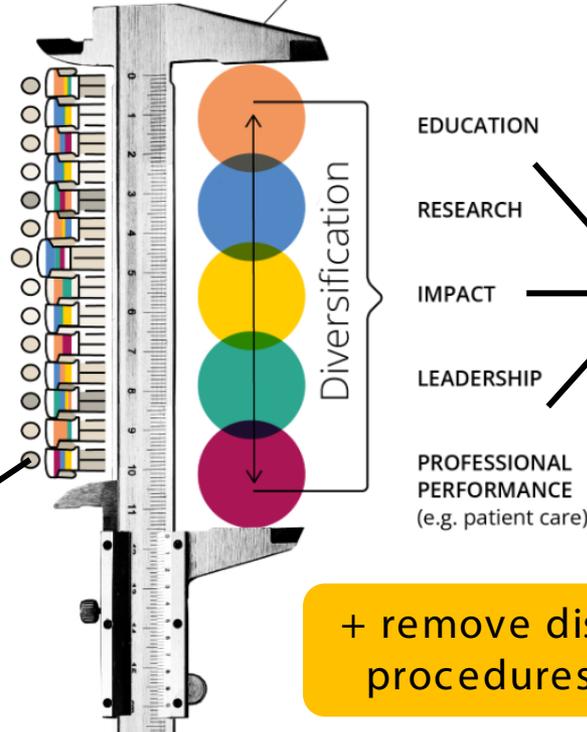
for all university staff

hybrid teams with
academic and
support staff

hybrid functions

Dynamic
career paths

hybrid careers



EDUCATION

RESEARCH

IMPACT

LEADERSHIP

PROFESSIONAL
PERFORMANCE
(e.g. patient care)

Diversification

make TRIPLE
relevant for all
functions

+ remove distinction from systems,
procedures, communication, etc.

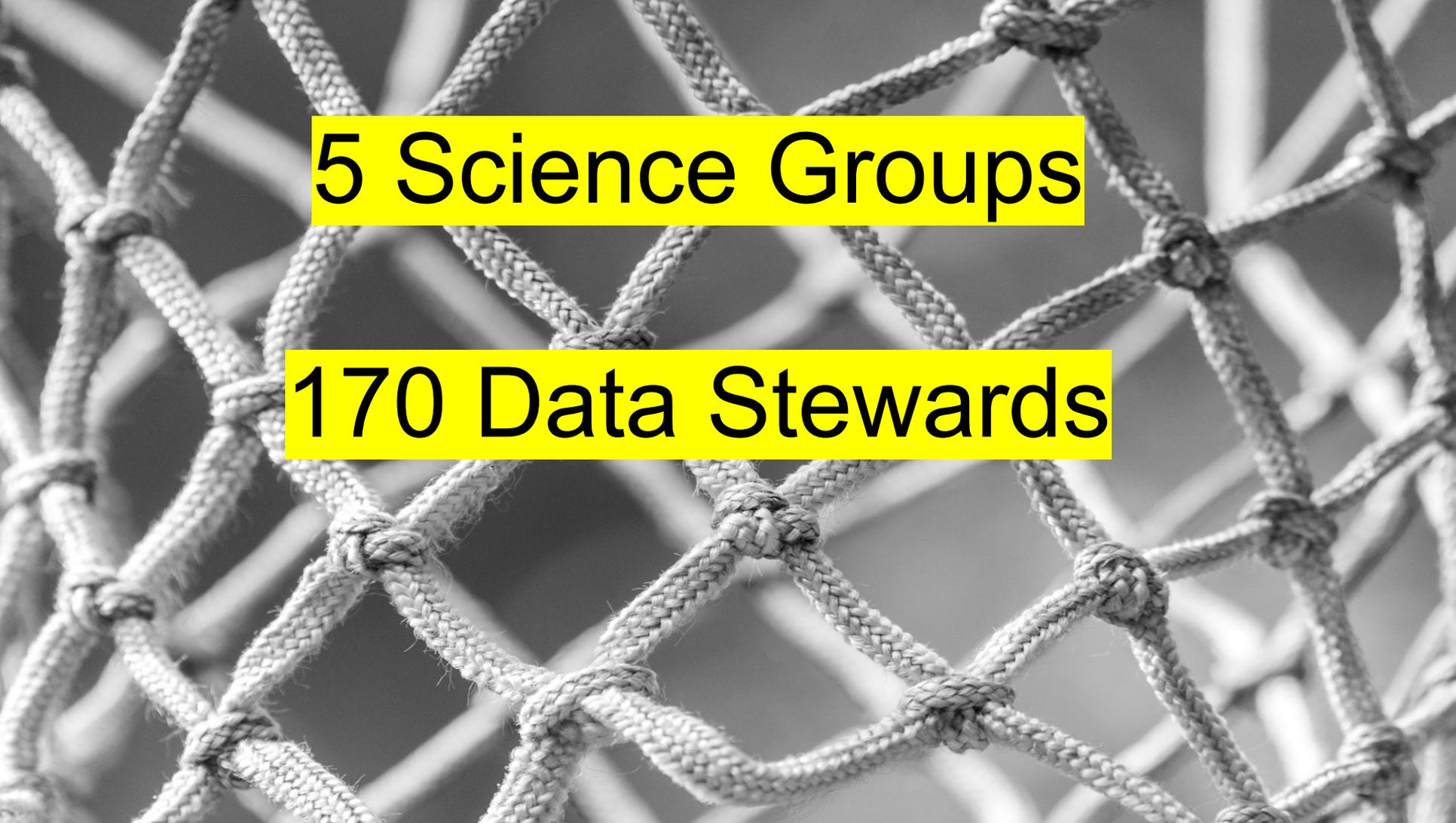
A Mesh of Data Stewards at WUR

Shauna Ní Fhlaithearta

Coordinator Research Data Management

Wageningen University and Research





5 Science Groups

170 Data Stewards



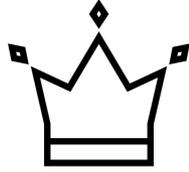
It started with a...
network meeting





Community defined role





Executive Board accepted





Monitor policy adoption



What do they do?

⊙ = mentioned by number of participants

Creates and updates a data management protocol/ procedure

Planning

Creates and updates a data management protocol/ procedure	24	Follows the implementation of protocols/ procedures	6	Participate in workshops/ knowledge sessions	11
Shares data management information not in line with the				Schedule one-on-one meetings with (new) PhD/ researchers	10
Communicates				Implement and connect eLabJournal (to storage systems)	2
Creates awareness of the data policy 'why' and 'how'	15			Synchronise lab equipment and storage systems	1

Communicates WUR data policy

Creates awareness of the data policy 'why' and 'how'

Doing

Makes sure that the data of the group are findable		Assists in the evaluation of the level of FAIR-ness		Organise, structure and maintain storage (systems)	14
Monitors				Schedule one-on-one meetings with (new) PhD/ researchers	9
Advices and/or assists on data management practices (creation of metadata/ documentation, storage solutions, folder structure, file naming, file formats etc.)	9	Advices on FAIR storage tools and methods, and archiving methods		Attend quarterly data steward meetings	7
Connects researchers to IT-support, privacy officer, security	5			Facilitate data storage - create personal folder/ set access rights	5

Schedule one-on-one meetings with (new) PhD/ researchers

Organise, structure and maintain storage (systems)

Finishing

Evaluates the data storage quality (cost, sustainability, privacy)		Monitors archiving of research data by researchers	1		
Supports researchers with preserving research data for a minimum of 10 years	4	Assesses whether data archiving facilities used for departments or projects meet the DMP and WUR data policy		Organise storage of thesis data from bachelor/ master students	1
Directs towards archiving services of the Data Desk				Develop data sharing agreement	1
Informs (where to find information) about data and software licences				Keep overview who has written data management plans	2
Directs researchers to the Data Desk for registration of archived data sets					

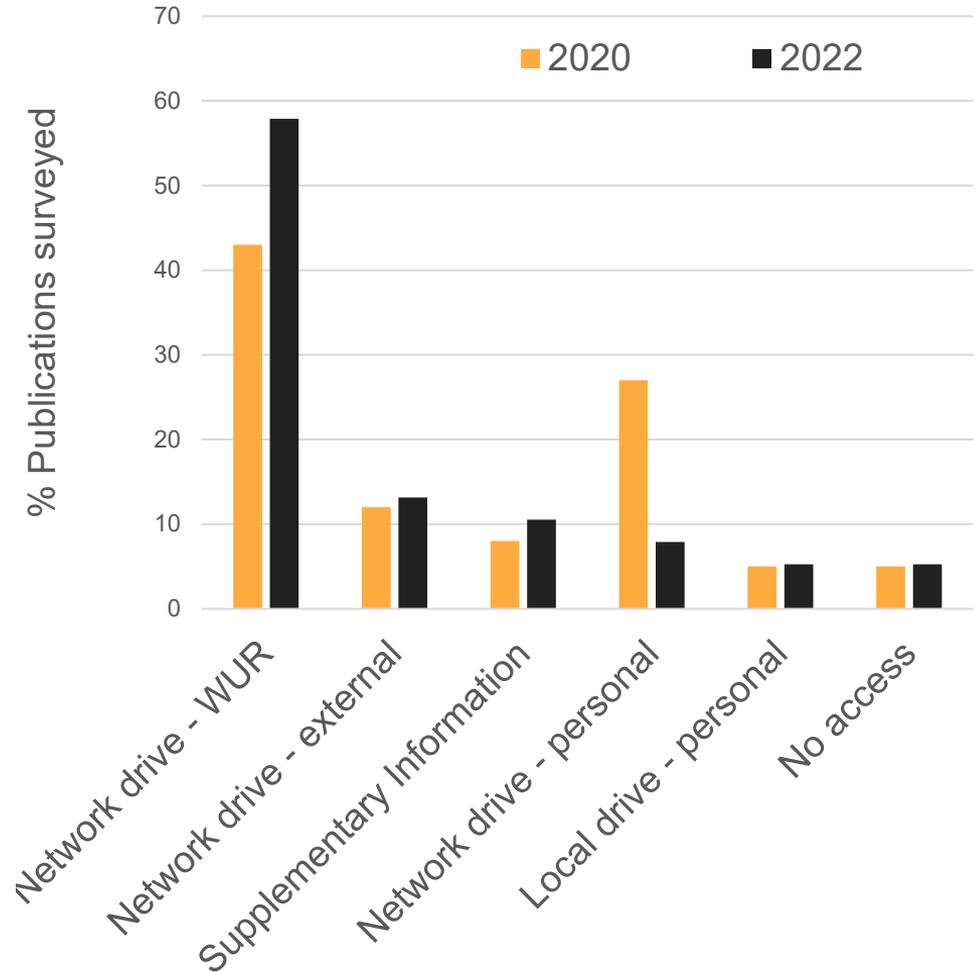
Do they make a difference?

Yes.

Data management protocols.

Findable data sets.

Network storage.



co-creating a survey

on recognizing supporting

roles across the university

Co-creation of a survey: goal and process

goal:

- stimulate thinking about broadening R&R
- provide draft survey to build on later?

process:

- pressure cooker style
- group work, result oriented

Co-creation of a survey: (sub)topics

5 (sub-) topics:

- A. Supporting role **identities**
- B. **Hybridity**/team science nature of roles
- C. **Career** experience/development
- D. Current **challenges/barriers** and practical issues experienced
- E. Including supporting roles in the **R&R movement**
- F. (wildcard)

Co-creation of a survey: steps

intro

make
groups

generate
questions

select
questions

draft the
answer
categories

enter in
Qualtrics

test

launch

Co-creation of a survey: steps



intro

in session

make
groups

in session

generate
questions

in session

select
questions

in session

draft the
answer
categories

after session

enter in
Qualtrics

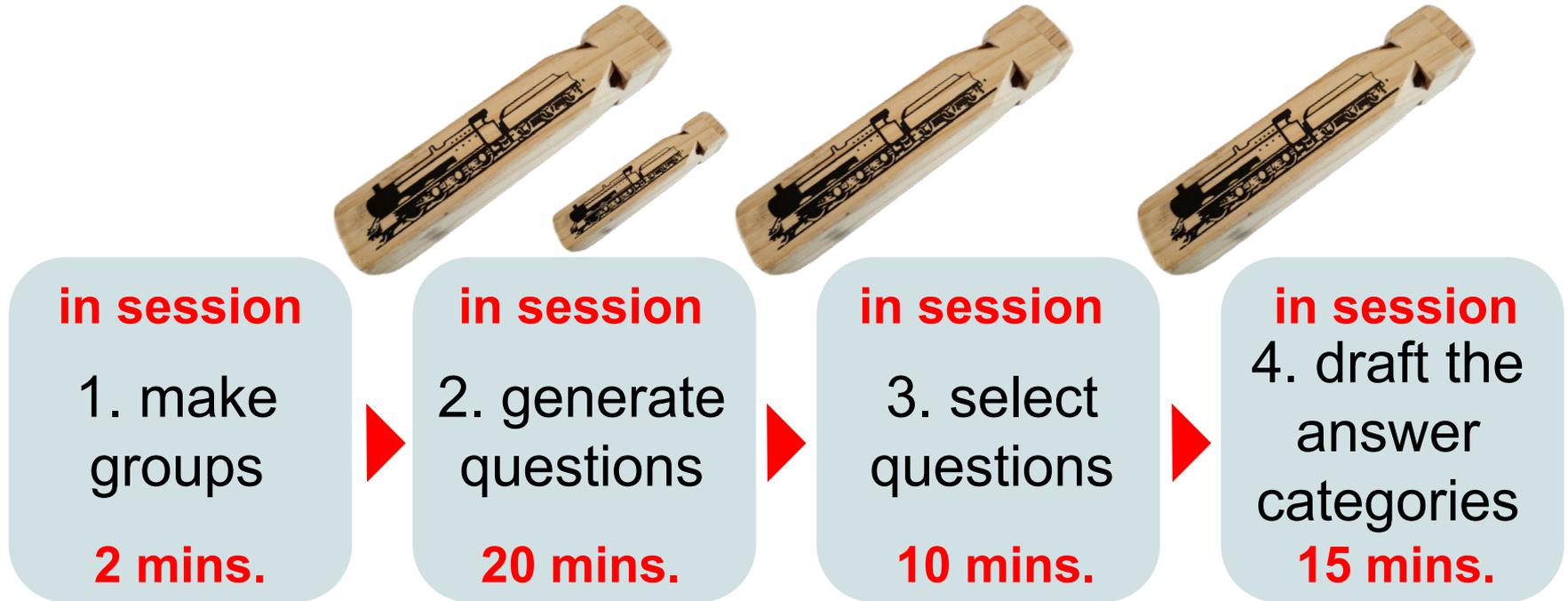
after session

test

after session

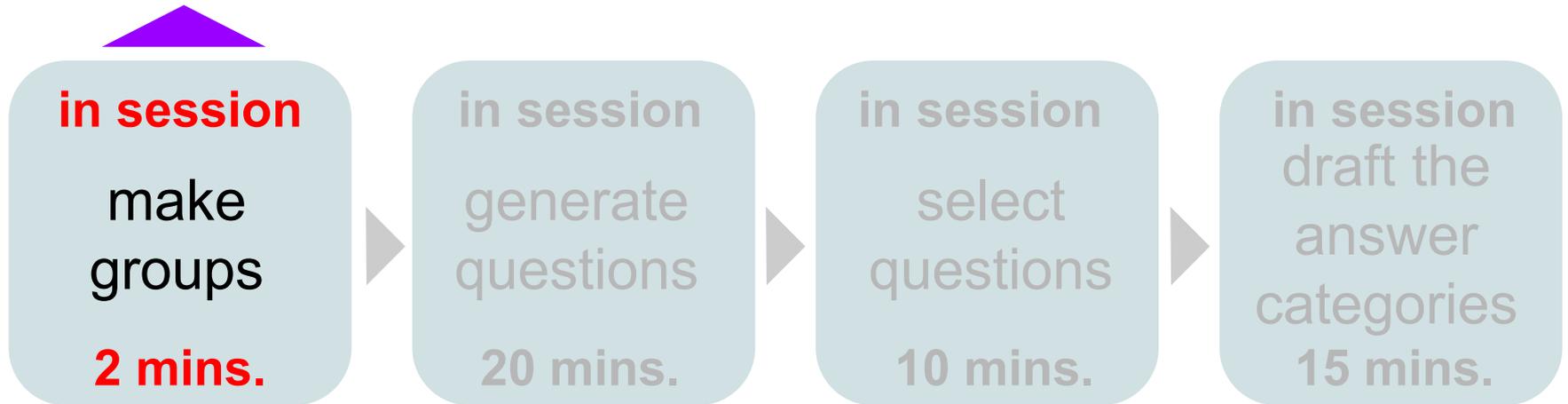
launch

Co-creation of the survey: steps



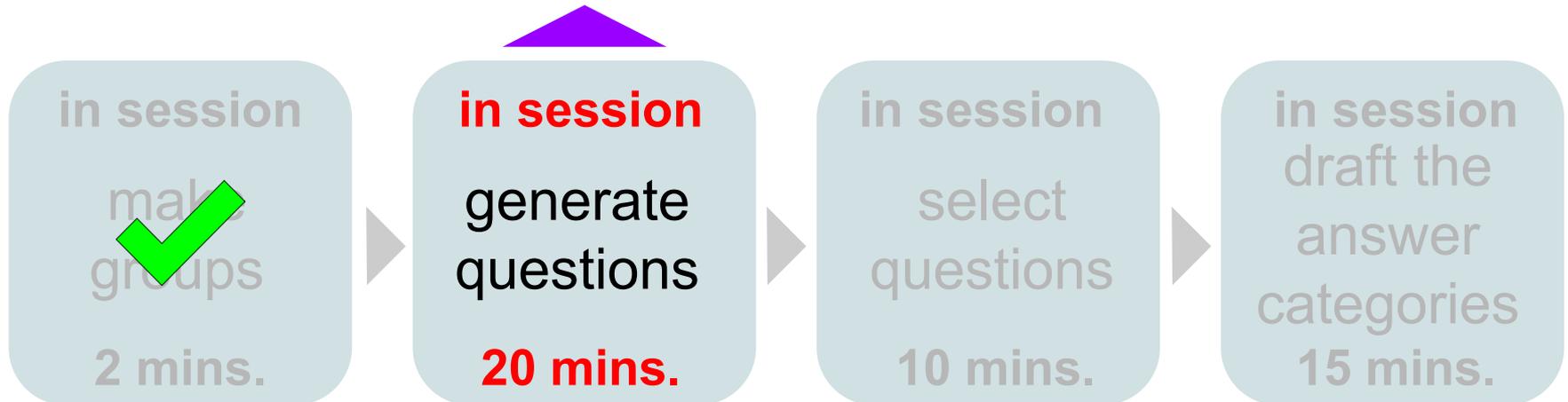
Co-creation of a survey: step 1

- Please distribute yourselves evenly over the tables that have flip-over sheets with topics
- Ideally all tables are populated, with at least 4 participants per table



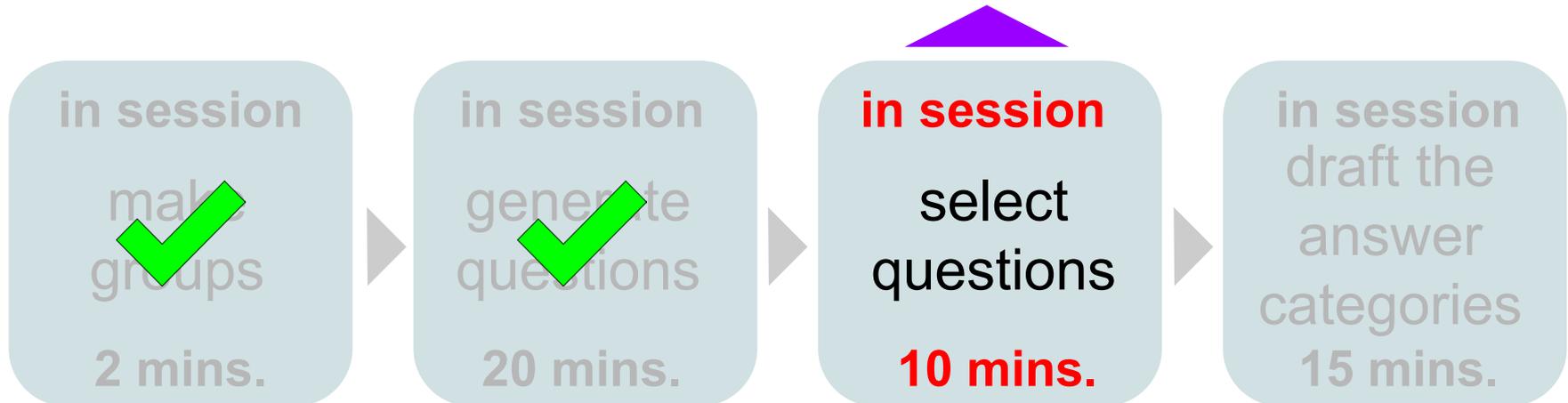
Co-creation of a survey: step 2

- Take 5 mins. to think of 1 or 2 (closed) questions to ask university staff (acad. and/or support) on the topic indicated on the sheet; add those to the flip-over sheet.
- For 15 mins., half of each group makes a clockwise round along the other tables to give input where they have that; other half remains to receive input and write that down.



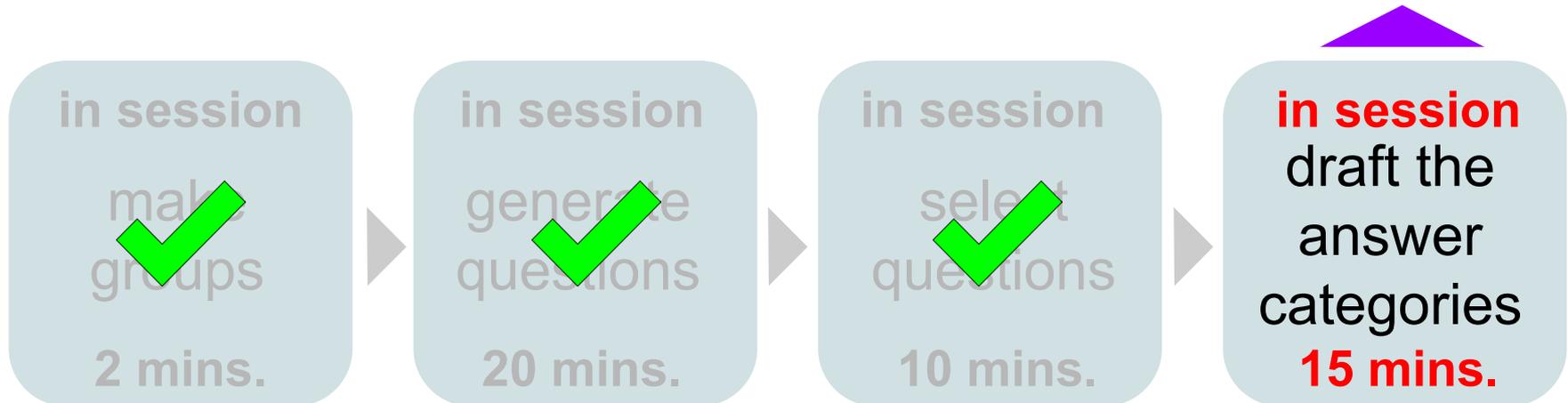
Co-creation of a survey: step 3

- Individually, vote for the most pressing questions on which we have the least knowledge using the 4 ●
- Together, select up to 3 *closed* Q's to put on A3-sheets
- For each question, indicate whether it is for just academic or support staff or for both.



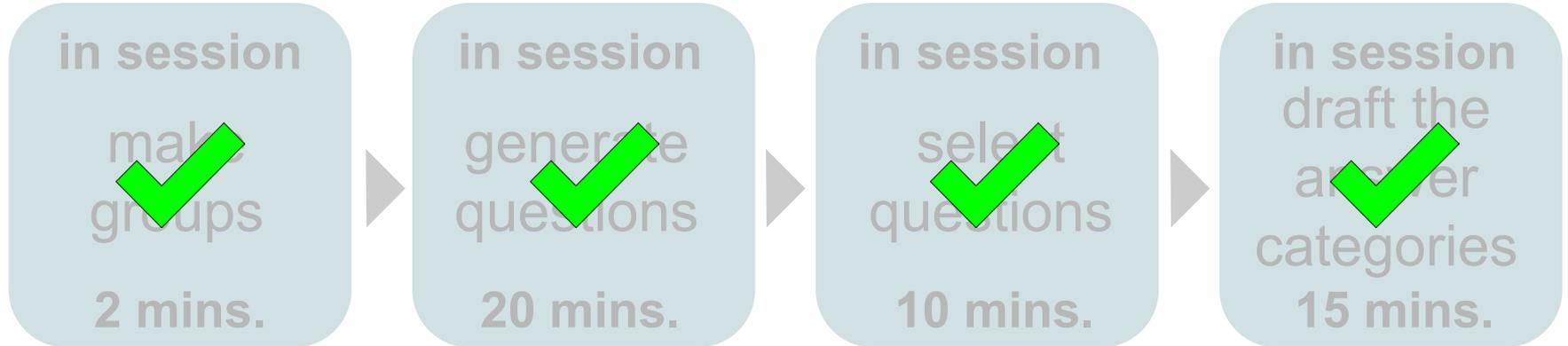
Co-creation of a survey: step 4

- For each of the questions, draft the answer categories and write those down on the sheets
- Try to keep the number of different answers limited
- Try to keep the language straightforward



Co-creation of a survey: result

Thanks! You're great!
And now ...



Co-creation of a survey: what next?

facilitators:

enter
selection
of Q's in
Qualtrics



test



launch
before
2 PM

all of us:

distribute
handout



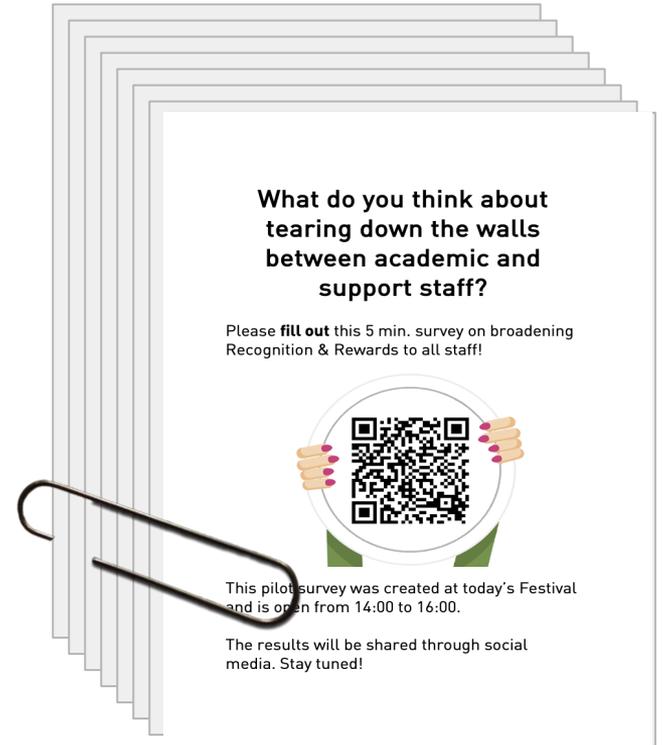
take survey
yourself



look at
results after
4 PM

Co-creation of a survey

Please take a set of the A5 handouts to distribute, and enjoy the rest of the festival!



Thank you for visiting this workshop!

The session materials will be available on the platform and
Zenodo: [10.5281/zenodo.7821114](https://doi.org/10.5281/zenodo.7821114)



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