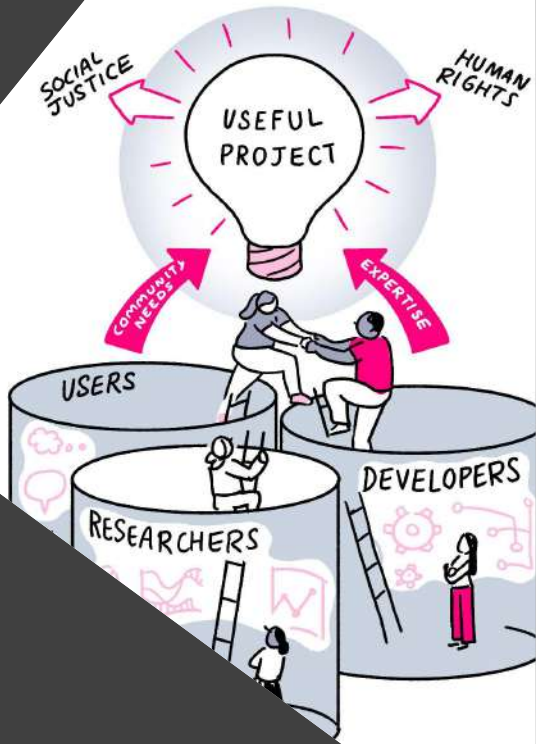
The Alan Turing Institute

Research Community Management Team at the Turing

Lunch & Learn Session 13 July 2023

Sophia Batchelor, Eirini Zormpa



Dr Eirini Zormpa

- Research Community Manager
  - **AI for Multiple Long-term Conditions Research Support Facility** (AIM RSF), RCM Open Collaboration
- Open practitioner
  - **The Turing Way**, core member
  - **The Carpentries**, instructor, maintainer & curriculum advisor
  - **R-Ladies***, organiser

R Ladies

The Turing Way

THE CARPENTRIES

Sophia Batchelor

- Research Community Manager
  - **AI for Multiple Long-term Conditions Research Support Facility** (AIM RSF), Public and Patient Involvement and Engagement
  - **AutSPACES**
- Open Researcher
  - **The Turing Way**, core member
  - **Software Sustainability Institute,** Fellow

Software Sustainability Institute

Talk outline

The **what**, **why**, **how**, **who**, and **where** of research community management.

The what

Research Community Managers (RCMs) at the Turing

- Foster diverse *Communities of Practice* in Turing projects
- Ensure access to skills and resources required for collaborative work
- Build interconnected systems of software, data, people and processes ***as a team***

RCM goals: Fostering communities

Embed open, inclusive and reproducible research practices

Ensure a shared understanding of goals, roadmaps, processes

Facilitate stakeholder engagement and collaboration

RCM goals: Enabling access


Embed open, inclusive and reproducible research practices


Ensure a shared understanding of goals, roadmap, processes


Facilitate stakeholder engagement and collaboration


Provide technical support and domain expertise


Co-create, maintain and communicate project resources

RCM goals: Building interconnected systems

Embed open, inclusive and reproducible research practices

Ensure a shared understanding of goals, roadmap, processes

Facilitate stakeholder engagement and collaboration

Provide technical support and domain expertise

Co-create, maintain and communicate project resources

Amplify and champion community learnings, standards & achievements

Terminology

Community Management:

- Community
- Community of Practice
- Community Building
- Open* communities

Community

A social unit of people who share common values and mission.

Community of Practice (CoP)

A social unit of people who share common values and mission, who want to gain knowledge and expertise through regular interaction.

Building a Community of Practice

The process of granting access to skills and support that an individual or a group needs so they can participate in a CoP and influence the decision-making process.

Building a Community of Practice (CoP)

The process of granting access to skills and support that an individual or a group needs so they can participate in a CoP and influence the decision-making process.

Open Source

Everyone can freely read, reuse, distribute, modify and advance [a piece of work].

A framework for collaboration, peer production and project sustainability.

Building an Open* Community

A framework to collectively make decisions for open development, sharing and distribution.

Inner-source communities

Inner-source is a software development strategy that applies open source practices to closed outputs. Teams use inner-source to increase visibility, strengthen collaboration, and break down silos.

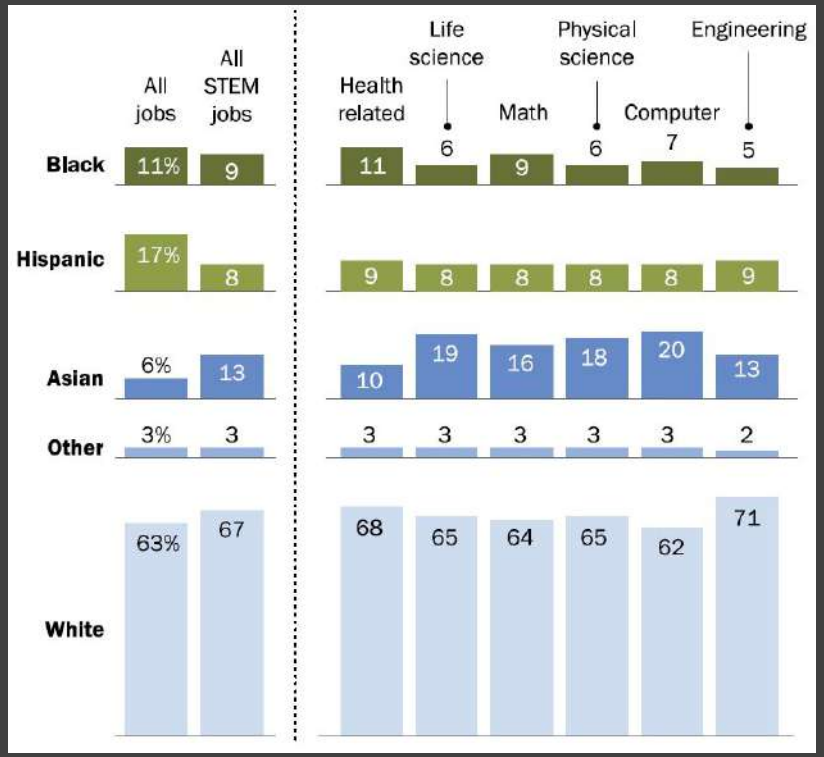
Illustration by Scriberia for The Turing Way community, CC-BY 4.0, Zenodo: https://doi.org/10.5281/zenodo.3332807. Quote adapted from GitLab "What does InnerSource mean?"

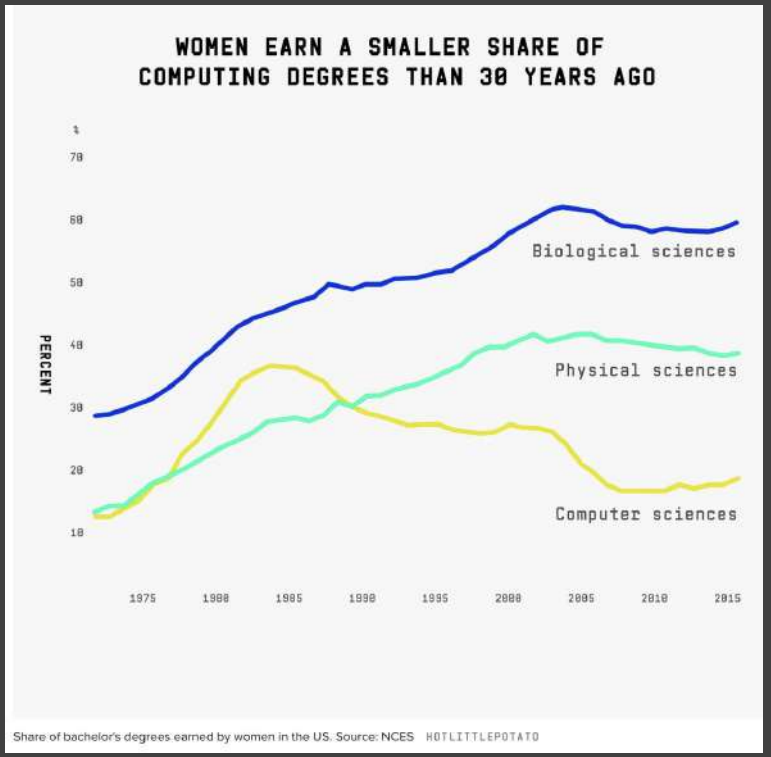
The why

Vision

Building communities is crucial for bringing together diverse stakeholders, enabling knowledge exchange and co-creating a collaborative system in which AI research can thrive.

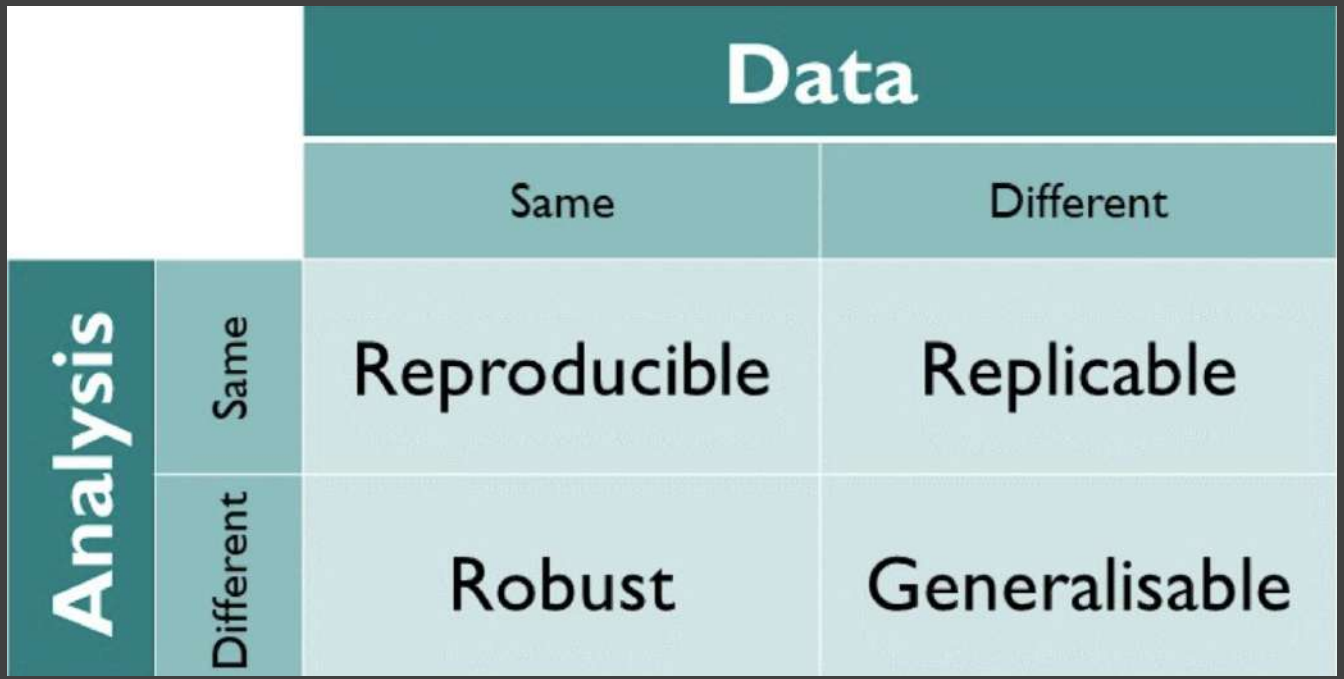
Diversity





Sources: Fry, Kennedy & Funk (Apr 2021). "STEM Jobs See Uneven Progress in Increasing Gender, Racial and Ethnic Diversity" *Pew Research Center*; Simonite (Aug 2018). "AI is the Future - But where are the women?" *WIRED*.

Reproducibility & replicability crises



Source: The Turing Way Community. (2022). The Turing Way: A handbook for reproducible, ethical and collaborative research (1.0.2). Zenodo. https://doi.org/10.5281/zenodo.7625728

One of the Turing's Core Capabilities

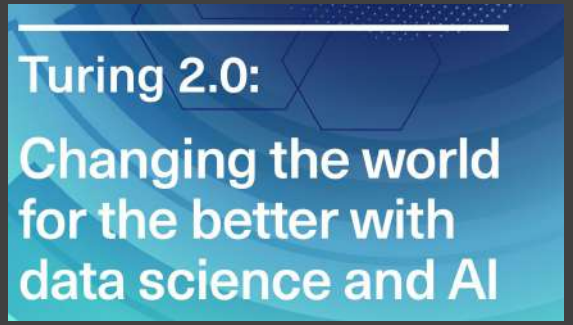
RCM roles and activities are directly linked to the Turing's goals

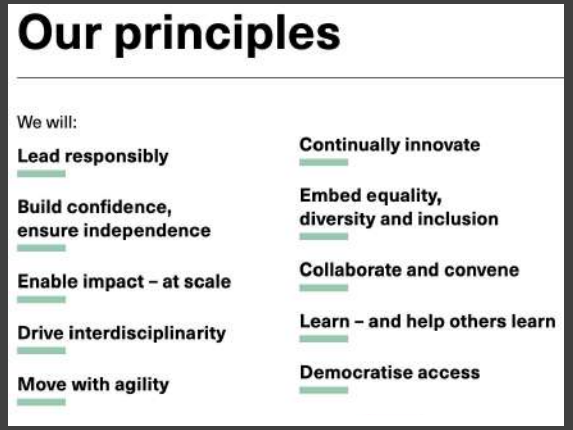
- *"Build Skills for the Future" and "Drive an informed conversation"*

RCMs share, improve and embed best practices

- *Crucial for "advancing world class research"*

RCM team is operationalising the Turing's principles through community practices





The how

A day in the life of RCMs

Data science and community best practices look different in different contexts and vary based on the project goal, research stage and community type.

Source code and data table: https://github.com/alan-turing-institute/open-community-building/blob/main/resources/wordcloud/

The Alan Turing Institute

Kirstie Whitaker

TPS Programme Director

Partners and collaborating projects

RCM Team

Tools, Practices and Systems

Bidirectional flow of knowledge, practices, resources and evidence

Data projects, resources and outputs

De-siloing through open collaboration

Strategic support for Open Infrastructure

Research communities at national & global scale

Advancing the Turing's Vision

"Enabling interdisciplinary pathway that enables impact at scale"

"Provide the process" and increase access to information

- Establish/help maintain open source repositories for the project
- Enable the communications of project's vision, mission and goals
- Map and document knowledge, skills, resources and stakeholders
- Formalise ways of working and build shared agency in the projects
- Create appropriate pathways for open communications and engagement
- Improve team skills through training and collaborative events
- Organise collaborative events regularly to enable knowledge exchange
- Embed EDIA principles in all their works
- Acknowledge, reward and champion community members and their work
- Maintain two-ways communications with the communities

Advancing the Turing's Vision

"Enabling interdisciplinary pathway that enables impact at scale"

"Provide the process" and increase access to information

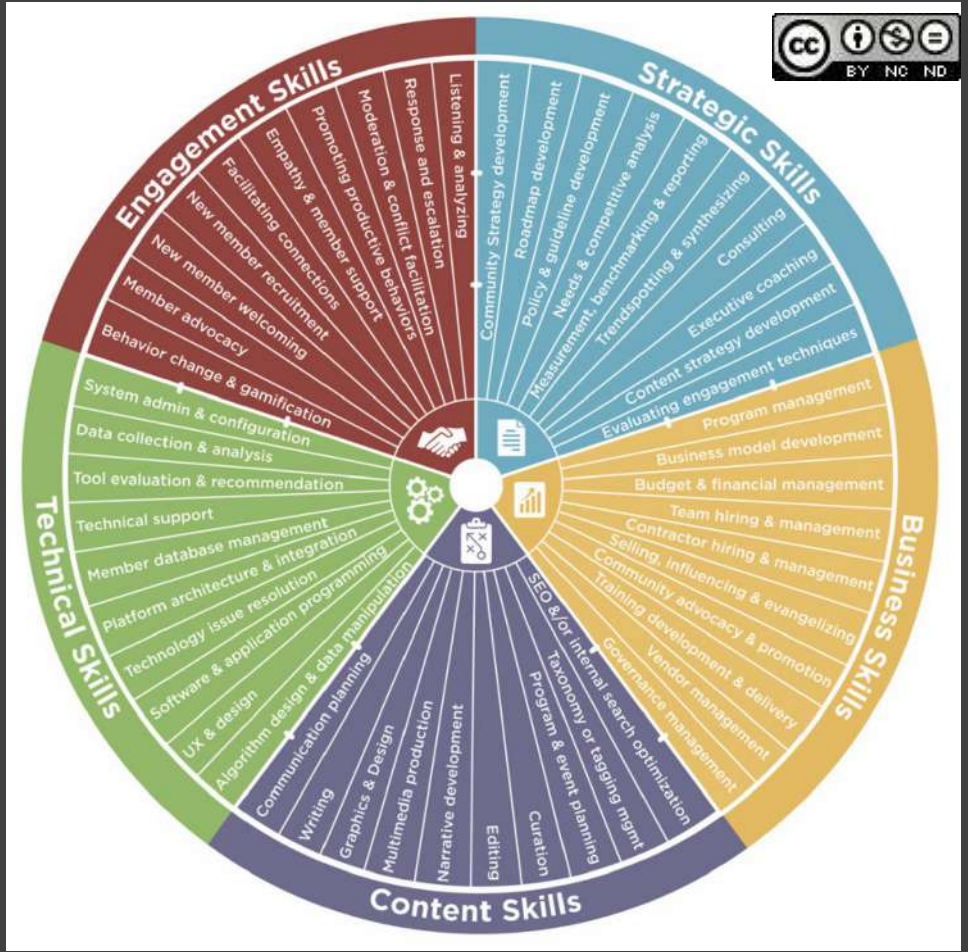
Make implicit knowledge explicit by "Signposting the way"

- Centralise and update project resources/information with appropriate license
- Provide community frameworks/tools to improve knowledge among all members
- Create documentation/other materials for internal and external communications
- Provide data related support and bring experts in as needed in the project
- Create training and skill building resources and opportunities
- Implement open science and reproducible practices
- Build connections with right stakeholders/potential collaborators
- Sharing generalised practices through *The Turing Way* + open projects

Skill-wheel for Managing a Community

- Technical expertise
- Stakeholder Engagement
- Strategic planning
- Management skills
- Content & communications

RCMs bring specific expertise in the project and invite skills from the community members as needed.



https://the.cr/skills-framework, DOI: 10.5281/zenodo.6878124

The who

Research Community Managers Team - the ‘Who’

Malvika Sharan
Senior Researcher - Open Research, Co-Lead - The Turing Way, Lead - RCM Team

Emma Karoune
Senior Community Manager, Health (Turing-RSS Health Data Lab & DECOVID)

Arron Lacey
Senior Community Manager, Early Detection of Neurodegenerative disease (EDoN)

Gabin Wilfried Kayumbi
Senior Community Manager, DCE

Cassandra Gould Van Praag
Senior Community Manager, TRIC:DT

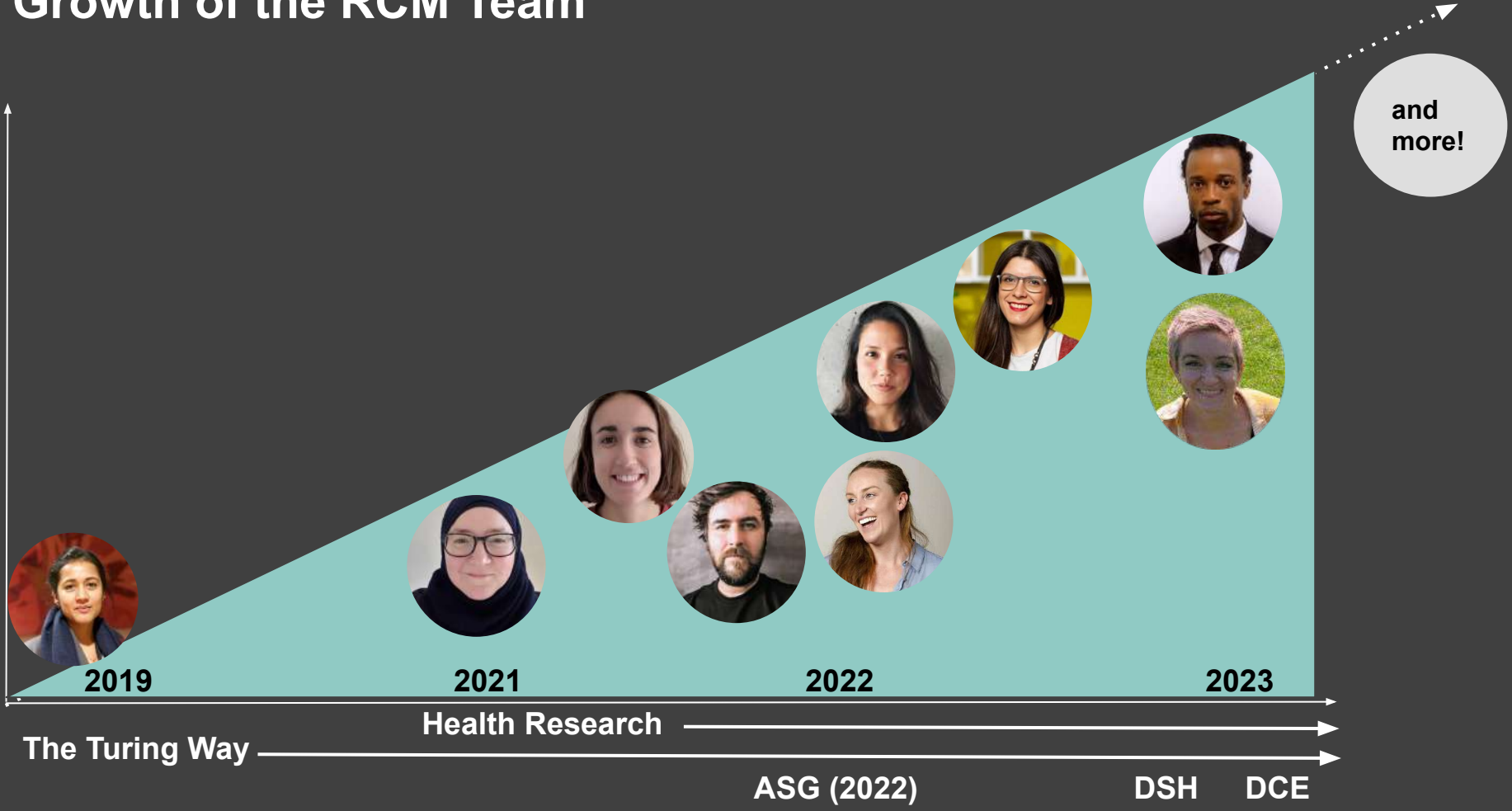
Vicky Hellon
Community Manager, Turing-Roche Strategic Partnership

Eirini Zormpa
Community Manager, AIM RSF - Open Collaboration

Sophia Batchelor
Community Manager, AIM RSF - Public & Patient Involvement & Engagement (PPIE)

Anne Lee Steele
Community Manager, The Turing Way

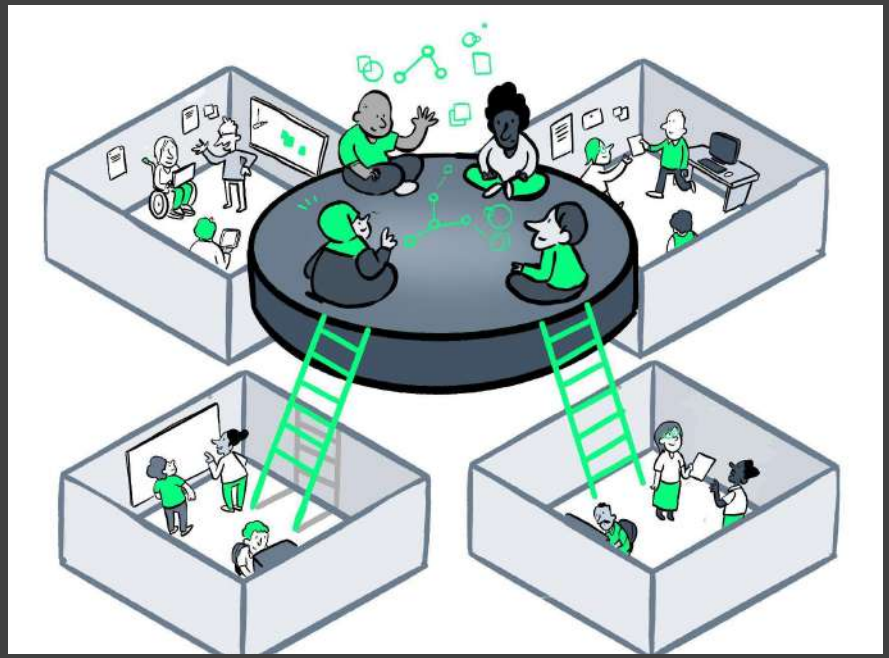
Growth of the RCM Team



Research Community Managers Team

Expertise within the team is **shared**:

- Weekly meetings
- Community clinics
- Skill exchange
- Shadowing
- Templates
- Open repository
- Regular interactions



The where

Examples of Community Management

Open Source Infrastructure	Knowledge Sharing & Training	Best Practices through open collaboration	Public Involvement in Research

1:1 Consultations, Training workshops, data skills, international engagement & talks, creating reusable community resources, sharing generalisable practices openly, Core maintainers of The Turing Way

Examples of Community Management

Open Source Infrastructure	Knowledge Sharing & Training	Best Practices through open collaboration	Public Involvement in Research

Early Detection of Neurodegeneration [EDoN] - **Arron Lacey**

Highlights:

- Set up and support the GitLab Org for Analytics Hub
- Developed data sharing and ethics frameworks
- Created and demonstrated prototypes for community tools
- Working with the ARUK policy team to co-create public engagement sessions

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Knowledge Sharing & Training

Turing-Roche Partnership - **Vicky Hellon**; AIM Research Support Facility - **Eirini Zormpa**

Highlights:

- Designed and run popular open virtual Seminar Series
- Training on R, version control and FAIR publishing
- Customised Collaboration Cafes and ECR sessions
- Established Zenodo community to enable FAIR publications

Best Practices through open collaboration

Public Involvement in Research

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Best Practices through open collaboration

The Turing Way - **Anne Lee Steele**

Highlights:

- Formalising governance for open leadership in practice
- Enabling pathways and processes for community-led development of ‘book’ (GitHub)
- Community and user research
- Community participation via successful events like Fireside Chats, Collab Cafe, Book Dash

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Public Involvement in Research

AIM Research Support Facility - **Sophia Batchelor**

Highlights:

- Developed plain language summaries and a Glossary of Terms
- Set up and support GitHub org for the RSF resources
- Co-development of PPIE events & resources including illustrations & glossaries
- Enabled co-authoring of research articles & reports

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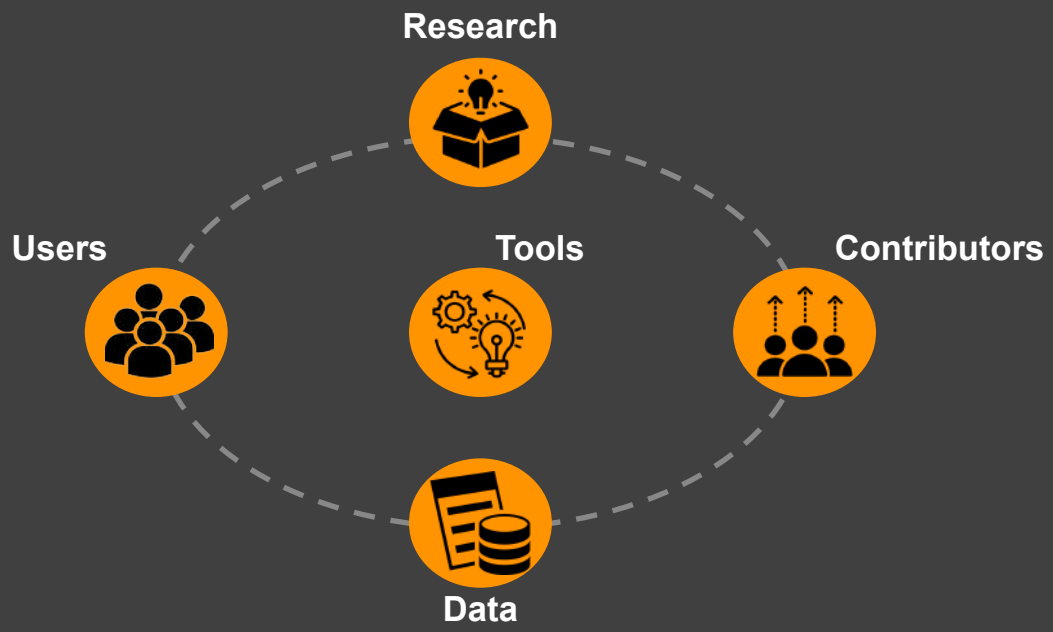
Research Infrastructure and Associated Roles



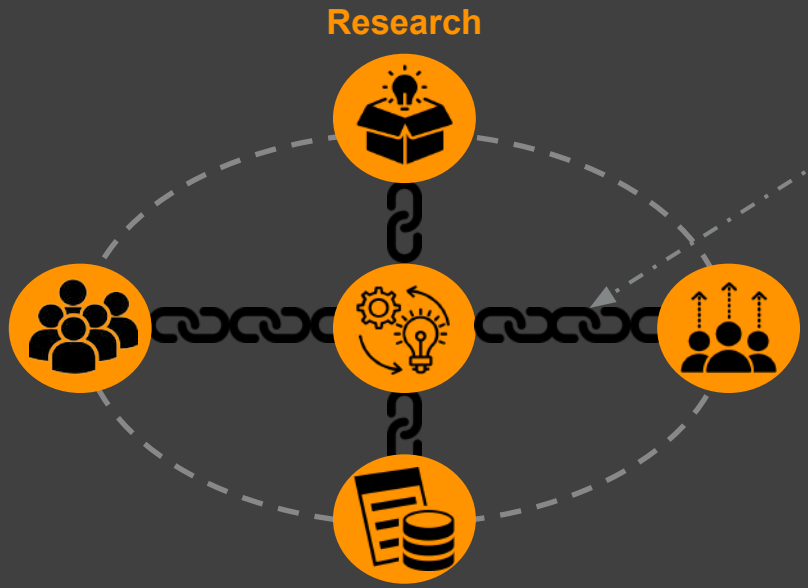
Successful research projects require specialised skills to ensure collaboration among contributors and users so they create and use data and tools that are useful for them.

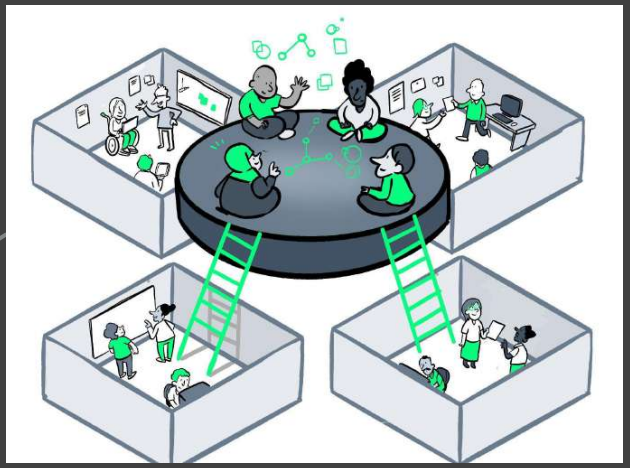
Research infrastructure roles provide these specialised skills, expertise and services essential to effectively carry out high-quality research.

https://www.turing.ac.uk/research/research-programmes/tools-practices-and-systems/community-management-and-open-research.

Presentation: doi.org/10.5281/zenodo.7848675

Research Community Management





Research Community Managers empower diverse stakeholders to co-create, maintain and sustain research processes and outputs that they can equitably benefit from.

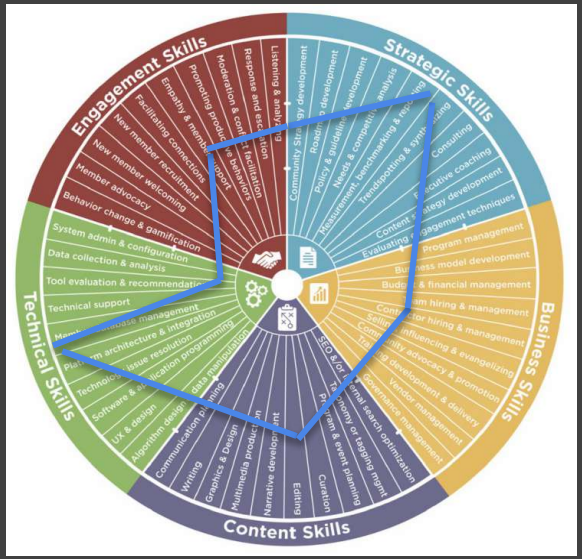
Early Detection of Neurodegenerative Diseases (EDoN)

Arron Lacey

Responsibilities

- Set up and support the GitLab Org for Analytics Hub
- Build machine learning models
- Develop ethics frameworks
- External engagement with domain experts
- Working with the ARUK policy team to co-create PPIE workstreams
- Create and maintain project wiki

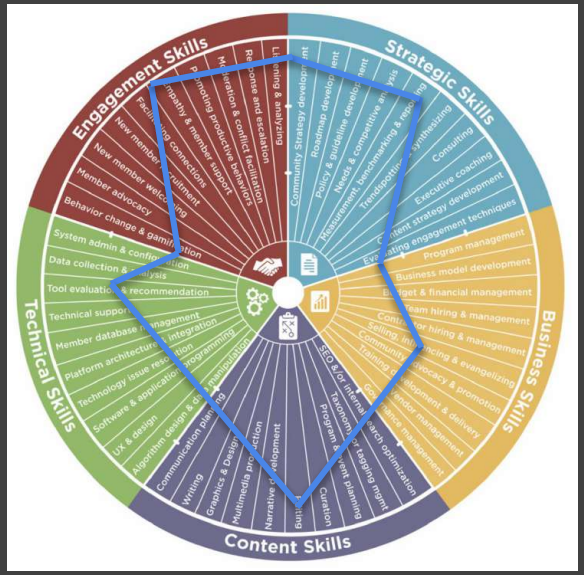
Skills Wheel



AI for Multiple Long-term Conditions Research Support Facility: Open Collaboration

- Organised and ran training on R, version control and FAIR publishing
- Organised and chaired customised sessions for Early Career Researchers and coworking sessions
- Established Zenodo community to enable FAIR publications
- Advised on the open and FAIR publication of research outputs

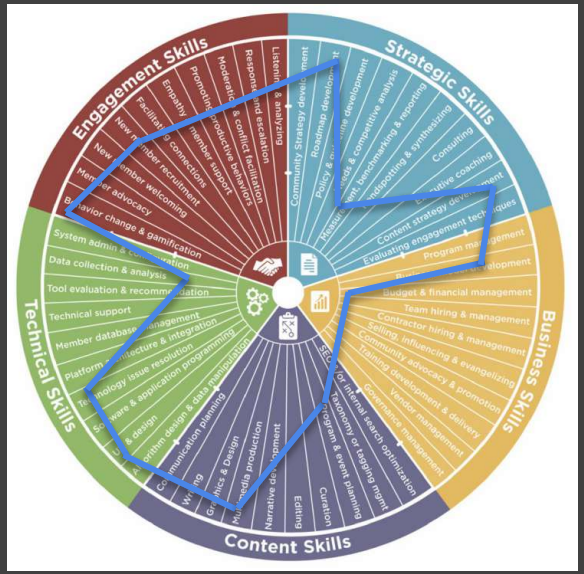
Eirini's skill wheel



AI for Multiple Long-term Conditions Research Support Facility: PPIE

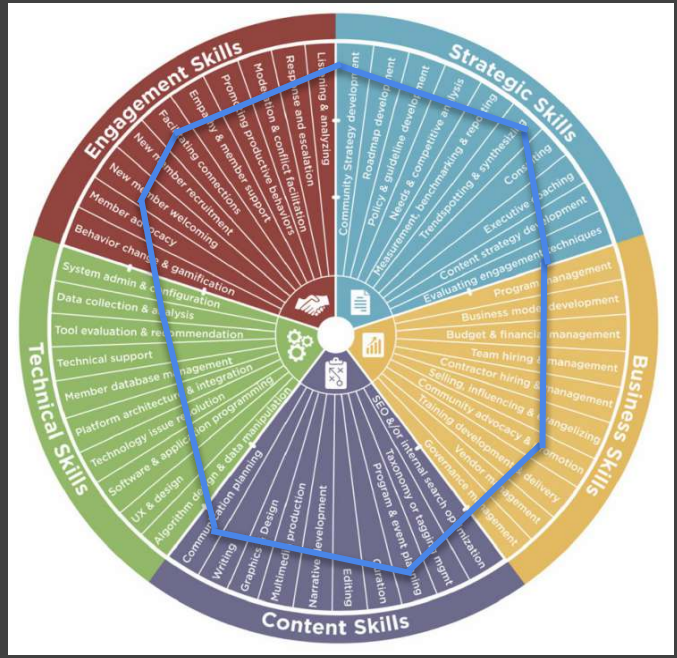
- Engage a community of patients and members of the public in data intensive health research projects
- Develop workshops, focus groups and community sessions for public contributors and researchers to collaborate
- Co-development of accessible PPIE events & resources including illustrations & glossaries
- Support co-authoring of research articles & reports between researchers and public contributors

Sophia's skill wheel



Health programme/Grand challenge

- Contributing to development of health strategy
- Engaging with external partners
- Advocating for RCM in and outside of Turing
- Working with health interest groups
- Event planning and facilitating
- Publication writing and coordination



What, Why, How, Who, Where

Through open, inclusive and reproducible practices, RCMs build a shared understanding of research goals, roadmap and processes.

We combine a range of socio-technical skills including scientific communications, stakeholder engagement and domain expertise.

We facilitate, amplify and champion collaborative, community-based research processes and outcomes.

Working with Turing's Core Capabilities and Teams

RAM Team

Alden Conner, Jen Ding, Hari Sood, Shakir Laher

Complementing expertise through 'RCM-RAM teams' within projects like Data Safe Haven, Data Centric Engineering (DCE), TRIC:DT, The Turing Way Practitioners Hub, BridgeAI.

Skills Team

Vera Matser, Mishka Nemes, Sarah Nietopski, **Ayesha Dunk, Bridget Nea** (extended members of the team)

Long standing collaboration through The Turing Way and TPS. Stakeholders in AI-DS Educators Programme, BridgeAI, DCE, TRIC:DT, Widening Participation

Research Engineering Group

Jim Madge, Evelina Gabasova, Martin O'Reilly, James Geddes, Lydia France

The Turing Way initial and ongoing contributors and manager of a work package in AIM-RSF where Eirini Zormpa provides expertise/support.

Other teams & Interest Groups

Clau Fischer - Turing Commons (extended member of the team), few *Public Policy projects, Data Wrangler Team Partnership, Communications, Events, Project Management, EDI strategy officer, Support and expertise offered to special Interest Groups, need-based ad-hoc consulting*

Acknowledgements and Links

The Alan Turing Institute

Thank you to our team

- Kirstie Whitaker, Director of Tools, Practices and Systems
- Malvika Sharan, Senior Researcher- Open Research
- RCM team: Emma Karoune, Arron Lacey, Vicky Hellon, Eirini Zormpa, Sophia Batchelor, Anne Lee Steele, Cassandra Gould van Praag, Gabin Kayumbi. Collaborators from Skills Team, Research Engineering Group, Public Policy.

Connect with us on Slack or email:

- Website: Open Research Community Management | Turing Website
- Direct: msharan@turing.ac.uk
- Team: rcm@turing.ac.uk