

Recognising and rewarding open research case studies

About the OR4 project

The **Recognising and rewarding open research toolkit** is produced by the [Open and Responsible Researcher Reward and Recognition project](#) (OR4). OR4 is a project of the [Open Research Programme](#), a national initiative to accelerate the uptake of open research practices, supported by Research England and led by the UK Reproducibility Network. The aim of OR4 is to support the implementation of recognition and reward for open research through institutional researcher assessment practices. The project runs from 2021 to 2027.

Case studies

The [Recognising and rewarding open research toolkit](#) is designed to help universities and other research-performing organisations implement effective recognition and reward for open research through researcher assessment practices. [Case studies](#) illustrate different aspects of implementing change to enable recognition and reward for open research within research-performing organisations, and are linked to the toolkit [implementation guide](#).

What we are looking for

Case studies should describe some aspect of institutional action towards implementing recognition and reward for open research in procedures involving researcher assessment, such as recruitment, promotion, probation and performance and development review.

Case studies can discuss emergent activity and work in progress; they do not need to describe fully-developed practice or completed projects. It will be possible to update case studies over the course of the OR4 project (until 2027), so that ongoing progress can be reflected.

Here are some examples of possible case studies:

- identifying recognition and reward for open research as a strategic requirement for the institution;
- engaging stakeholders to develop understanding and buy-in around this requirement;
- developing new policies and procedures;
- developing tools and resources to support processes;
- creating or developing roles to provide support in this area;
- creating and implementing guidance and training;
- monitoring and evaluating implementation of policy.

This list is not exhaustive. The implementation guide may suggest other aspects of institutional activity that might be illustrated. You can also look at the case studies that have already been published.

We offer two options for case studies:

- **impact case studies** showcase strategic institutional activity to implement recognition and reward for open research. These may describe more developed activity and outcomes. They are submitted by institutions using the template format described [below](#), and should be no more than 1,500 words long.
- **stepping stones** are smaller-scale case studies that focus on one or a few actions that have moved the institution forward in some way. They are developed by the OR4 team based on a conversation with you. This may be an option if you are in the early stages of activity or if work is in progress and you do not feel ready to share a fully-fledged impact case study. If you would like us to develop a stepping stone case study with you, please [contact us](#).

How to submit an impact case study

If you are interested in submitting a case study for publication by the OR4 project, in the first instance [contact us](#) with the following information:

- your name, job title and the name of your institution;
- a proposed title and brief description of the case study;
- which section(s) of the [implementation guide](#) you think the case study would primarily illustrate.

How to contact us

For enquiries about case studies, please contact Evangeline Gowie at the University of Reading: e.gowie@reading.ac.uk.

Case study template

Please complete sections 1-7, referring to the **case study brief** and using the prompt questions below as a guide. The maximum word count for sections 2-5 is 1,500 words.

Title

Authors (name and job title)

Section 1: Introduction

Institution's name:

Brief description of the institution (e.g. size, degree of research intensity etc.):

Section of the guide this case study refers to:

Section 2: What has changed?

What has changed/what changes have been implemented?

What were the key elements of the change?

Section 3: Why was change undertaken?

How did you identify or become aware of the need to change?

What was the motivation for change? Why was this a priority?

Section 4: How was the change carried out?

Who led the change, and how did it influence others?

Who else in the institution was involved in the process?

What processes did you work through to enact it?

How did you communicate about the process within (and beyond) your institution?

What was the timeline for the implementation of change? (this can be ongoing)

Section 5: Challenges and lessons learnt

What challenges did you encounter when implementing the change?

How did you tackle these challenges?

What lessons have you learnt?

Section 6: Recommendations

What are your key recommendations for institutions undertaking similar activity?

Section 7: Resources

Resources to share (e.g. policies or draft policies, action plans, checklists etc.)