

Maturity framework

The maturity framework and self-assessment tool can be used by a group of stakeholders in an institution to assess maturity in the implementation of recognition and reward for open research, to support internal discussion and planning, and to measure ongoing progress.

The maturity framework describes four levels of maturity across nine action areas:

- **No Action:** There is currently no action in this area
- **Emerging:** There is some developing activity in this area, but it is relatively unsystematic and lacking in strong strategic direction
- **Evolving:** Activity is developing in a systematic and strategic fashion in this area and is demonstrating progress against defined objectives
- **Sustained:** Activity has implemented its main strategic objectives and is consolidating and embedding on a business-as-usual basis.



on Area	No Action	Emerging	Evolving	Sustained
stitutional mitment	There are no public institutional commitments to open research and responsible research assessment.	There are public institutional commitments to open research and responsible research assessment but little or no recognition of open research in research assessment practice.	There are public institutional commitments to open research and responsible research assessment. There is an explicit commitment to recognise and reward open research in research assessment practice.	Public open research and responsible research assessment commitments are well-integrated into recognition and reward policies and procedures. There is a strong shared understanding of how open research and responsible research assessment contribute to institutional research strategy and overall mission.
Leadership	There is no senior strategic leadership for open research or responsible research assessment.	There are identified senior strategic leads for open research and responsible research assessment. Recognition and reward for open research in research assessment is an identified priority for strategic action.	Senior leadership develops actions on open research and responsible research assessment in collaboration with key stakeholders. Actions to recognise open research in research assessment are agreed and supported by relevant leads and promoted by open research advocates across the institution.	Recognition and reward for open research in research assessment is progressed as a strategic priority by members of senior management. External engagement ensures alignment to sector. Leadership in open research is seen and valued across the organisation, and includes researchers, research enablers and open research advocates.
Strategy and Planning	There is no open research strategy or plans to implement change.	A strategic plan for open research has identified recognition and reward for open research in research assessment as an area for action. This objective is recognised in strategic action on research assessment reform.	Strategic action on open research has progressed. Recognition and reward for open research across all key areas of research assessment is actioned by a stakeholder group against a strategic plan. Progress has been made against objectives.	Strategic action on open research is well-developed and sustained. Recognition and reward for open research has been implemented in relevant policies and procedures. The implementation plan has been delivered and action is focused on monitoring, consolidating and embedding practice.
Communication Management	There is no communication about the recognition of open research in research assessment.	Some information about recognition and reward for open research in research assessment has been communicated, but with little or no guidance, or active engagement.	Strategic communications about recognition and reward for open research are part of an open research communication plan. Key stakeholders have been identified and engaged. Stakeholders have been able to learn about and contribute to changes in policy and procedure.	Well-publicised information about recognition and reward for open research in research assessment policies and procedures is supplemented by strategic, consistent communications targeted by key stakeholders and the wider community to raise awareness and promote good practice.
Policy and Practice	Recognition and reward for open research in research assessment is not a priority.	Recognition and reward for open research in research assessment is a priority for strategic action.	Recognition and reward for open research in research assessment is a priority for strategic action. Progress has been made against objectives.	Recognition and reward for open research in research assessment is a priority for strategic action. Progress has been made against objectives. Recognition and reward for open research in research assessment is a priority for strategic action. Progress has been made against objectives.