

# Maturity framework

The **Recognising and rewarding open research** 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.

Action Area	No Action	Emerging	Evolving	Sustained
<a href="#">Institutional commitment</a>	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.
<a href="#">Leadership</a>	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.
<a href="#">Strategy and planning</a>	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.	Strategic action on open research has progressed. Recognition and reward for open research across all key areas of research assessment	Strategic action on open research is well-developed and sustained. Recognition and reward for open research has been implemented in