

**Opening Up: Success Stories Implementing Open Science Practices
Into Scholarly Activities:
A Virtual Q&A**

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Author Note: Thanks to Cort Rudolph, Don Zhang, and Jonas Lang for sharing their experience adopting open science practices!

If you are interested in contributing to “Opening Up,” *TIP*’s column for all things open science, please contact christopher.castille@nicholls.edu. We are considering topics such as diversity and inclusivity, teaching open science, and areas where there may be value in spurring different kinds of replication projects (registered reports vs registered replication reports).

In this entry of “Opening Up,” we highlight the work **Cort Rudolph**, **Don Zhang**, and **Jonas Lang**, who have been kind enough to share how they have incorporated open science practices into their scholarly activities. We’ll sample a body of their work they have opened up, take a look at some advice for adopting open science practices, point out interesting challenges, and find out whether adopting open science practices has caused them to rethink any assumptions about I-O psychology! Our virtual discussion was fascinating, and I hope you enjoy it!

Introducing Our Virtual Panel

Let’s start with brief introductions. First up is Cort Rudolph. He is an associate professor of industrial-organizational psychology at Saint Louis University where he studies the aging workforce, including applications of lifespan development theories, well-being and work longevity, and ageism. He is also consulting editor for *Work, Aging and Retirement* and serves on the editorial review boards of the *Journal of Managerial Psychology*, the *Journal of Occupational and Organizational Psychology*, the *Journal of Vocational Behavior*, *Consulting Psychology Journal: Practice and Research*, and the *Journal of Organizational Behavior*. He is committed to open science because he believes that making psychological science more transparent and accessible will maximize its impacts on society.

Next is Don Zhang. He is an assistant professor of psychology at Louisiana State University (LSU) who studies judgment and decision making, risk taking at work, and how to better communicate research findings to consumers of applied psychology (e.g., managers, policymakers, executives). He serves on the editorial boards of *Journal of Behavioral Decision Making*, *Journal of Business and Psychology*, and the *International Journal of Selection and Assessment*. He is particularly interested in the role of open science in the classroom and ways to ease students into open science practices.

Last, we have Jonas Lang. He is an associate professor in the Faculty of Psychology and Educational Sciences at Ghent University and a research professor at the Department of Management