Pitch Self-publishing event

**Marino:** Last Spring, Hans and I managed to get a paper published in a top-tier journal in work and organizational psychology. It is rare to publish a paper during your PhD program in Organization Studies, so you might expect many celebratory interactions during the day that I got the news. However, some people were commenting on the fact that the paper has 33 authors and that it is ‘just’ a manifesto for a sustainable future of our academic field, which takes up limited space in an elite journal in our field. It seems problematic to some that I am collaborating with an amazing group of people from at least five different disciplines. It also seems problematic that we are taking up space in an elite journal with a rather non-conventional paper.

These remarks left me extremely confused. When I started my scientific career, I firmly believed that science was about brilliant minds collaborating, venturing into the unknown by conducting non-conventional research, and sharing their knowledge for the benefit of society. I found out that my hypothesis was seriously wrong and learned that academia is more competitive than the corporate world, conventional to its core, while sharing is the exception rather than the norm. These problems are a consequence of the publish-or-perish publication system. Most scientists are aware of these problems and some are brave enough to acknowledge them. However, in discussions on this topic the usual response that we get is that there is no alternative and that this system simply the best of the worst.

**Hans:** To change the nature of this conversation, we are collaborating with Chris Hartgerink who founded Liberate Science, an open worker cooperative, that aims to build a fully functional peer-to-peer publication system that addresses all the aforementioned problems. The ‘as-you-go’ publication system aims to publish modules, small pieces of research output such as hypotheses, data, or a results section. These modules are linked chronologically, as for example results always follow on data in time, which will create a network of modules that develops around certain theories or phenomena.

As-you-go will be built as a completely decentralized peer-to-peer system, which allows researchers to self-publish and retain ownership of their research, while maintaining an ‘open by design’ principle that facilitates open access for everybody and indefinitely. Such a system would engender a number of important qualities that are no longer present in the current system:

1) Collaboration becomes the norm. Hypercompetition, induced through artificial scarcity, will be gone when there are no more restrictions on publishing output. This is likely to lead to collaboration amongst researchers, because we can focus again on producing valuable knowledge instead of focusing on getting your idea in a ‘top’ journal.

2) Science becomes much more inclusive towards researchers from less privileged situations and also becomes inclusive towards citizens and other stakeholders, as the system would be open for everyone.

3) Self-publishing creates the potential for publishing all findings, including null findings, and publications in non-traditional formats, such as audio, video, or extensive supportive material. This will help to mitigate the current replication crisis, increases focus on knowledge building instead of chasing only ‘new’ findings, and can lead to extensive insights based on non-traditional publications.