

Open Science & Recognizing and rewarding PhDs

Results from the PNN PhD Survey

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Presentation

- Introduction PNN
- PNN Survey
- Open Science
- Recognizing and rewarding PhDs
- My own experience and recommendations

About PNN

- National interest group for PhDs in the Netherlands
- Members are the local PhD Organisations (PO's) of the Dutch universities
- 8 board members with their own portfolios

Want to know more? Visit:

www.hetpnn.nl

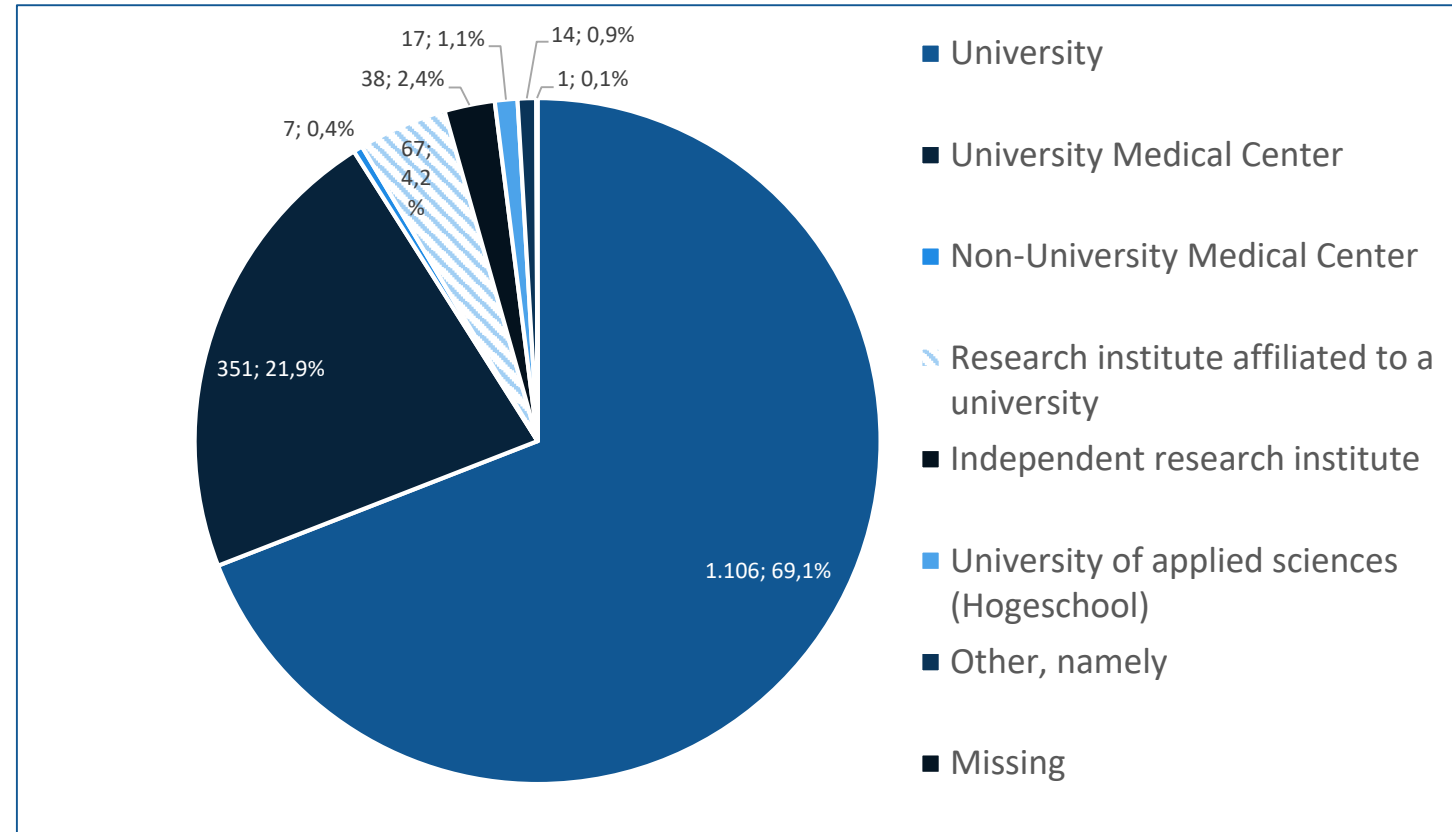


PNN - Open Science

- PNN **supports** the open science movement in the Netherlands and we emphasize the **importance** of open science in **modernizing** science and **increase its durability** and **trustworthiness**.
- Universities and other stakeholders should **increase their support** of **early career researchers** in open science practices. This includes providing **information** and **training**, offering the **optimal infrastructure** and **stimulating** and **rewarding** open science activities.

PNN PhD Survey

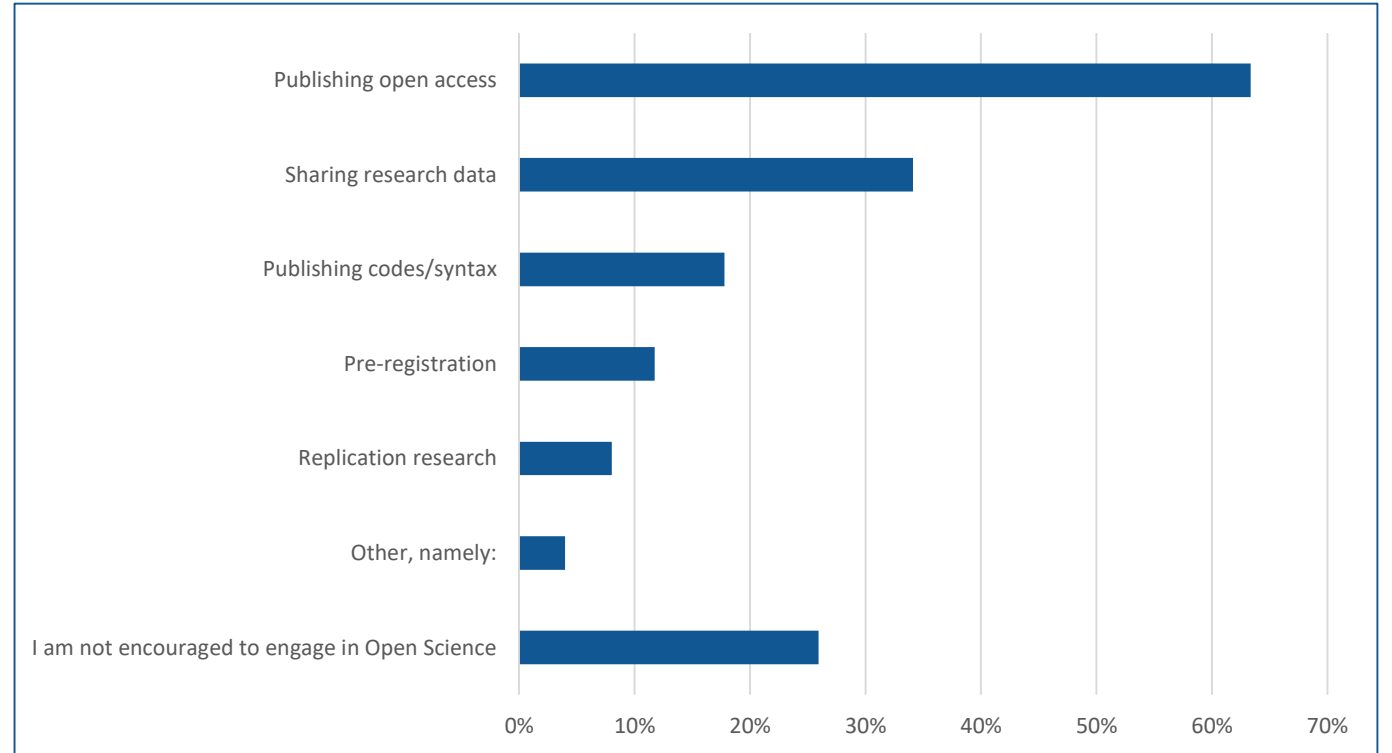
- 2,034 respondents, 1,601 full responses
- All universities and UMCs represented, but not equally well
- 10 reports based on survey results
- Report *Recognition and Rewards, Open Science and Career* will be published soon



PNN Survey report: Survey information, demographics and COVID-19.
 Figure 3: Response to the question: "At what type of institution are you doing your PhD?" (n=1,601).

Open Science

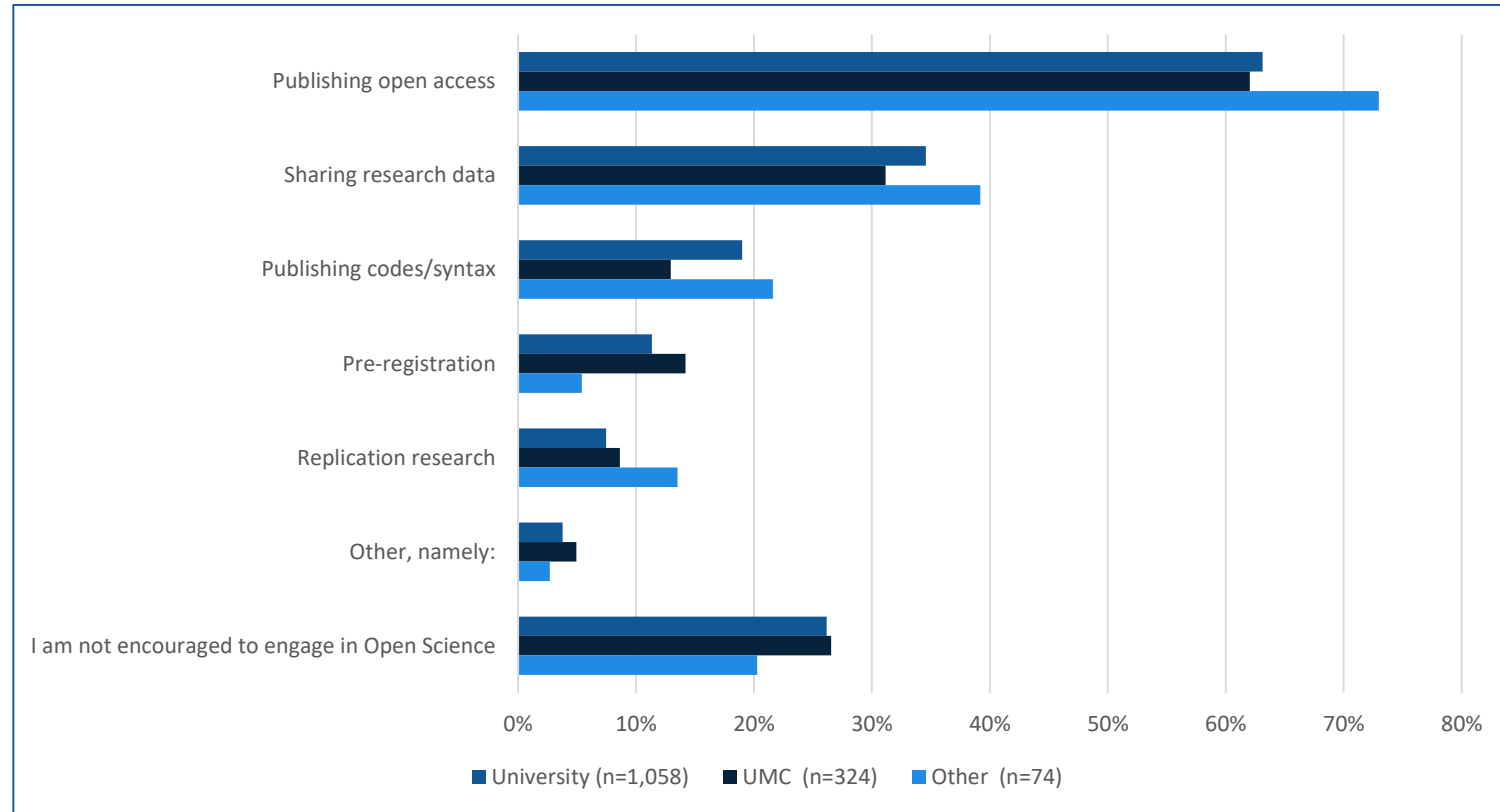
- 25.9% of the PhDs is not encouraged to engage in Open Science practices
- Almost two thirds of the participants, (63.3%) stated to be encouraged to publish open access
- A third (34.1%) is encouraged to share research data
- Seven participants stated not to know what Open Science was about.



*PNN PhD Survey Report on PhD criteria, recognition and rewards, open science and career.
Figure 2.1: Responses to the question: "Which types of Open Science practices are you encouraged to use in your PhD project?" (n=1,457).*

Open Science

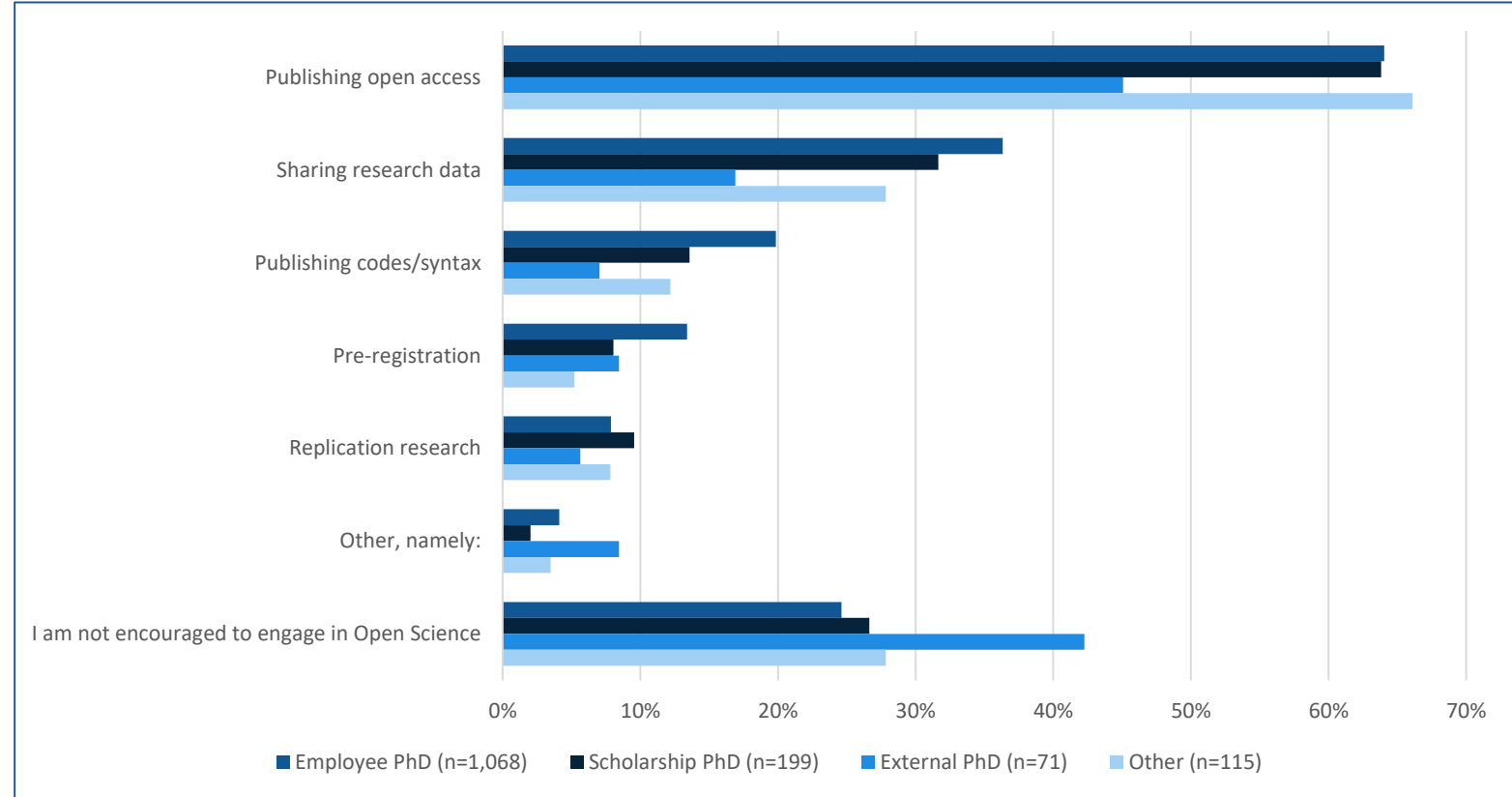
- Minor differences
- PhDs from other institutions a bit more often encouraged to engage in Open Science



*PNN PhD Survey Report on PhD criteria, recognition and rewards, open science and career.
 Figure 2.2: Responses to the question: "Which types of Open Science practices are you encouraged to use in your PhD project?", per type of institution.*

Open Science

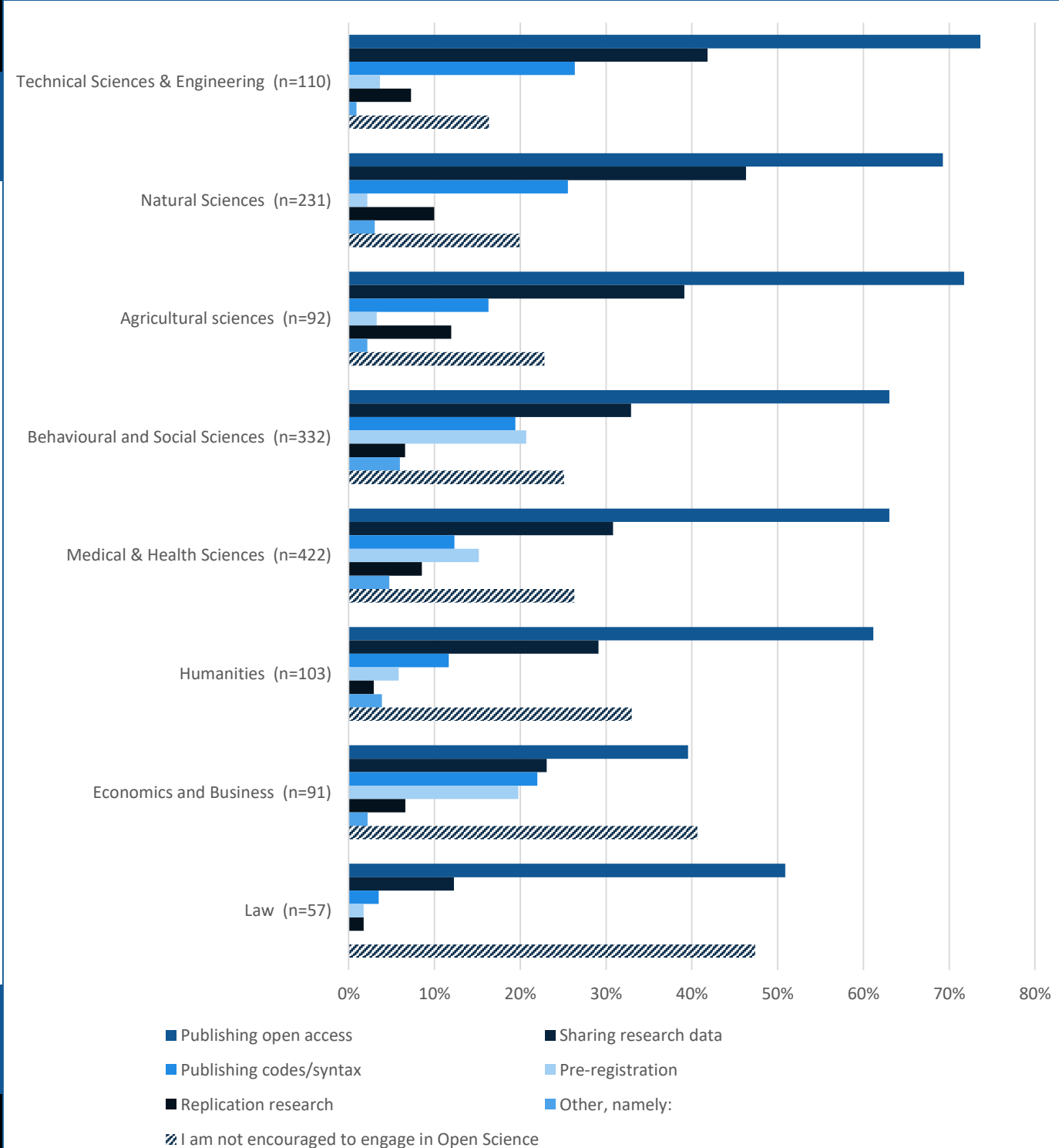
- External PhDs relatively often (42.3%) indicate that they are not encouraged to engage in Open Science
- Employee PhDs are relatively more often encouraged to publish codes/syntax or to pre-register research



*PNN PhD Survey Report on PhD criteria, recognition and rewards, open science and career.
 Figure 2.3: Responses to the question: "Which types of Open Science practices are you encouraged to use in your PhD project?", per type of PhD arrangement.*

Open Science

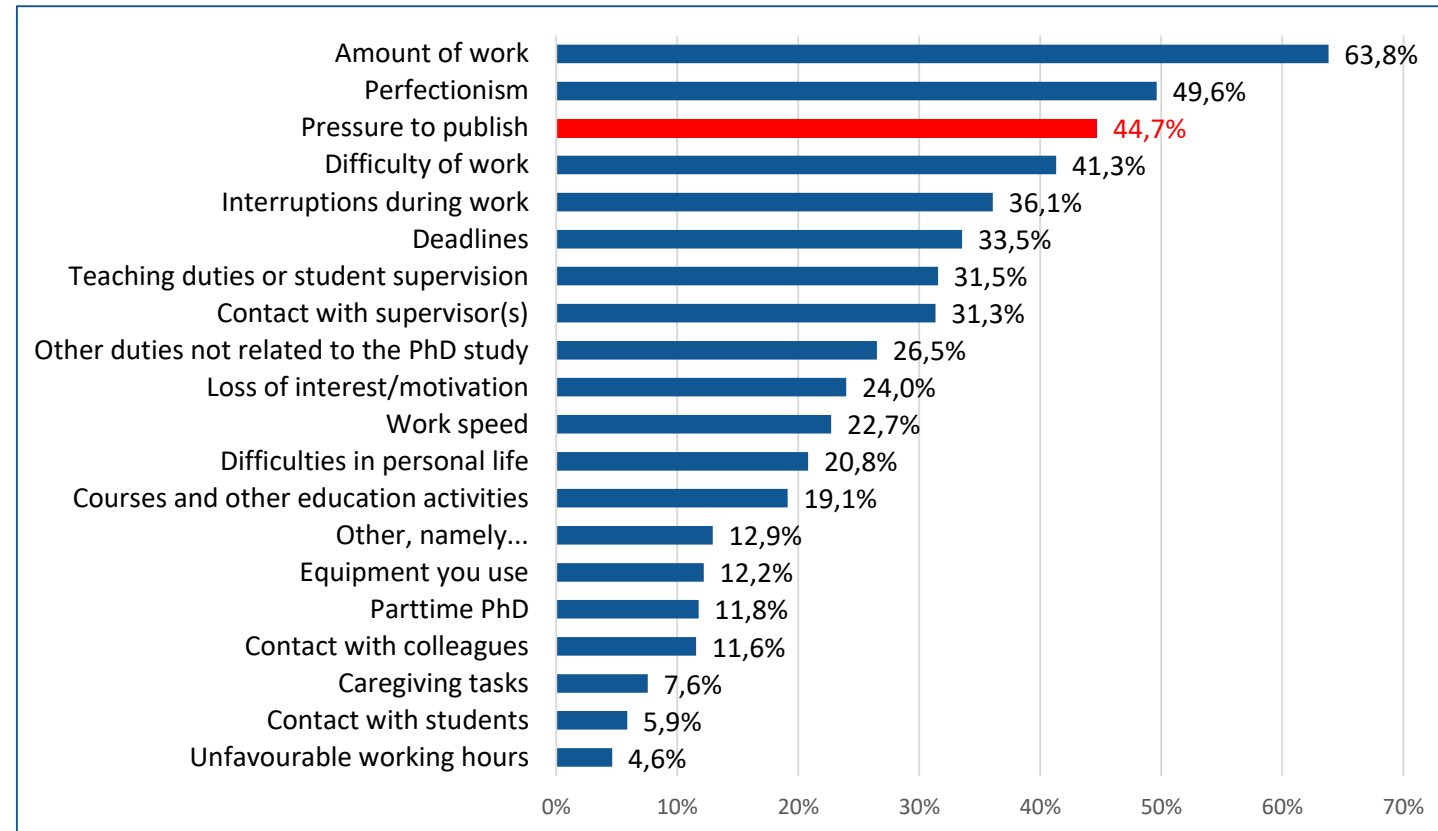
- PhDs in Law most often (47.4%) indicate that they are not encouraged to engage in Open Science
- Technical sciences and engineering most often (83.6%) indicate that they are encouraged to engage in Open Science



PNN PhD Survey Report on PhD criteria, recognition and rewards, open science and career.
 Figure 2.4: Responses to the question: "Which types of Open Science practices are you encouraged to use in your PhD project?", per discipline..

Criteria and PhD wellbeing

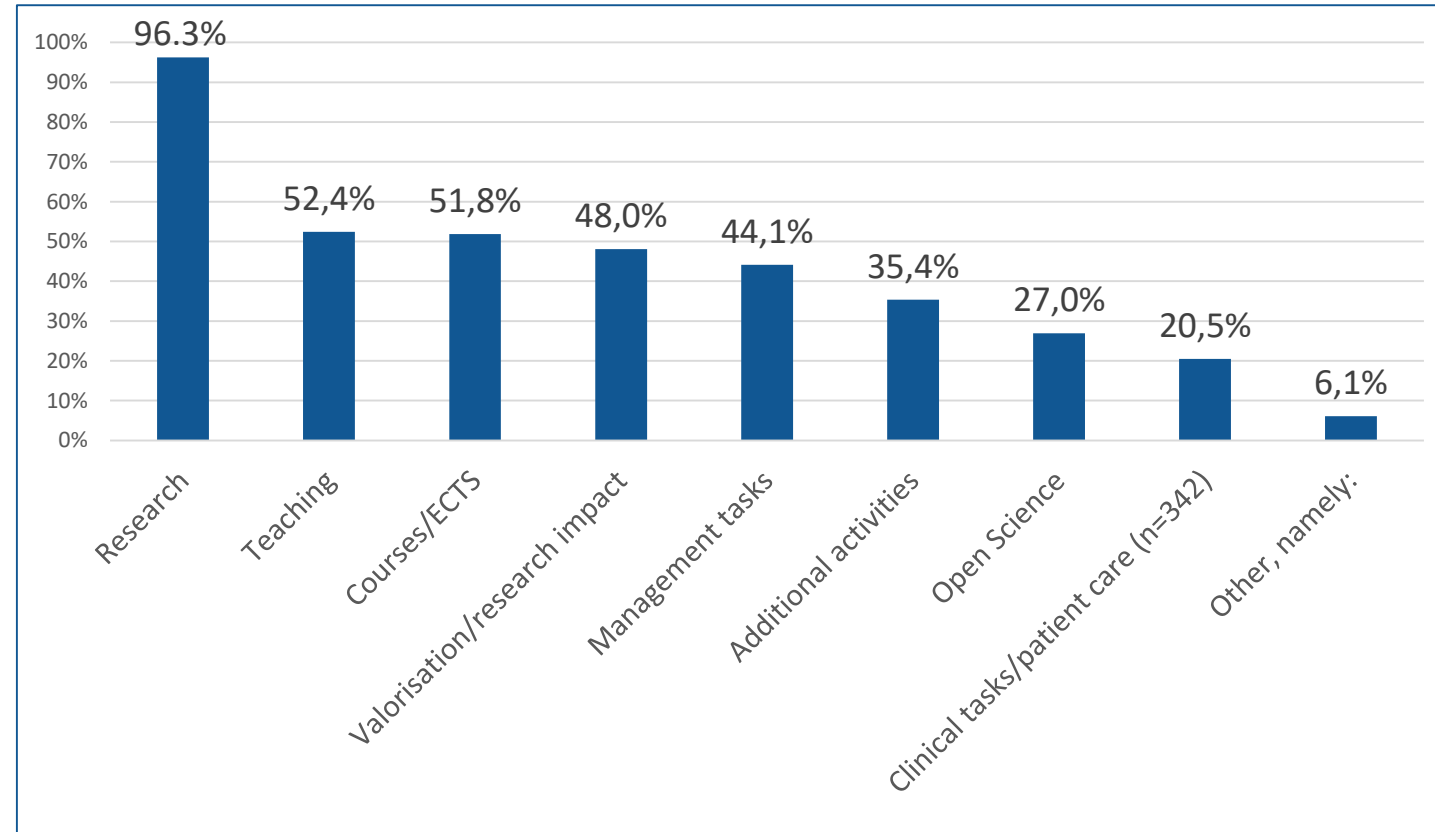
- 59.6% of PhDs experience a high or too high workload
- 62.9% of the PhDs work more than they should according to their PhD agreement. On average, PhDs work 4.4 hours per week more than they should according to their agreement
- 38.8% of PhDs shows severe symptoms of burnout
- The amount of work, perfectionism and **pressure to publish** are the most common reasons for a high workload



PNN PhD Survey report on Mental wellbeing, workload, burnout, research environment, progress of the PhD project, considering to quit. Figure 2.9: Responses to the question: "Who or what do you think is responsible for a high workload or time pressure?" (n=951).

Which topics do PhDs consider important in their assessment?

- Of course, research is most important
- Teaching and courses often mentioned too
- Open science only 27%...



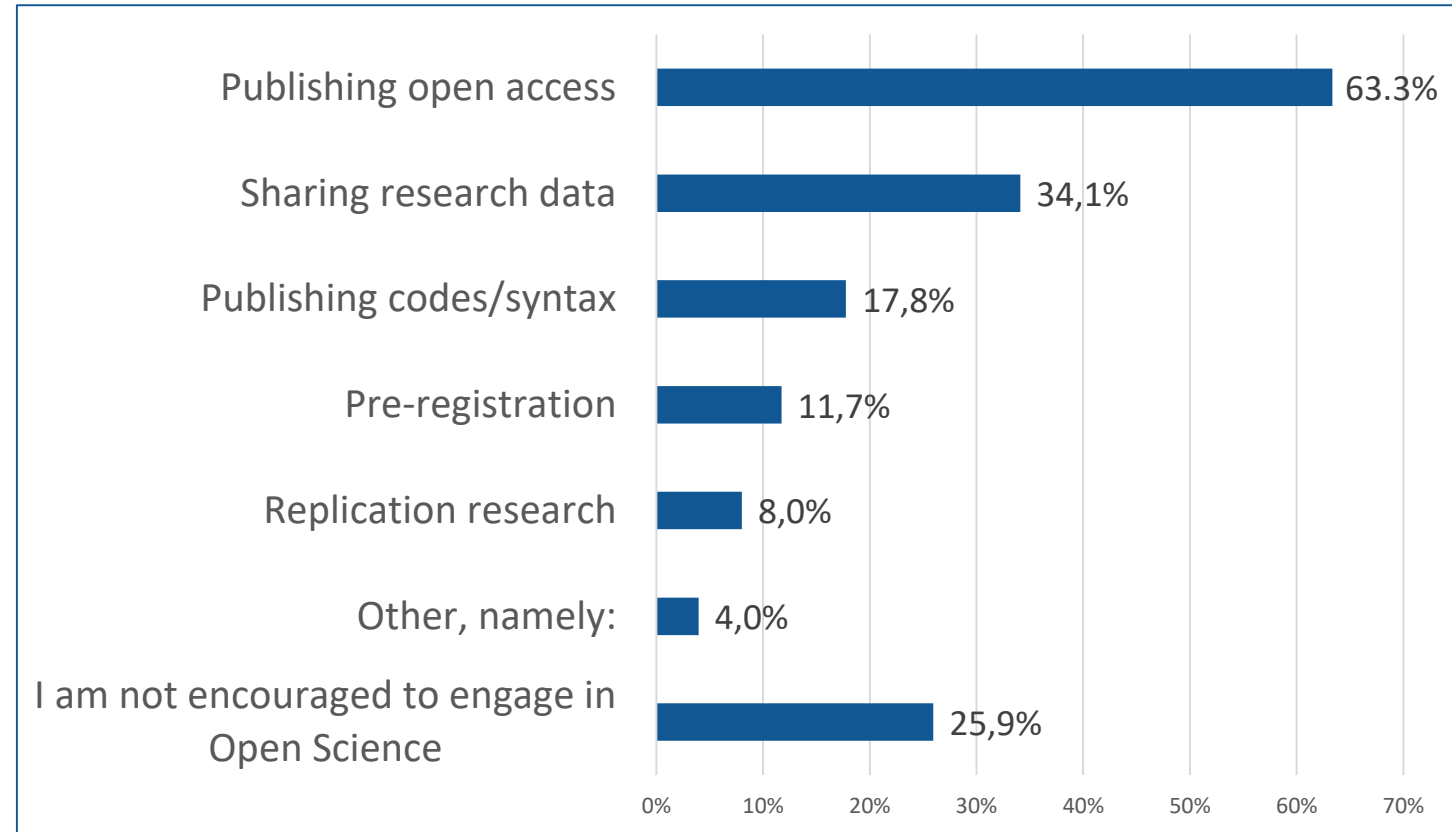
PNN PhD Survey Report on PhD criteria, recognition and rewards, open science and career.

Figure 3.1: Responses to the question: "Which of the following topics do you think should be taken into account in the overall assessment of your PhD project?" (n=1,532).

Which topics do PhDs consider important in their assessment?

- Of course, research is most important
- Teaching and courses often mentioned too
- Open science only 27%...

- But 74.1% of the PhDs is already encouraged to engage in Open Science



PNN PhD Survey Report on PhD criteria, recognition and rewards, open science and career.

Figure 2.1: Responses to the question: "Which types of Open Science practices are you encouraged to use in your PhD project?" (n=1,457).

My own experience

- Working on a ZonMw grant
- No introduction/education on datamanagement
- Hard to find the right people
- Support for PhDs in datamanagement is needed

Conclusion & PNN's Recommendations

- 74.1% of PhDs state by be encouraged to be engaged in Open Science practices
 - Further progress can be made by letting go of requirements for publishing in journals with certain quality criteria, but encouraging publishing **Open Access** instead.
 - This includes institutes providing **financial support** for conducting Open Science research; as well as providing **training** on Open Science practices.
 - Get rid of quantitative criteria: **focus on quality**
 - More attention for PhDs in the new Recognition and Rewards of academics
- A PhD is more than just the dissertation!

Thank you for your attention!

PNN PhD Survey reports:

www.hetpnn.nl/en/phdsurvey2020

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