



Recognising impact

How do you make impact visible?

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Open Science Community Utrecht

asccu

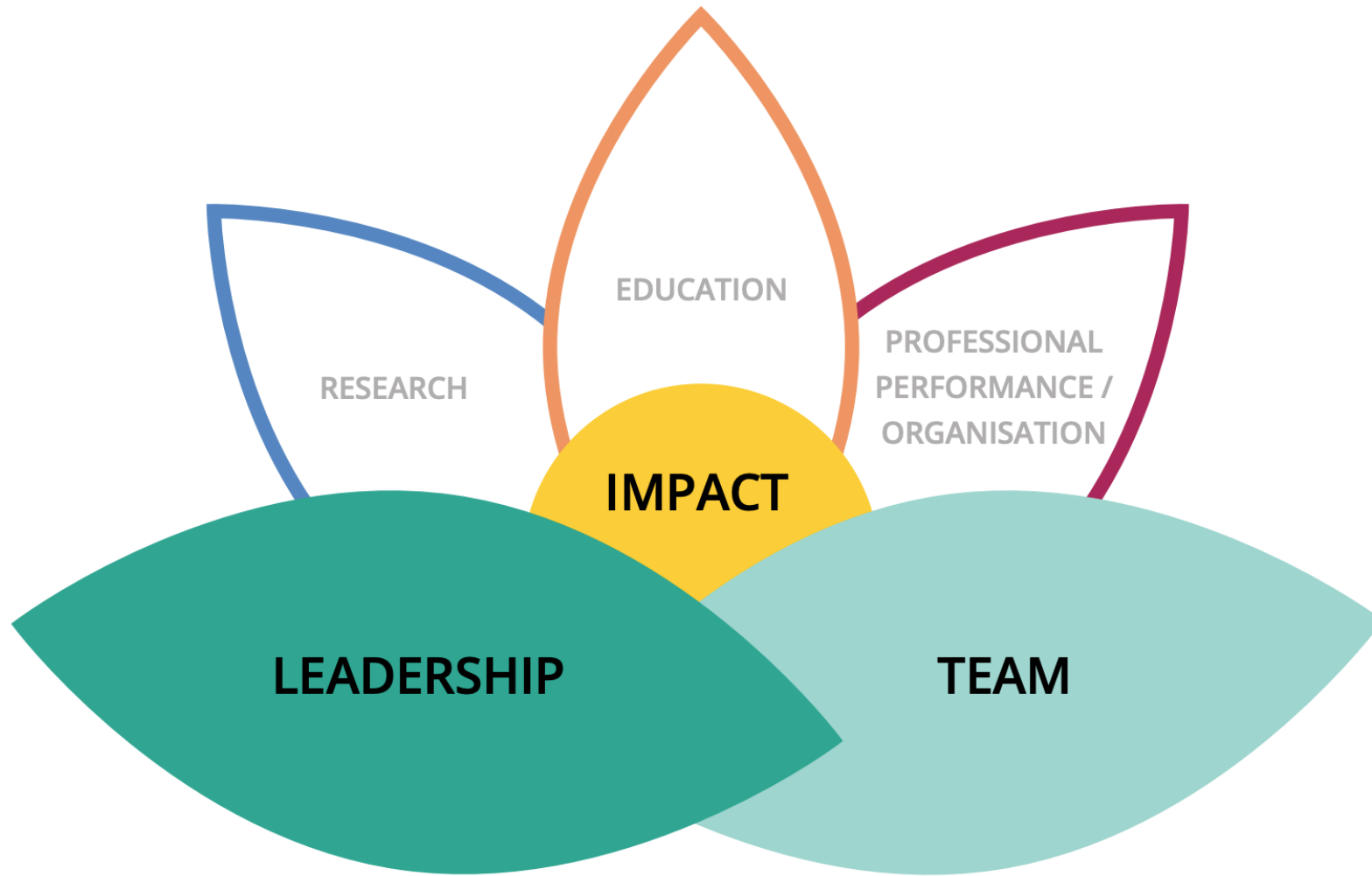
Overview

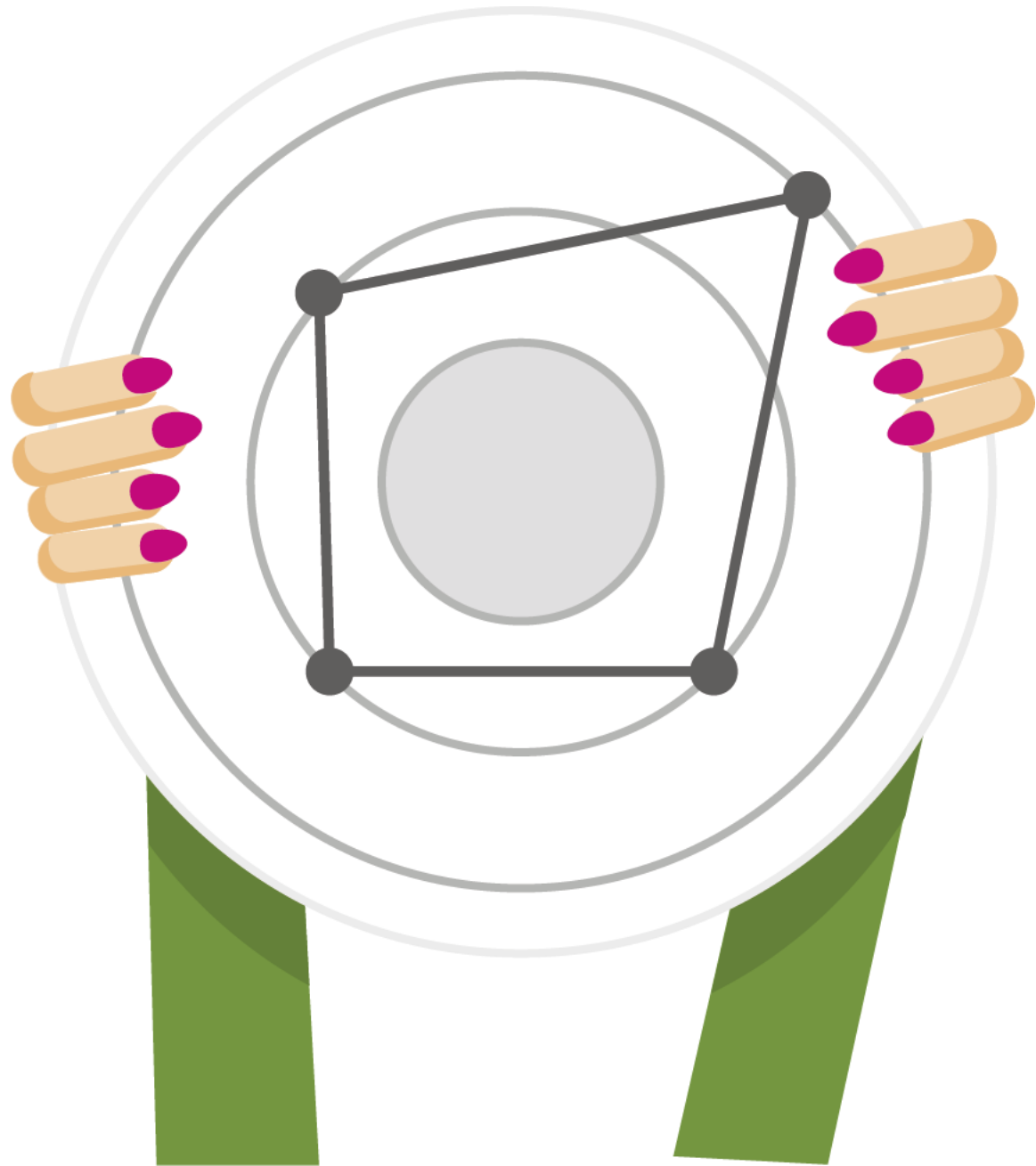
- Recognition & Rewards
- Simulator round 1
- Barriers & bridges
- Simulator round 2
- Discussion

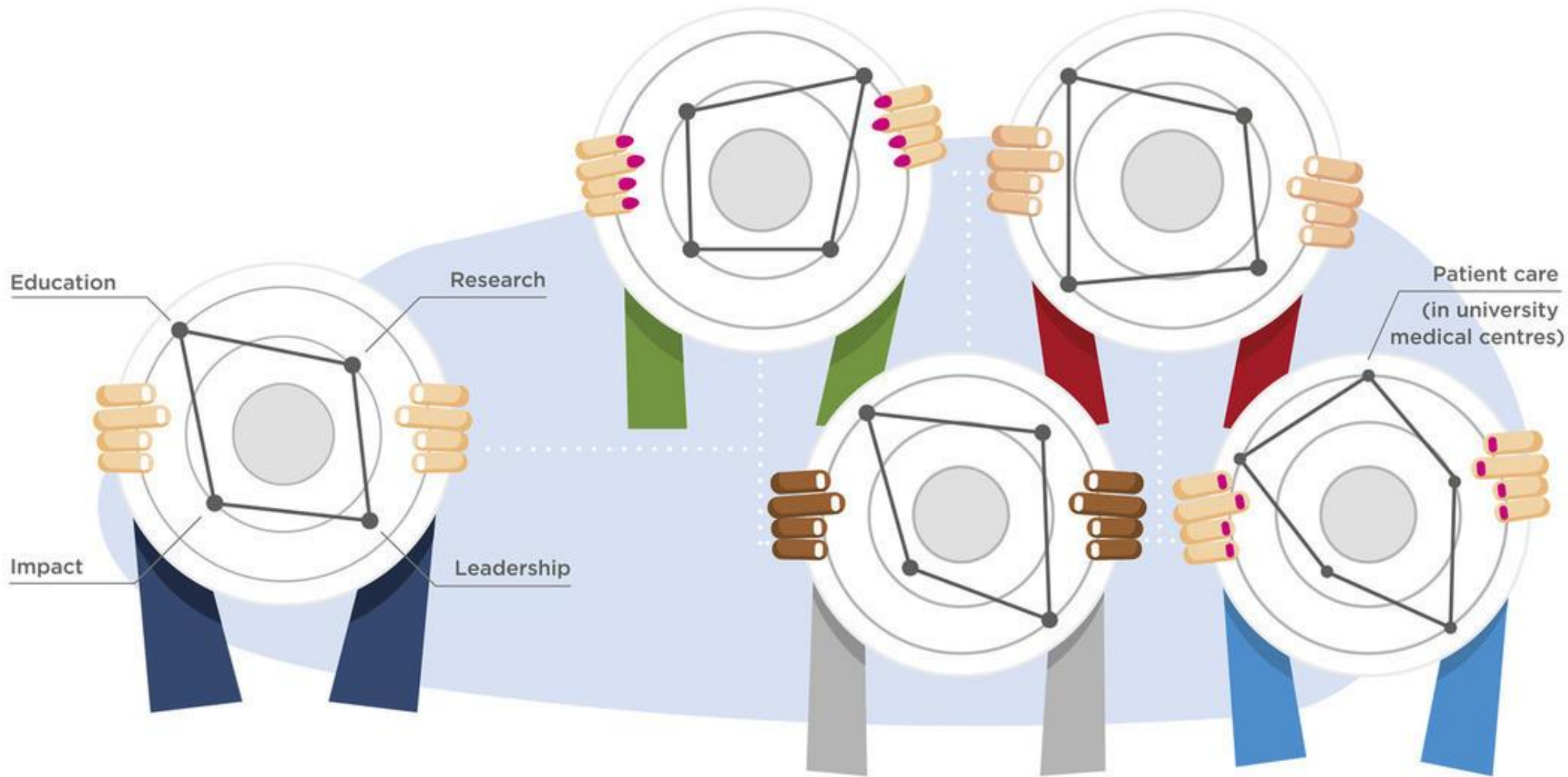
Recognition & Rewards

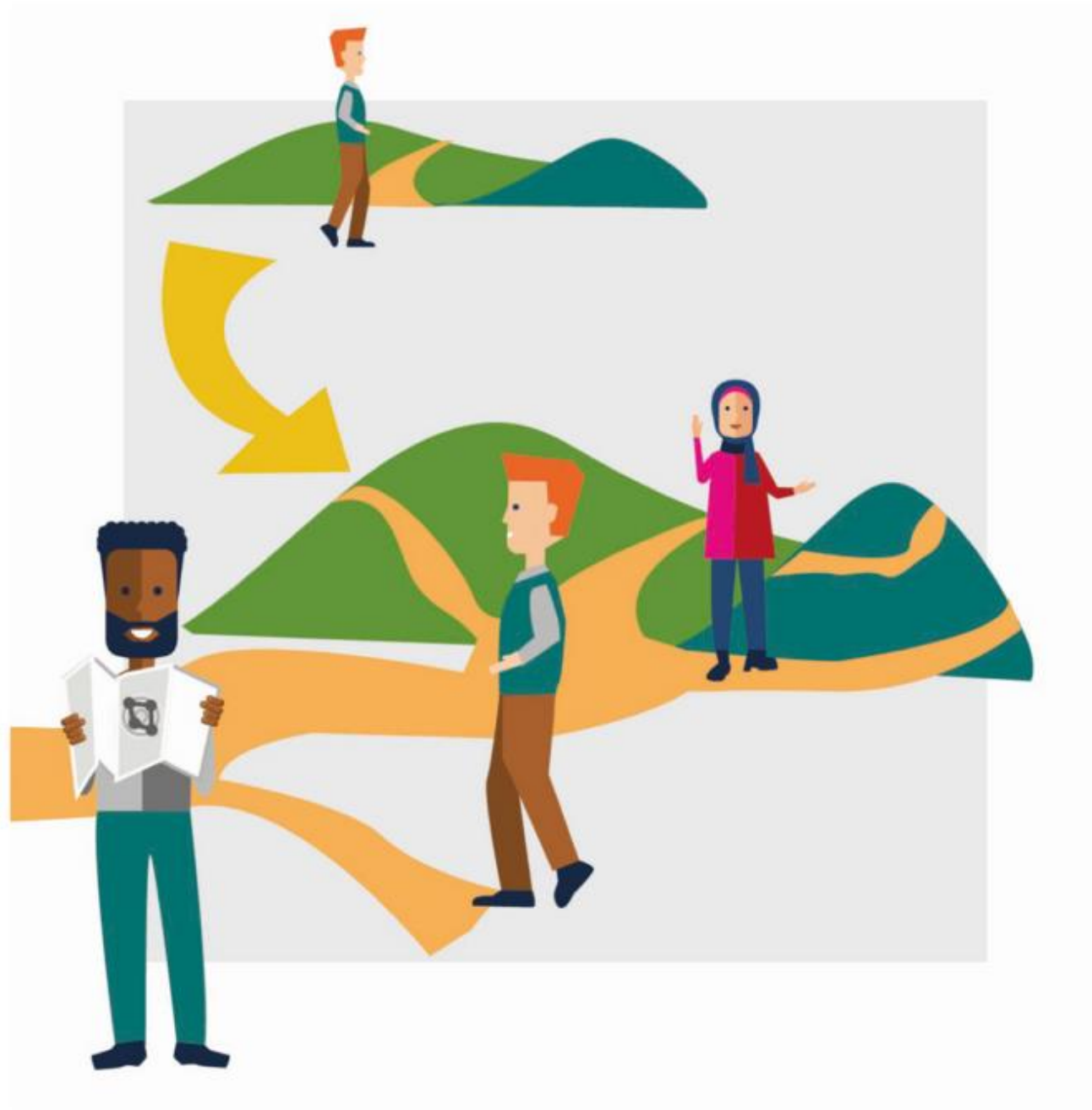
R&R

- Your associations with R&R
- 1 word per note
- >1 note per person
- Find related notes











Simulator

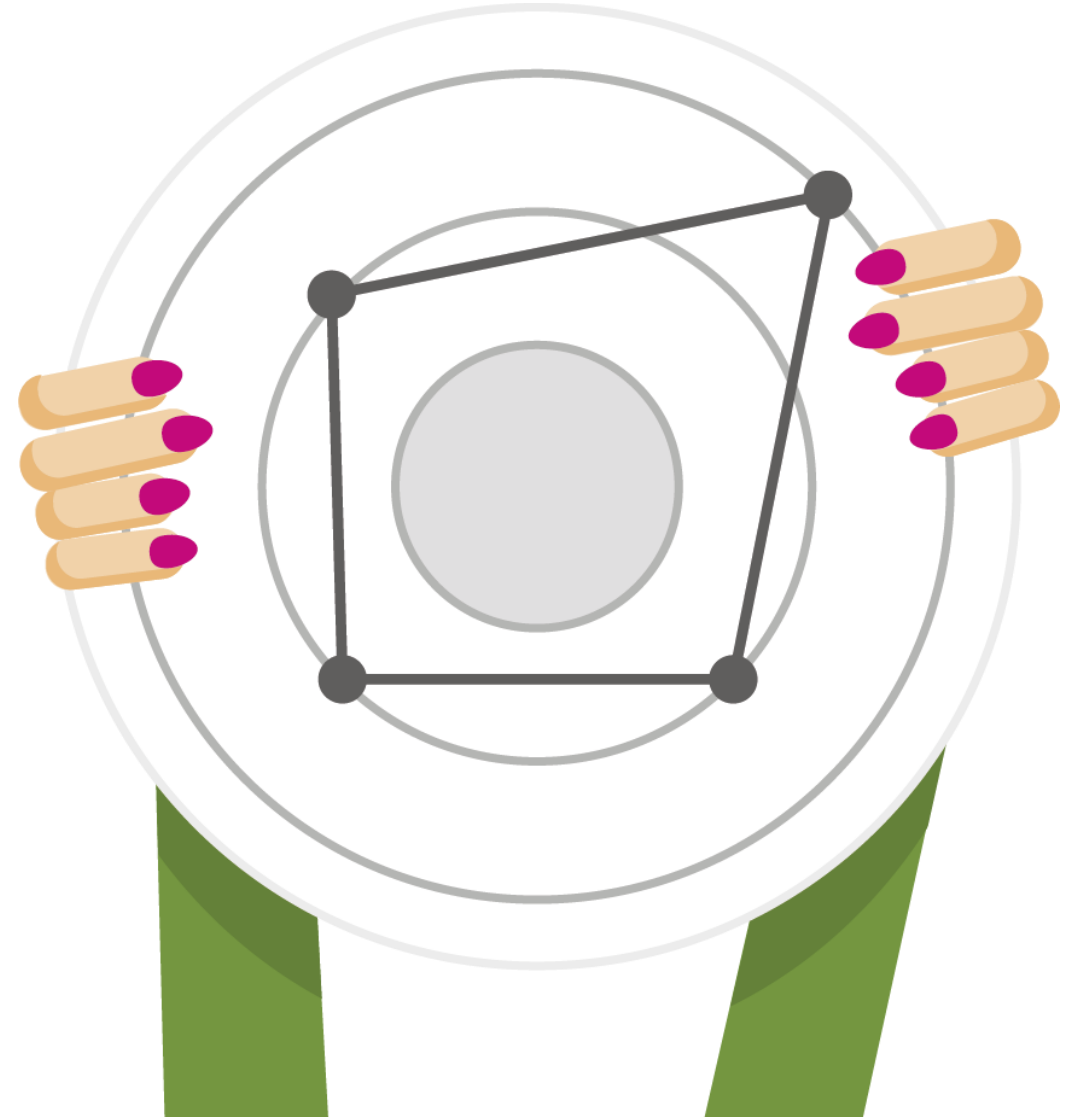
- R&R in practice, from research perspective

Setting:

- Your research group is doing **impactful research**.
- In the process of obtaining the data and communicating results, different tasks arise.
- These tasks are **all valuable** for the group, but **credited differently**.
- Goal: get enough '**career credits**'

Simulator

- mixed groups
- 4 people per group
- 3 phases:
 - set-up,
 - simulation,
 - discussion



Simulator round 1

Set-up

- Divide roles:
 - PI
 - ECR
 - PhD
 - support
- Check objectives:
 - credits
 - card(s)

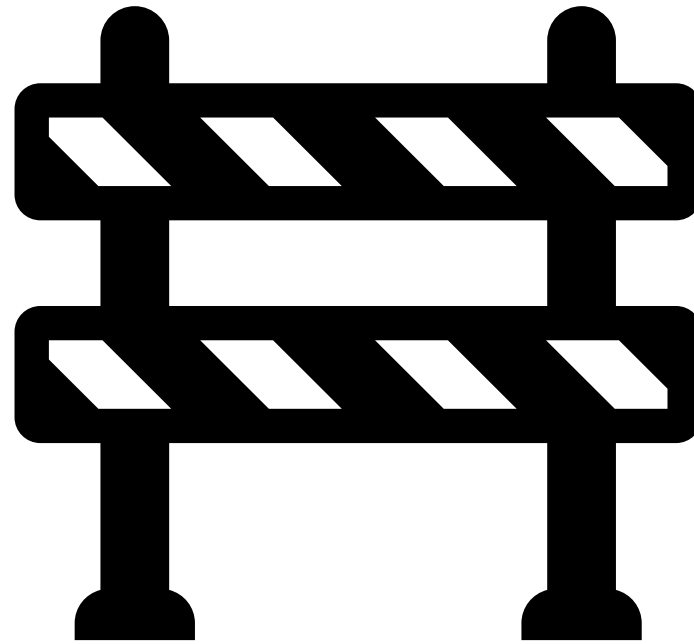
Play simulator

- 4 rounds
- Per round:
 - o 1 card p.p.
- In total:
 - o 4 cards p.p.
- Fulfil *your* objectives

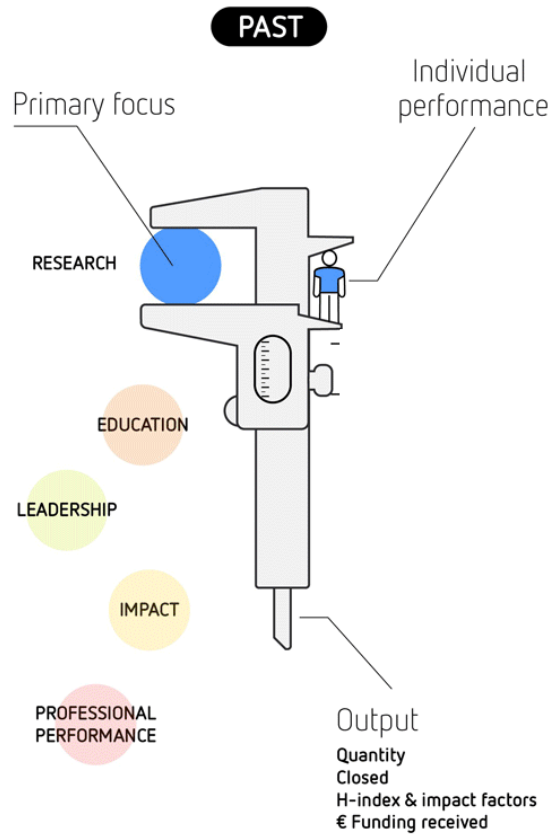
Discuss

- Which cards were (not) chosen?
- What hindered you in choosing?
- Identify 3 barriers

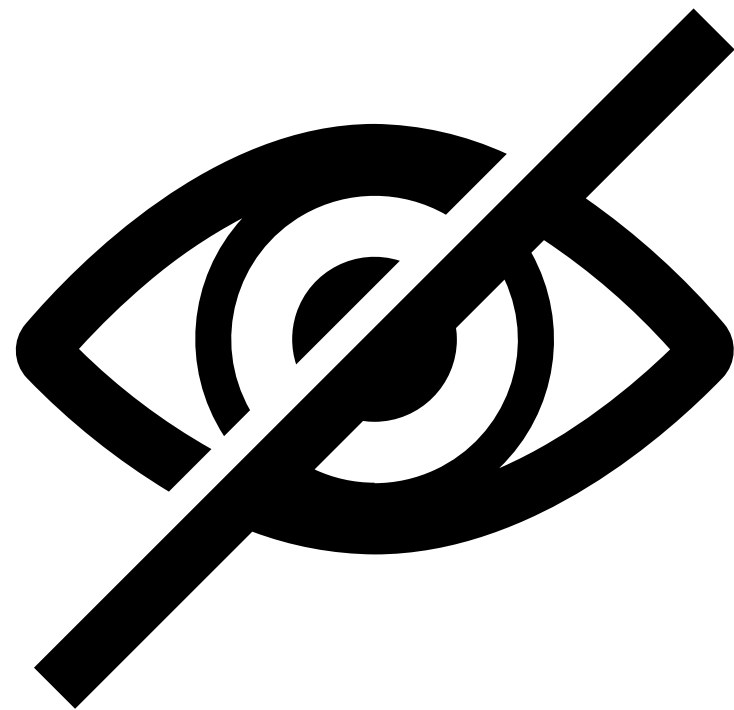
Barriers



OPEN SCIENCE RECOGNITION AND REWARDS



Invisible impact



Simulator round 2

Set-up

- Divide roles:
 - PI
 - ECR
 - PhD
 - support
- Check objectives:
 - credits
 - card(s)

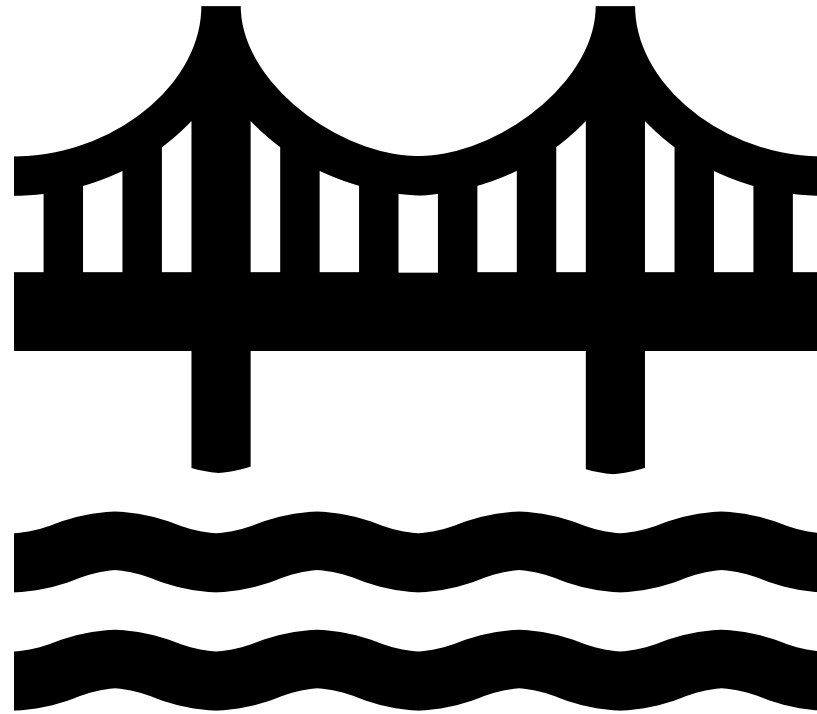
Play simulator

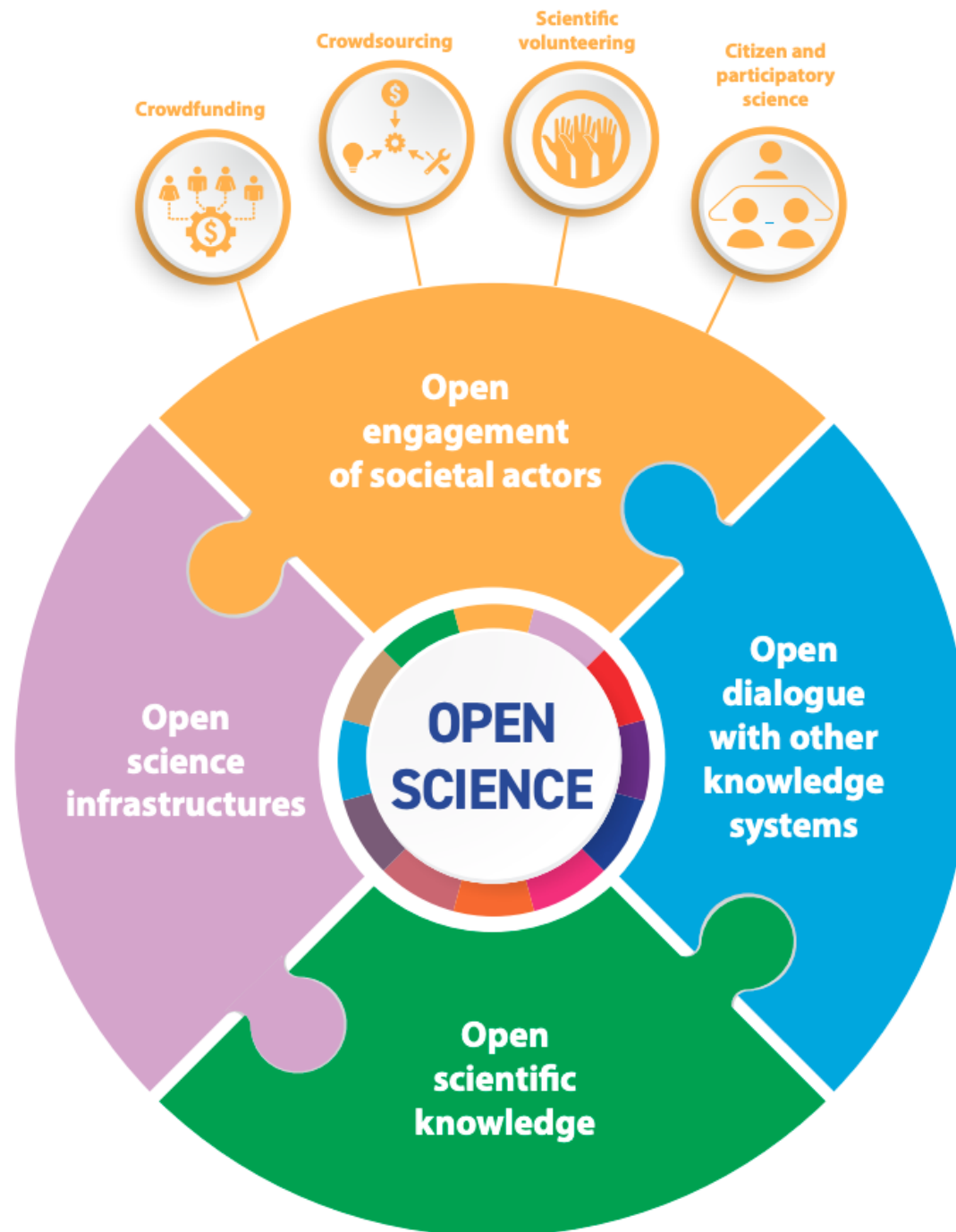
- 4 rounds
- Per round:
 - o 1 card p.p.
- In total:
 - o 4 cards p.p.
- Fulfil *your* objectives

Discuss

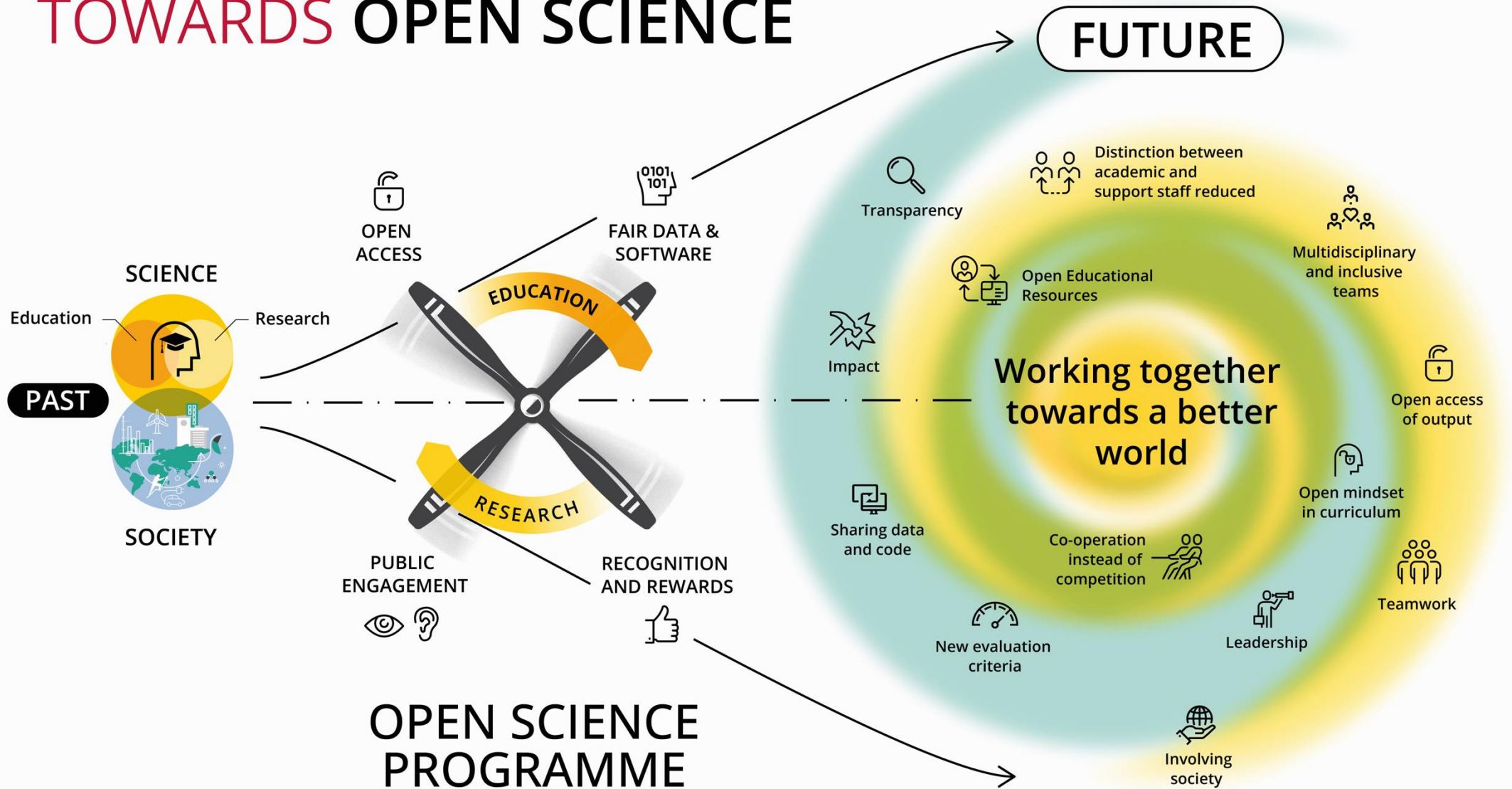
- Which cards were (not) chosen?
- What helped you in choosing?
- Identify 3 bridges

Bridges



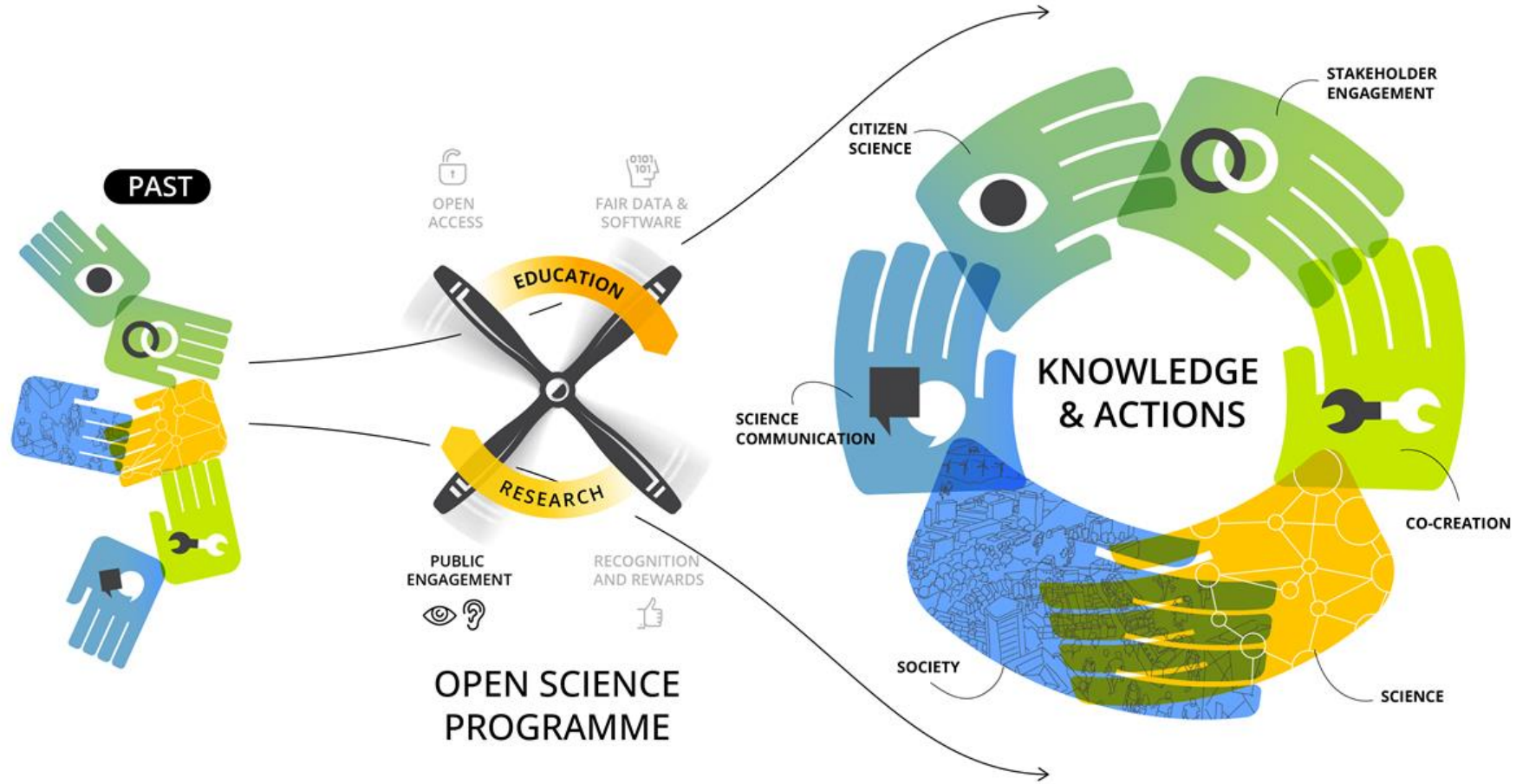


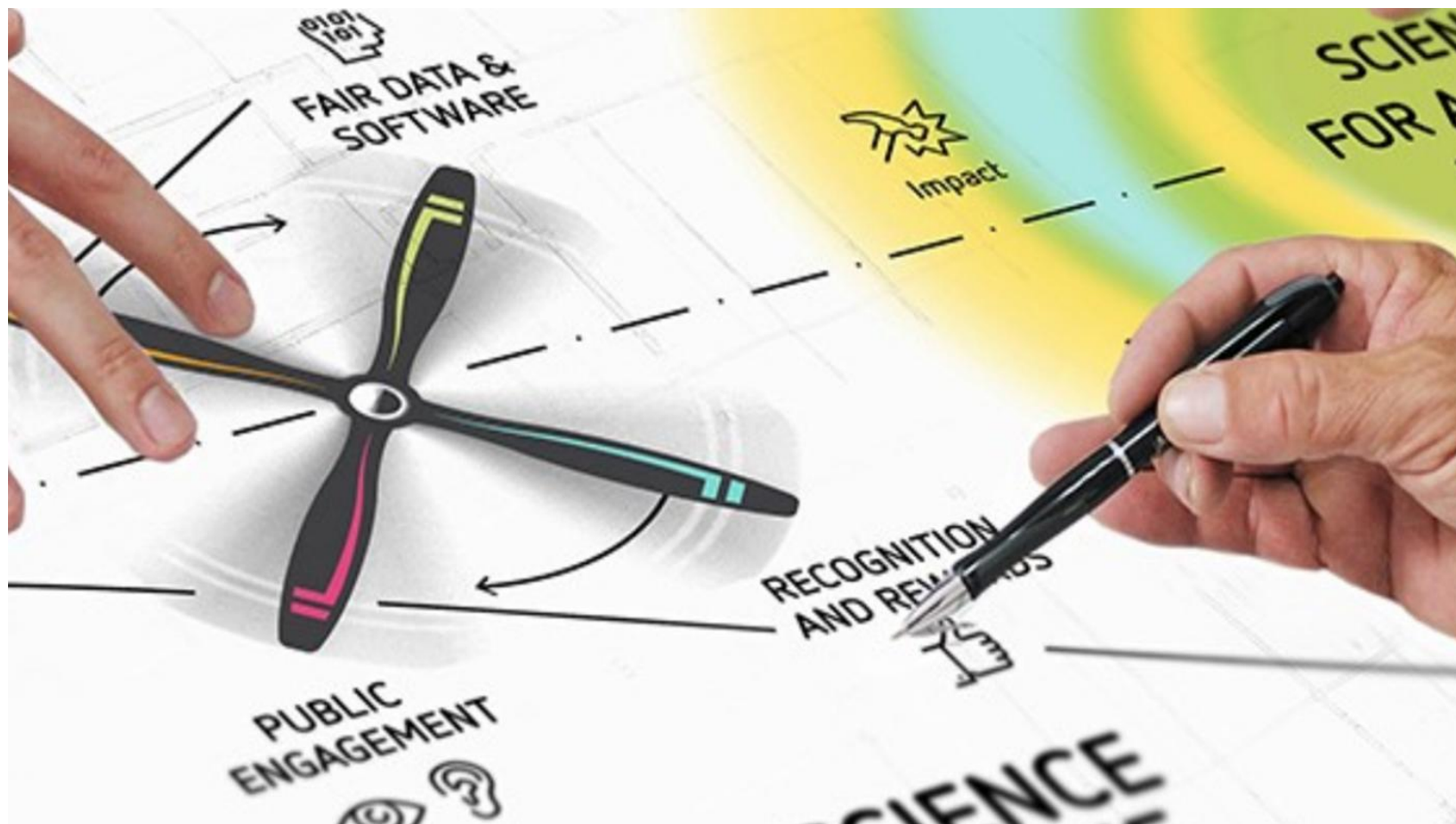
TOWARDS OPEN SCIENCE



OPEN SCIENCE PUBLIC ENGAGEMENT

FUTURE







Vision on Recognition and Rewards






ACTION AGENDA *An overview of who will do what and when*

START HERE
Which TRIPLE domain(s) will you be discussing?

RESEARCH LEADERSHIP
 EDUCATION TEAM
 PROF. PERF. IMPACT
 Other:

<p>↑</p> ASSIGNING Who will be executing every activity? WHO?	COMPETENCES & QUALITIES Reflect on roles, competences and qualities of team members and profiles that are needed for each activity. HOW?	ACTIVITIES What has to be done? WHAT?	<p>↓</p> TEAM MEMBERS Who have a stake in the selected domain(s)?
	←	←	←



Conversation guide
Recognition and Rewards

Tool B

IMPACT BACKCASTING

Get more insight in the intended impact of the team



RECOGNITION
ROOM FOR EVERYONE'S TALENT

[ONLINE FORUM: RRVIEW](#)

[FESTIVAL 2026](#)

[PUBLICATIONS](#) ▾

[RESOURCES](#) ▾

[ABOUT](#) ▾





RECOGNITION & REWARDS

ROOM FOR EVERYONE'S TALENT

ONLINE FORUM: RRVIEW

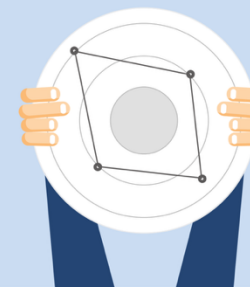
FESTIVAL 2026

CONTACT

TOOLKIT FOR DIALOGUE

Toolkit for dialogue

Are you keen to organise a discussion about Recognition & Rewards in your institution? This step-by-step plan will guide you through the relevant points you need to consider during your preparations. You will also find a number of handy tools for making choices.



Are you keen to organise a dialogue about Recognition & Rewards in your institution? This step-by-step plan will guide you through the relevant points you need to consider during your preparations. You will also find a number of handy tools for making choices.

[DOWNLOAD THE TOOLKIT \(ENG\)](#)

[DOWNLOAD THE TOOLKIT \(NL\)](#)



Diverse loopbaanpaden
voor academici.



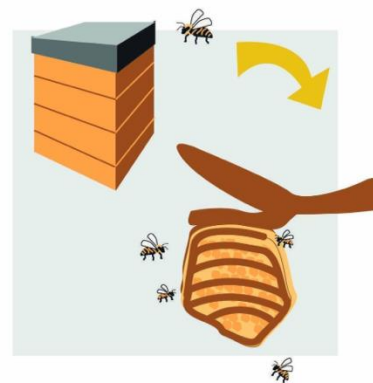
Focus op kwaliteit maakt
ruimte voor diverse talenten
en prestaties.



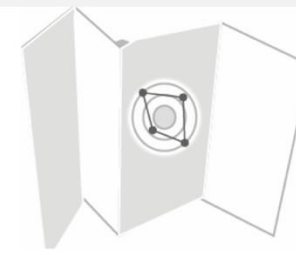
Open science voor vertrouwen
en transparantie in wetenschap



Goed leiderschap als
basisgereedschap voor een
gezonde bodem.



Internationale beweging
voor kruisbestuiving tussen
academici en universiteiten.



Tool education: Ruth Grahan
ACF for University Teaching



Tool TU Delft: Academic
Development Guide



Tool: Maastricht University
Career Compass &
Development Boards



Tool VU: how to implement
academic career paths



Researcher Impact Framework

BUILDING AUDIENCE-FOCUSED,
EVIDENCE-BASED IMPACT NARRATIVES



Giovanna Lima
Sarah Bowman

October 2022

Coláiste na Tríonóide, Baile Átha Cliath
Trinity College Dublin
Ollscoil Átha Cliath | The University of Dublin

SOURCES

KEY ACTIVITIES

The narrative of research leading to realising research policy and their research

For this impact narrative, Engaged Research and impact

- contributing to research
- contributing to research
- influencing research
- influencing research

Activities and

- Writing a new research paper
- Blogging
- Discussion on social media
- Being interviewed on TV, or in a podcast
- Commenting on research or engaging in research
- Representing research at a conference
- Serving on a research committee
- Engaging with research

- Own data
- Institutional webpage
- Press releases
- Altmetric
- PlumX
- Publisher's website
- Web search
- Google Scholar
- Website traffic data (e.g. Google Analytics)
- Social media analytics
- Official documents on governmental websites
- Overton
- Funder's webpage
- Awards

21 <https://www.trinitycollege.ie>
22 <https://www.trinitycollege.ie>
Update_V.1

commitment
influence
through

work for
engagement

social issues;
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work-2022-



The Strategy Evaluation Protocol

2027-2033

Universities of
The Netherlands }





International Network of Open Science & S



27 countries



50 communities

2300+ members

- OSC Athens
- OSC Biobio
- OSC Coimbra
- OSC Egypt
- OSC Estonia
- OSC Galway
- OSC Ghana
- OSC Hannover
- OSC Iraq
- OSC Kiel



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Other Open

Recognising Open Science practices at the Faculty of Applied Sciences

Applied Sciences Open Science Team¹; Plomp, Esther¹

Show affiliations

This document is based on a [previously set up guidance document](#) and aims to provide guidance that can stimulate taking into account Open Science practices during assessment interviews (such as annual reviews). The document was revised with the Open Science Team members, and discussed in the Management Team of the Faculty of Applied Sciences, Delft University of Technology (the Netherlands), after it was further improved. This version will be used in future Open Science Team meetings to ensure the guidance is more targeted and practically actionable.

Note that this is currently not an active or officially endorsed document by the faculty!

SHAPING CULTURAL CHANGE TOGETHER



Take-aways

How do you make impact visible?



edu.nl/gx6kq





References

International

UNESCO Recommendation on Open Science

INOSC: International Network of Open Science & Scholarship Communities

Recognising Open Science practices

National

Open Science Communities The Netherlands

Open Science NL

Recognition & Rewards

RRview

SEP

Utrecht University

Open Science Programme

Vision on Recognition & Rewards

TRIPLE/FLOW/GROW

OSCU

'Recognition and rewards in science' by UU students Addy, Eef, Emma, Evelien & Lars (2026).