Initiating cultural change to expand evaluation criteria within institutions

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Recommendations

- **Tackle cultural change** from the get go, infrastructure and awareness efforts need to go hand in hand with academic culture and evaluation
- **Identify champions at your university** who can demonstrate the benefits of data sharing and reuse for their peers
- **Don't work alone**, leverage cross-university collaborations to learn from others' experiences in data evaluation

Christian leads the Open Science initiative from the "Vice Presidency for Research and Graduate Studies at the Pontifical Catholic University of Chile. His work addresses the policies and practices to drive cultural change towards Open Science.

In 2022, a new national policy in Chile resulted in university funding for advancing open access to publications and data. The Pontifical Catholic University of Chile implemented a pilot project for an interoperable repository for the deposition of publications and associated data. The university developed guidance and conducted researcher training, but they identified challenges in adoption of data practices: faculty do not yet understand the value of data sharing and reuse; if data are not part of their evaluation, researchers do not have an incentive to adopt research practices that include data sharing or reporting on the reach of data.

The institution recognized that achieving adoption requires a stronger alignment with evaluation and incentives, and has established a permanent open science council that will tackle this. Research evaluation in Chile still has a strong focus on traditional indicators for publications and on rankings, and does not yet include non-traditional research evaluation indicators. Christian notes, "To move towards more responsible science, we need more evaluation systems." The Pontifical Catholic University of Chile is now working on updating its framework for assessing academic performance, including a short, diverse set of indicators for evaluation, including research data.