

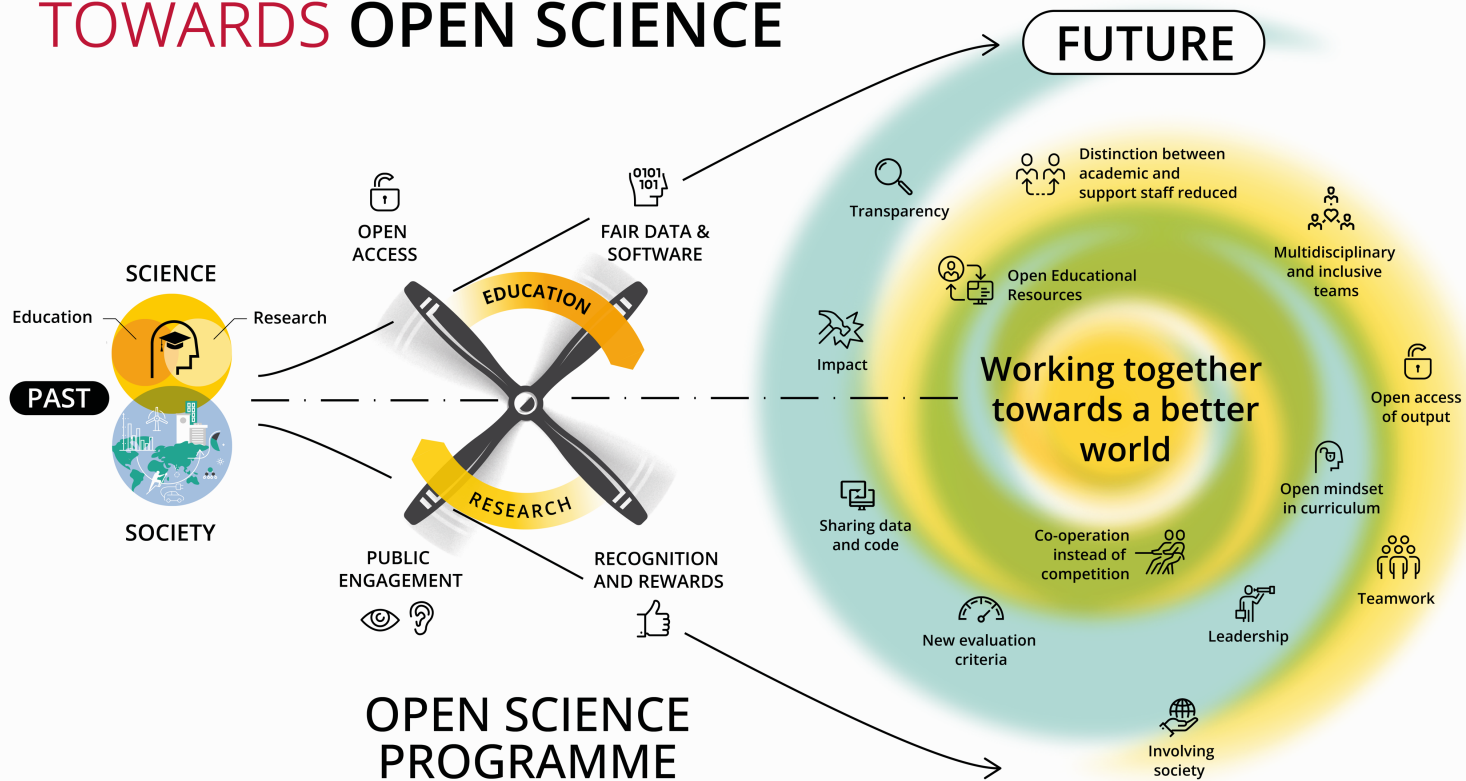
EOSC National Tripartite event 22 May, 2024

**Open Science case:  
Recognition & Rewards**

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# TOWARDS OPEN SCIENCE



# Recognition & Rewards Transformation



2018

- UU OS programme: Rewards & Incentives section



2019

- NL Position Paper: Room for everyone's talent



2020

- UU Strategic plan: Open Science



2021

- UU Vision Recognition and Rewards



2023

- NL Roadmap: Room for everyone's talent in practice

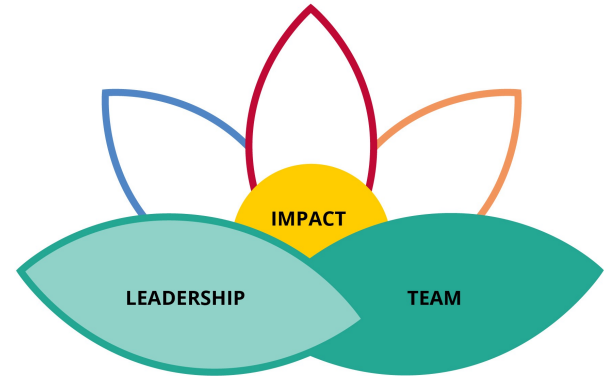


2023

- UU Vision Recognition and Rewards updated

# New R&R Vision September 2023

1. University staff (UP)
2. Principles
  1. We work together
  2. Leadership is key
  3. Room for development
  4. Transparency (open science)
  5. Quality over quantity
3. TRIPLE (broadened) as a tool



# How ? Underlying principles

- **Vision & persuasion** (UU strategy)
- **Support of the University Board and the Deans**
- **Capacity for a project organisation** (UU Open Science)
- Building on **own strengths and knowledge**
- **FOST and fellows**, in the UU faculties
- **Practice what you preach** in R&R approach
- **UU initiatives** (room for experiments)
- **Employee involvement** (dialogue sessions and workshops)
- **Leadership development** (2-day workshop R&R)
- Close **cooperation with HRM**
- **Communication strategy** (internal and external)



Open mind,  
open attitude  
open science  
IMPROVING THE WORLD  
SUSTAINABLY TOGETHER

