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Open Science in the Region: Next Steps and possible courses of Action

Incentivisation and rewards

How should the government define rewards and incentives?

1. There should be a national Open Science policy, where incentivization schemes are clearly defined for Open Science outputs.
2. Updating the rules of university professors' promotion.
3. Create innovative support research assessment system (based on impact)
4. Give awards monetary to work that is applied to solve national problems.
5. African countries should follow South Africa's lead in terms of creating a national journal selection list. This, in turn, will promote African journals while also providing a list of credible foreign journals for researchers to publish in.
6. To enhance innovation in Africa, governments' research and innovation ministries should develop scholarly communication units—open science units, research data units, and research impact units. Universities can contribute to such units.
7. Libraries are at the center of where data is accessed, thus governments should fund library programs to drive open science projects.
8. Government should support national repositories implementation
9. Governments should recognise the efforts undertaken by researchers who follow the Open Science agenda
10. The government should invest more in scholarly communication capacity building for early career researchers.
11. Make national priorities more visible so that research can be more focused.
12. Governments to subsidize the APCs (in addition to the Libraries')



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- contribution) - and research offices where applicable, they should also subsidize APCs
13. Governments should finance Article Processing Costs (APCs) (in addition to the Libraries' payment) - and research offices should subsidize APCs where applicable.
 14. Governments should support by paying subscriptions for select publications .
 15. Taking full responsibility for national Open Science and open data policies, particularly implementation, monitoring, and assessment when it reaches institutions. The government position guides behavior; if it is loose up there, the rest will not stay. Rewards and incentives must always be implemented as part of a capacity-building/education/infrastructure investment process. Otherwise, such a scheme will disproportionately benefit researchers at the best-resourced universities or those who are already connected to worldwide research networks and communities (Louise Bezuidenhout, DANS).
 16. There should be a structure of incentives for all disciplines
 17. There should be an Open scientific Registry to track and monitor open science trends
 18. Establish an open science infrastructure Review Subsidy vs. APC Cost
 19. Should African governments and universities solely reward publication in open or closed journals? If the goal of research is to effect a societal change, shouldn't these organizations also reward academics whose evidence is utilized to change policy and practice, for example, in their local, national, regional, and international contexts? It would be fascinating to know how many African colleges with incentivization/reward systems for their researchers place a high emphasis on outputs indicating research has been applied for societal effect.
 20. Governments should enhance financing to universities/institutions in order to make research available under Open Science.



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What practical actions should governments take on rewards and incentives for researchers who adopt Open Science?

1. A key challenge relating to incentivization conversations is a lack of detailed understanding of current Open Science practices that individual researchers are engaged with on institutional and national levels. Without this information, it will be difficult to design a roadmap for integrating OS incentives as it may not align with existing practices, preferences, and opportunities. There is a critical need for more qualitative and quantitative work on the current state of Open Science practices on the country as well as continent-wide levels. NB. By Open Science I do not simply mean Open Access, but all aspects of the Open Research spectrum (Louise Bezuidenhout, DANS).
2. I think this new opportunity must be included in the laws of higher education and scientific research.
3. Improve on policies related to Open Science

Practical actions higher education leadership should take on rewards and incentives

1. They must first persuade and educate their coworkers on this matter.
2. A centralized repository for all published works of scholarship, as well as a user-friendly interface where data may be seen and tracked in real time.
3. Create a hub where scientists can access and share information
4. More resources to aid with Open Science endeavors, such as cost-free data storage and the exchange of research findings.
5. Get people talking about other ways to rate and reward performance.
6. Reward excellent researchers monetarily and provide them opportunities to lead research centres where they can guide and shape the careers of younger scientists.
7. Defining metrics for evaluating Open Science



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8. Create subgroups to look into and make suggestions for how to implement each Open Science pillar.
9. Open Access publishing should be honored at the highest levels of institutions through the presentation of institutional awards.
10. Make sure that researchers are well supported by institutional infrastructures and training, and that any awards or incentives are in line with national and international norms to promote mobility (Louise Bezuidenhout, DANS).

As an academic, if I publish in Open Access what benefit should I get from it?

1. Credit system marks - evaluation
2. Advancement in rank and status.
3. Respect from the academic world.
4. The more successful and well-known your university becomes, the more prominent a role you will play in its future.
5. Because it is simple to select and organize your research interests online, you will have more options to work with other researchers.
6. Unexpected invitations to speak at or lead seminars and conferences are not out of the question.
7. The ability to mentor others and to be mentored.
8. When you compare a company that sells similar services to Red Cross International, which provides those services for free, you quickly establish yourself as an authority on both.
9. One might be recognized not only in terms of public opinion, but also at the divisional, school, faculty, and university levels.

Is Open Science now in Southern Africa a measurable criteria for research excellence and can it be replicated in Africa?



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1. There's no doubt that it would be beneficial if adopted in other African nations.
2. Egypt may catch up to this crucial shift by studying the examples of those who have already done so successfully.
3. Yes, and it can help change the existing climate where African work is seen as predatory due to the lack of a centralized location for even peer-reviewed articles compared to resources based in Europe and North Africa like Pubmed, Scopus, and Web of Science. Africa must develop its own means of intellectual scholarly communication.
4. This is a model that should be shared with other African countries.
5. It would be beneficial for us (Africans) to index our own journals.
6. There are definitely lessons to be learnt from the developments in Southern Africa. One lesson that will be valuable, but is less discussed at the moment, is how Open Science is assessed on a national level while also taking into consideration differences in institutional funding, disciplinary traditions, and access to infrastructure/technical support. How can national programs of Open Science be rolled out without creating unintended inequalities?
7. Understanding the complexity of rolling out Open Science as a criteria for excellence will be invaluable for other countries with different research systems and traditions (Louise Bezuidenhout, DANS).