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# The Institutional dilemma

Some reflections from a  
Vice President committed to OS

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EUA Webinar Series on Academic Career Assessment in the Transition to Open Science  
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UOC

# Academic career progress in Spain

- Career assessment is a **combination** of qualitative peer-review and quantitative metrics.
- **Evaluation agencies** play an important role in the hiring and promotion processes.
- Research publications and research projects are the academic activities most valued.  
Widespread use of the IF.



# Some movement in the lasts years

- Publication of the “University Commitment to Open Science” by the Spanish Rectors’ Conference in February 2019
- The Catalan evaluation agency AQU signed DORA last month
- The Spanish Ministry of Science aims to elaborate the **Spanish Policy for OS by 2020**



# Transforming the UOC

## The Open Knowledge Action Plan

### 6 specific areas



*Open access publications*

*Open FAIR data*

*Open learning*

*Open innovation*

*Open to society*

*Research evaluation models*

### 3 universal themes



*Training, communications, and awareness raising*

*Open infrastructure*

*Participation in areas of influence*



Signatory of  
**DORA**



# Why does the status quo remain? The Institutional dilemma



- The context
- Internal change resistance
- No unique way to assess everything

**Thank you  
for your attention!**

