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Researching factors influencing faculty engagement with open practices

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Researching factors influencing faculty engagement with open practices



Jessica Kirschner

Full project team: Jessica Kirschner (PI), Sergio Chaparro, Hillary Miller, Jose Alcaine, Preeti Kamat, and Nina Exner



The project

Investigation into the Influence of Promotion and Tenure on
Engagement within Open Practices at the School of Education

(A pilot study)



Defining “open practices”

The active creation and dissemination of resources using open access practices:

- publishing an open access article
- publishing an open access book
- creating or customizing an open educational resource



Research Questions

- To what extent is faculty engagement with open practices influenced by P&T policies and procedures?
- How does the influence of P&T policies and procedures on faculty engagement with open practices manifest in relation to other factors, including intrinsic, extrinsic, and contextual factors?



Theory

Research based on **Social Exchange Theory**, as outlined in Lwoga & Questier (2014). Looking at:

- Intrinsic Factors
 - Altruism
 - Facilitating Conditions
- Contextual factors
 - Attitude
 - Influence of other actors
 - Culture
- Extrinsic Factors
 - Academic reward / promotion & tenure
 - Usage and Impact
 - Professional recognition
 - Trustworthiness



Research Design

Population: All full time School of Education faculty

Method: Exploratory Mixed Methods

- Initial Quantitative Survey [completed]
- Focus Groups and Interviews
 - Supplement and explain data gathered in survey
 - Currently waiting on IRB amendment approval



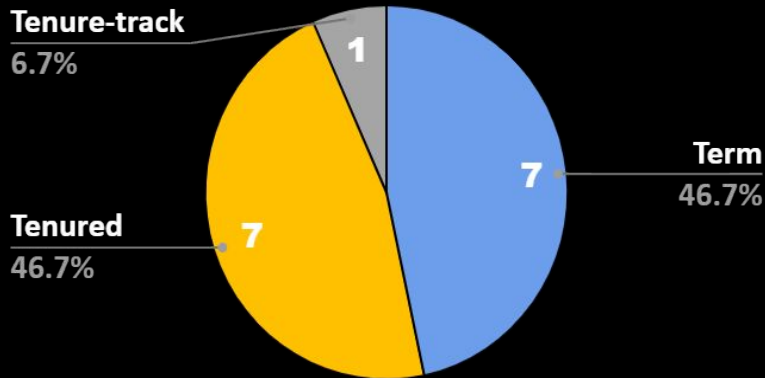
Initial Results



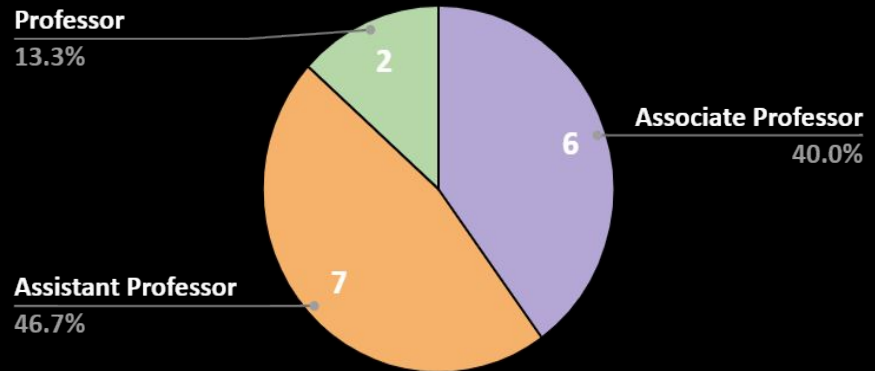
Results overview

- 16 respondents (13% response rate)
 - Includes two partial responses

What is your faculty classification?

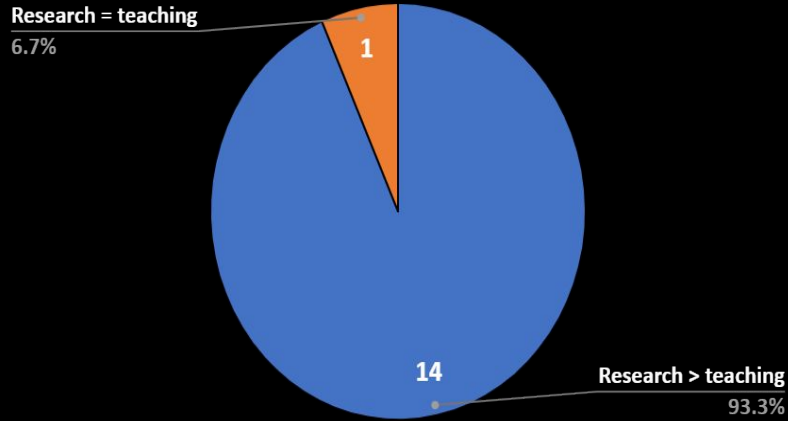


What is your current rank?



Do you think of yourself primarily as a researcher, primarily as a teacher, or somewhere in between?

Within promotion and/or tenure processes, I believe that my school values



	Much more as a teacher than as a researcher	Somewhat more as a teacher than as a researcher	About equally as a researcher and a teacher	Somewhat more as a researcher than as a teacher	Much more as a researcher than as a teacher
Tenure-track				1	
Tenured		1	3	2	1
Term	4	1			2
Grand Total	4	2	3	3	3

Teaching vs Research

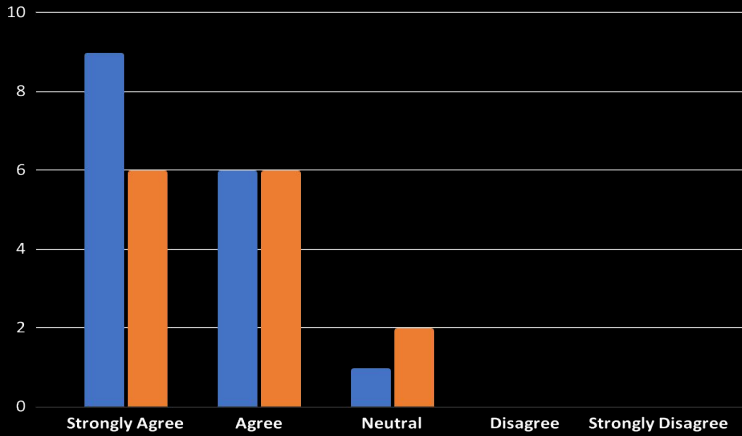




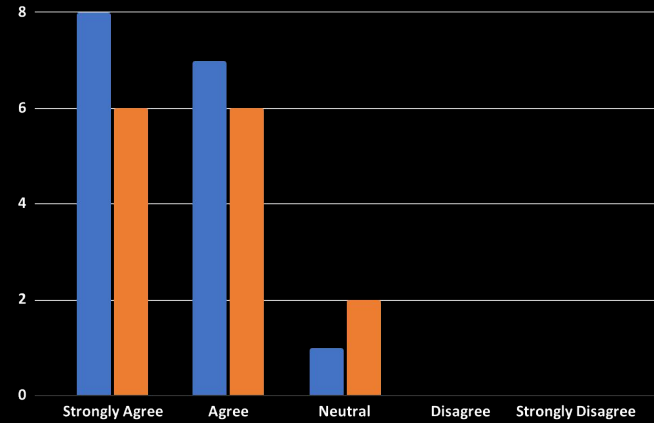
Preliminary Takeaways

- Near universal agreement:
 - That open will increase impact/reach
 - In support of open
 - That open benefits society/academia

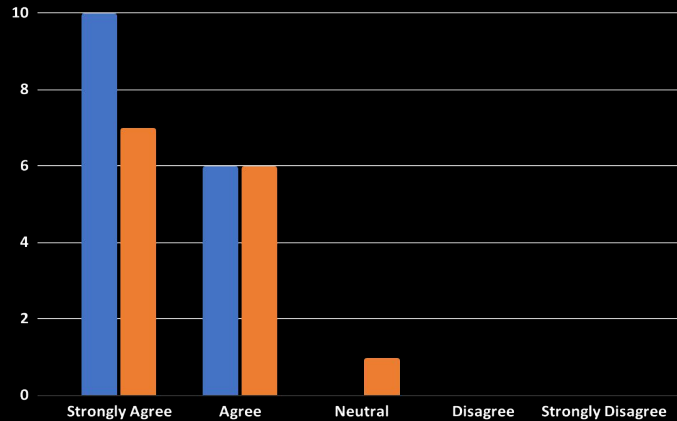
I support the principle of open X



Open X are beneficial to the scholarly community.



Open X are beneficial to the common good.



■ OA ■ OER

Open as beneficial for society



Preliminary Takeaways (2)

- ◉ General agreement that if required or common in their field, would publish open

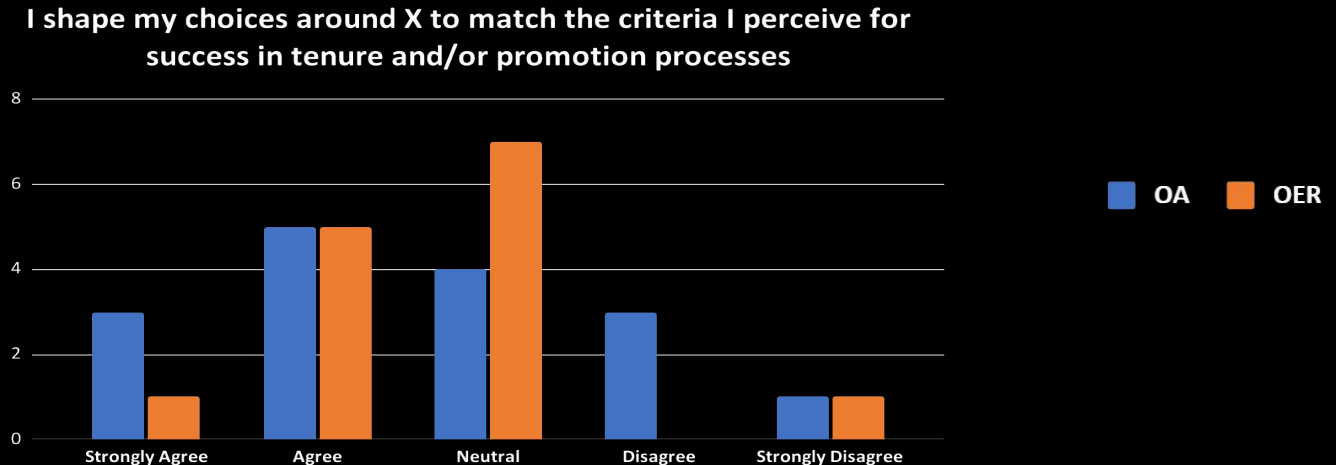
BUT

- ◉ Neutral and disagreement about others in the field engaging with open
 - ◉ Lack of awareness of others' engagement?



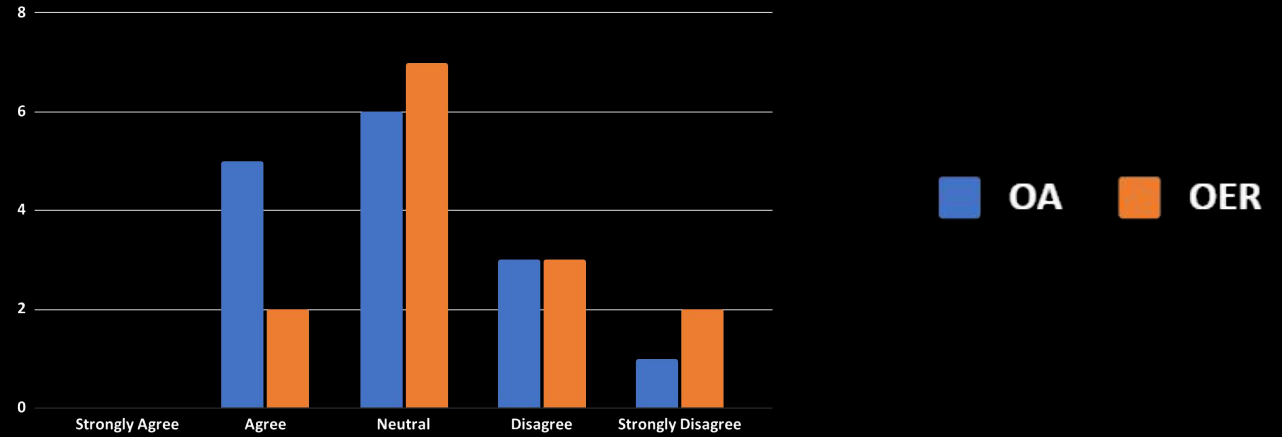
Preliminary Takeaways (3)

- Generally did not feel support in promotion and tenure (P&T) practices for engaging with open practices

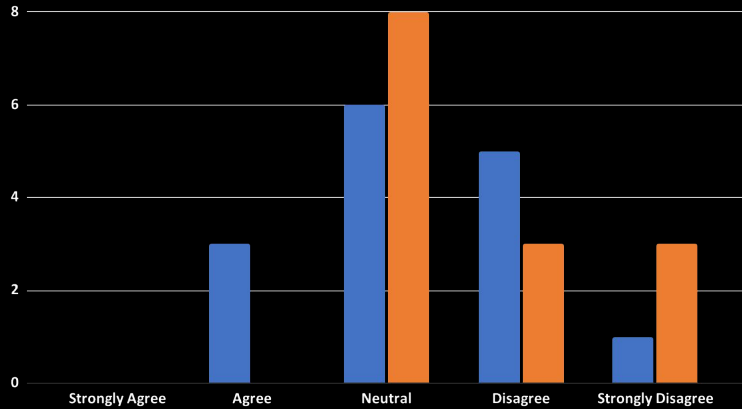


Open vs P&T

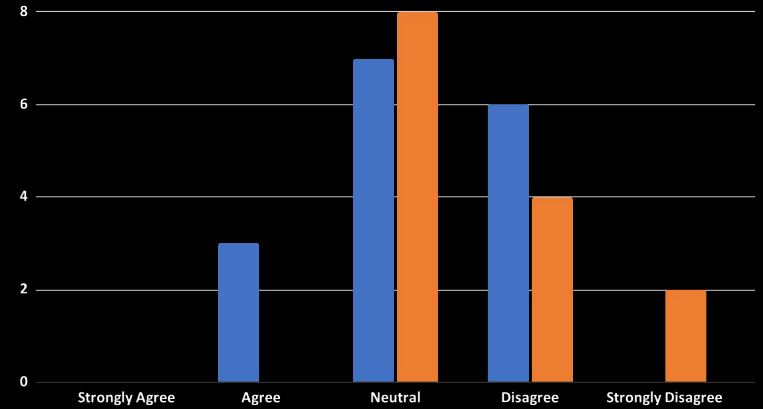
My school will accept X as evidence for tenure and/or promotion



My school values X as evidence for tenure and/or promotion



X will adversely affect my chances of tenure and/or promotion





Preliminary Takeaways (4)

- Faculty do **not** feel supported in their efforts to engage with open (e.g. APC support)

For libraries that offer such support, what can we do to ensure awareness?



What's Next?



Finish data gathering/analysis

- Conduct interviews and focus groups
- Analyze qualitative data and continue analyzing quantitative data



Refine and Expand

- ◉ Refine survey based on results and qualitative data collection
 - Potentially conduct further cognitive testing to refine survey instrument
- ◉ Expand survey to other SoE* in Virginia
 - Apply for additional grant funding
 - Let us know if you're interested in partnering

*potentially eventually other disciplines and beyond Virginia



End Goal

Author recommendations for VCU (and potentially other surveyed schools/white paper) on what adjustments to P&T (or other policies) may best pave the path for higher faculty engagement with open practices



Thanks!

Any **questions** ?

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