

Promoting openness in professional advancement practices

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In this report, we unpack how professional advancement practices—including and beyond promotion and tenure review standards—can be realigned to encourage researchers' adoption of open access, open research, and open educational practices.

The remit of the [Open Scholarship Initiative](#) 2017 "Promotion & Tenure Reform" working group clearly connected researchers' personal publishing choices to the oft-traditionalist system of promotion and tenure in the United States, wherein researchers feel compelled to publish in toll access journals or monographs if they wish to achieve tenure, win grants, receive awards, or otherwise advance professionally. Other professional advancement systems worldwide, such as university hiring and contract renewals and government and foundation grantmaking processes, similarly reinforce the primacy of toll access research formats. Hiring practices were of particular concern for our working group, given the increasing "adjunctification" and precarity of university posts in the United States. Due to these parallels, the Reform working group expanded our charge to consider hiring, grants, and other professional advancement scenarios common to researchers' concerns worldwide.

Here, we set the scope of the current problem, discuss the reasons why professional advancement scenarios should be realigned to reward open research practices, identify challenges to reforming professional advancement scenarios wholesale and worldwide, recommend concrete actions for beginning the reformation process, and share resources related to professional advancement and open access.

Setting the scope of the problem

The workgroup initially grappled with the scope of the assigned problem. We were [asked to develop](#) a "*widely-accepted and inclusive model....to help reduce the influence of journal publishing on promotion and tenure decisions and help make these decisions broader, more transparent, and*