Strategically supporting the research enterprise:

the view from an academic library in a university ranked in the world’s top 50

Dr Amberyn Thomas
The University of Queensland Library
UQ at a glance

University of Queensland
Brisbane, Queensland, Australia
founded 1909

- Research-intensive
  - 6 faculties
  - 9 research institutes

- 50,836 students
  - Postgraduates ~13,800
  - 12,664 international from >140 countries

- Staff (FTE)
  - Academic >2,830
  - 6,791 Full-time equivalent

- Top 3 programs by enrolment
  - Doctor of Philosophy
  - Bachelor of Arts
  - Bachelor of Science
UQ Today

✓ One of the top 50 universities globally

<table>
<thead>
<tr>
<th>The University of Queensland’s rankings</th>
<th>World</th>
<th>Oceania/Asia-Pacific</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Ranking of World Universities</td>
<td>77</td>
<td>=4</td>
</tr>
<tr>
<td>Academic Ranking of World Universities Alternative Ranking</td>
<td>45</td>
<td>4</td>
</tr>
<tr>
<td>THE World University Ranking</td>
<td>=60</td>
<td>4</td>
</tr>
<tr>
<td>QS World University Ranking</td>
<td>=46</td>
<td>4</td>
</tr>
<tr>
<td>Performance Ranking of Scientific Papers for World Universities</td>
<td>45</td>
<td>5</td>
</tr>
<tr>
<td>US News Best Global Universities Rankings</td>
<td>52</td>
<td>3</td>
</tr>
<tr>
<td>Nature Index Top Academic Institutions*</td>
<td>89</td>
<td>23</td>
</tr>
<tr>
<td>University Ranking by Academic Performance</td>
<td>43</td>
<td>3</td>
</tr>
<tr>
<td>CWTS Leiden Ranking**</td>
<td>41</td>
<td>3</td>
</tr>
</tbody>
</table>

*measured by weighted fractional count

**measured by the Impact indicator and ordered by P (number of publications)
Global drivers

- University rankings & performance metrics
- Innovation and impact
- Open access and open scholarship
- Research integrity & data validation
The research (evaluation) landscape ...

• Many countries have research evaluation programs
  – Australia: ERA 2010, 2012, 2015, 2018

• Increasing prominence of university rankings, and new rankings emerging:
  “Universities are increasingly confronted by a plethora of ranking and classification initiatives” - European University Association

• Increasing emphasis on engagement and impact beyond the scholarly

Impact ‘locally’ – within UQ there is keen focus on research quality & impact, & projects aimed at understanding collaboration
Open Access & Open Scholarship

A logo celebrating the tenth anniversary of the Budapest Open Access Initiative in 2012, featuring the Széchenyi Chain Bridge in Budapest.

RCUK Policy on Open Access

In June 2012 the report from the National Working Group on Expanding Access to Published Research Findings (the ‘Finch Group’) - Accessibility, sustainability, excellence: how to expand access to research publications was published. The report sets out an encouraging and challenging road map to improve open access to scholarly literature and the Research Councils have used the findings of the group to further develop the policies that they have had in place since 2005.
Research Integrity & Research Data Validation

The Top 10 Retractions of 2015
A look at this year’s most memorable retractions
By Retraction Watch | December 23, 2015

Open access and research integrity are burning issues
and the necessary development of appropriate data infrastructures for instance; research integrity and the need to ensure responsible and sustainable data management to avoid misconduct; and implications for researchers’ careers and the need to acknowledge that data-intensive research requires new and additional types of skills.

SCIENCE EUROPE
Shaping the future of research

THE UNIVERSITY OF QUEENSLAND AUSTRALIA
Create change
Our goal is to be the top academic library in Australia and one of the world’s top 50
Research Lifecycle – where UQL ‘touches’
• Repository – UQeSpace
• Metrics Service
• Research data management
• Scholarly Publishing and Open Access
- Repository – UQeSpace
- Metrics Service
- Research data management
- Scholarly Publishing and Open Access
Welcome to The University of Queensland’s institutional digital repository

Quick Search UQ eSpace

UQ eSpace holds 227, 561 records - and counting! Use Advanced Search to search by multiple criteria.

Did you know that you can customize your UQ eSpace RSS feeds by multiple search criteria?

Our open repository content is indexed by:

OAIster
Trove
Google Scholar
UQ eSpace is ranked among the global top 20, and second in Oceania by The Ranking Web of World Repositories.

It is the institutional repository for all publications, research datasets and other digitised materials created by staff of the University – many are open access.

UQ eSpace makes UQ’s research visible and accessible through global services, such as OAIster, Trove and Google.

It has author level metrics via Altmetrics, Thomson Reuters and Elsevier and has integrated ORCiD, Publons and ResearcherID.

- 35733 Open Access items
- 145088 Journal articles
- 49914 Conference papers
- 6852 Books
- 14409 Book Chapters
- 17282 Theses
- 7062 Images
• Repository – UQeSpace
• Metrics Service
• Research data management
• Scholarly Publishing and Open Access
We provide custom advice and reports on research performance and publication metrics

- Collaboration reports – country, institution, industry
- University rankings information
- Key Performance Indicator information
- Annual report statistics
- School Review support
- Areas of strength (capacity, impact, reach)
- Talent identification & research performance
- Grant and promotion support material
quality/ˈkwɔlətē/

Noun

- the standard of something as measured against other things of a similar kind
- the degree of excellence of something
Beyond bibliometrics...

altmetrics is the creation and study of new metrics based on the Social Web for analyzing, and informing scholarship.

Our vision is summarized in:

WHO…do we work with?

- Senior exec: VC (President) Office, Deputy Vice-Chancellor (Research), International office
- Heads of School, Faculty, Institute Directors
- Research managers and administration staff
- Research Committees
- Commercialisation Unit – UNIQUEST at UQ
- Individual researchers and research teams
Researchers and Research Groups

Metrics provide *supporting evidence* of claims individuals/research groups make

- Track record of individuals, groups of researchers
- Contribution to the discipline and/or significance of the contribution
- Evidence of international profile
- Evidence of capacity to collaborate effectively
Example: Industry Engagement

• What industries do UQ authors co-publish with?
  – And what is the quality of those publications like?

• What industries do academics in other Australian-based institutions co-author with?
  – And what is the quality of those publications like?

• What industries are acknowledged as a ‘funder’ of UQ publications?
  – And what is the quality of those publications like?
Collaborative Publications Reports

Information Report on Tamkang University Publications

May 2016

Part 1. Executive summary

1.1 Background information on Tamkang University publications 2011-2016 (Apr)

- For the period 2011-2016 (Apr) there are 1,216 publications (articles and reviews) indexed in InCites with Tamkang University in the Organizarion Name field (see p.5).

- In terms of joint co-authored publications, Australia is ranked 9th by productivity with 7 co-publications. USA is ranked 1st with 112 co-publications (see p.6).

- The top five institutions co-publishing with Tamkang University for the period 2011-2016 (Apr) ranked by number of publications are National Taiwan University; National Tsing Hua University; Academia Sinica – Taiwan; National Taiwan University of Science & Technology and National Central University (see p.10 & p.11).

- UQ has not co-published with Tamkang University since 2004.
1.2 Australian Institutions-Tamkang University co-publishing activity

Productivity

- From 2010 to 2016 (May) Tamkang University has co-published a total of 12 Web of Science indexed documents with other Australian Institutions (see p.15).

Subject Areas

- The main subject areas (Web of Science Subject Categories) covered in the Australian Institutions-Tamkang University co-publications for the period 2010-2016 (May) are Astronomy, Astrophysics and Statistics Probability (see p.16).

Funding Agencies

Funding agencies acknowledged in the Australian Institutions-Tamkang University co-publications for the period 2010-2016 (May) include: National Science Council of Taiwan; Academia Sinica - Taiwan; Ministry of Education Taiwan and the National Center for Theoretical Science and Center for Theoretical Sciences, National Taiwan University (see p.17)

5.3.4 UQ-Tamkang University Competencies

Tamkang University contributes to 5 of UQ’s competencies. Tamkang University has no competencies listed as contributing in the top 10 institutions in UQ’s competencies.

UQ competencies that include competencies where Tamkang University is a contributor (SciVal, Apr 2016)

<table>
<thead>
<tr>
<th>Competency</th>
<th>UQ Authors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Absorptive capacity; Industry; Societies and institutions (DC37)</td>
<td>Green P.F., Heales J., Ali S.</td>
</tr>
<tr>
<td>Cultural distance; Psychic distance; Firms (EC84)</td>
<td>Brewer P.A., Venal S., Liesch P.W.</td>
</tr>
<tr>
<td>Boards; Corporate governance; Firms (EC119)</td>
<td>Haq M., Pathan S., Faff R.W.</td>
</tr>
<tr>
<td>tourism; tourism development; Destination (EC158)</td>
<td>Ritchie B.W., Scott N., Ruhanen L.M.</td>
</tr>
<tr>
<td>Cycle; Complete graph; Graph in graph theory (EC234)</td>
<td>Smith B.R., Bryant D.E., Billington E.J.</td>
</tr>
</tbody>
</table>
Best practice\textsuperscript{1}

Users of InCites & SciVal are not ‘bibliometricians’

• Care must be taken in ensuring that the information is relevant, meaningful, accurate, and appropriate and that caveats are well understood

\textsuperscript{1}http://www.nature.com/news/bibliometrics-the-leiden-manifesto-for-research-metrics-1.17351
Translating these principles into a Service

At The University of Queensland Library we have a mature metrics service which provides reports and advice across all levels of the organisation.
Service Delivery & Training

UQL Model - Metrics Service, Levels of Provision

13 July 2015

**Level 1: Specialist**

- A Specialist has expertise and knowledge in research evaluation & metrics tools, and keeps abreast of emerging issues.
- Develops & provides metrics training and support for CS Managers, Librarians & within UQ.
- Provides expert advice and tailored metrics reports for UQ Senior Executive and UQ International.
- Develops and recommends metrics data & benchmarks for inclusion in UQ systems (e.g. eSpace, UQreSEARCHers).
- Engages, consults & liaises with external providers in relation to research evaluation initiatives (e.g. Thomson Reuters HIC, researchers, ORCID, Incites, Scopus Custom Data).
- Is responsible for communication about metrics for UQ Libraries (website, Libnet, blog).

**Level 2: Service Provision**

- A Level 2 Service Provider has a good working knowledge of metrics, including benchmarks.
- Can provide training & advice within their field, including conducting workshops on metrics tools and related topics, including author identifiers.
- Can use Incites for summary metrics and article level benchmarking reports.
- Can provide support to Level 1 Specialists for data integrity checking of selected reports.

**Level 3: Awareness & Understanding, and Basic Service Provision**

- A Level 3 Service Provider can advise academics on what metrics tools are available & how useful they are within their field, including author identifiers.
- Has good searching skills for metrics information using Web of Science, Scopus, Google Scholar.
- Can help academics identify and find relevant metrics including the h index and journal metrics.
- Has an awareness of benchmarking tools, including Essential Science Indicators, Scival and Inotes.
Innovation is important (to keep researchers engaged)

The academics are miffed that they spent the whole day on admin and got no research done at all. Ultrarealistic Lego.

Work Life Balance @LegoAcademics enjoy Friday drinks...because they know they'll be working through the weekend (v2) pic.twitter.com/kROfadkI9e

Research? Dr Gold’s current grant only pays for the time she spends applying for other grants.
MyPubs url for use in email signatures etc: https://espace.library.uq.edu.au/<uqusername>
<table>
<thead>
<tr>
<th>Author</th>
<th>Tier</th>
<th>C1</th>
<th>C2</th>
<th>C3</th>
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<tr>
<td>Martin, Tara G.</td>
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<td>Tackle, Martin J., Steven L.</td>
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<td>Y</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>253</td>
</tr>
</tbody>
</table>
Professor Arya Stark
Betrothed of Joffrey Baratheon
Queen of the North
Prince's landing court  Daughter of Eddard Stark and Catelyn Tully

Dashboard  Publications  Research areas  Collaboration

eSpace publications by year

Document types overview

- Journal Article
- Conference Paper
- Book Chapter
- Book
- Other

Total publications
- 2003: 3
- 2004: 3
- 2005: 3
- 2006: 16
- 2007: 8
- 2008: 4
- 2009: 12
- 2010: 11
- 2011: 11
- 2012: 23
- 2013: 23
- 2014: 4
- 2015: 4
- 2016: 1

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Create change
### Scopus publications in eSpace

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
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</thead>
<tbody>
<tr>
<td>Citation average</td>
<td>9.59</td>
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<tr>
<td>Citations</td>
<td>441</td>
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<tr>
<td>Count of publications tagged in eSpace</td>
<td>46</td>
</tr>
<tr>
<td>H-index</td>
<td>11</td>
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<tr>
<td>Publication range</td>
<td>1990 - 2014</td>
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</table>

### Web of Science publications in eSpace

<table>
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<th>Metric</th>
<th>Value</th>
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<tr>
<td>Citation average</td>
<td>7.65</td>
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<tr>
<td>Citations</td>
<td>306</td>
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<td>Count of publications tagged in eSpace</td>
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<td>H-index</td>
<td>9</td>
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<tr>
<td>Publication range</td>
<td>1990 - 2014</td>
</tr>
</tbody>
</table>

The bar chart illustrates the number of publications tagged with Web of Science and Scopus identifiers, as well as the total number of documents claimed by the author.
This is a list of publications claimed by this author in eSpace.

The publications which are included in this report are those which are included in eSpace for the selected year range (which requires the document to have an assigned published year) for the given staff member. This is limited to the 1000 most recent documents.

Click on any document to view article level metrics.

<table>
<thead>
<tr>
<th>Title</th>
<th>Year</th>
<th>Scopus Citations</th>
<th>WoS Citations</th>
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</thead>
<tbody>
<tr>
<td>Problem-oriented policing in violent crime places: A randomized controlled experiment</td>
<td>1999</td>
<td>143</td>
<td>125</td>
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<tr>
<td>Controlling drug and disorder problems: The role of place managers</td>
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<td>Community variations in violence: The role of social ties and collectivism</td>
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<td>Drug Law Enforcement: A review of the evaluation literature</td>
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<tr>
<td>Street-level drug law enforcement: A meta-analytic review</td>
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<td>Civil remedies and drug control: A randomized field trial in Oakland,</td>
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<tr>
<td>School-based drug prevention programs: A review of what works</td>
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<tr>
<td>Shaping citizen perceptions of police legitimacy: a randomized field</td>
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<tr>
<td>Problem-oriented policing in public housing: The Jersey City evaluation</td>
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<tr>
<td>Managing police patrol time: The role of supervisor directives</td>
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<tr>
<td>Policing Australia’s 'heroin drought': Using an agent-based model to</td>
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<tr>
<td>The impact of COMPSTAT on reported crime in Queensland</td>
<td></td>
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<tr>
<td>Procedural justice, routine encounters and citizen perceptions of police</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Reactive diafiltration for assembly and formulation of virus-like particles**

**Web of Science Citation Data**

<table>
<thead>
<tr>
<th>InCites Metric</th>
<th>Metric Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentile in ENGINEERING, CHEMICAL</td>
<td>22.27</td>
</tr>
<tr>
<td>Expected Citation Count</td>
<td>7.07</td>
</tr>
</tbody>
</table>

Source: InCites™ Thomson Reuters - updated 18/6/2015
Characteristics of cutting forces and chip formation in machining of titanium alloys

Chip formation during dry turning of Ti6Al4V alloy has been examined in association with dynamic cutting force measurements under different cutting speeds, feed rates and depths of cut. Both continuous and segmented chip formation processes were observed in one cut under conditions of low cutting speed and large feed rate... 


Scopus Citation Data

ASJC Code Metrics

<table>
<thead>
<tr>
<th>ASJC Classification</th>
<th>World Percentile</th>
<th>World Average Citations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Industrial and Manufacturing Engineering (2209)</td>
<td>Top 1%</td>
<td>8.69</td>
</tr>
<tr>
<td>Mechanical Engineering (2210)</td>
<td>Top 1%</td>
<td>10.70</td>
</tr>
</tbody>
</table>

For Code Metrics

<table>
<thead>
<tr>
<th>FoR Code</th>
<th>World Average Citations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing Engineering (0910)</td>
<td>12.83</td>
</tr>
</tbody>
</table>

ASJC Codes comparison

FoR Codes comparison

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AUSTRALIA
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Collaboration information using the Scopus Custom Dataset

Top 10 international collaborating institutions

<table>
<thead>
<tr>
<th>Institution</th>
<th>Country</th>
<th>Publications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aarhus University</td>
<td>Denmark</td>
<td>3</td>
</tr>
<tr>
<td>Charles University</td>
<td>Czech Republic</td>
<td>3</td>
</tr>
<tr>
<td>Institute of Science and Technology for Research and Development</td>
<td>Thailand</td>
<td>2</td>
</tr>
<tr>
<td>St. Anne's University Hospital</td>
<td>Czech Republic</td>
<td>2</td>
</tr>
<tr>
<td>University of South Florida</td>
<td>United States</td>
<td>2</td>
</tr>
<tr>
<td>University of Western Ontario</td>
<td>Canada</td>
<td>2</td>
</tr>
<tr>
<td>Metis Cognition Ltd.</td>
<td>United Kingdom</td>
<td>1</td>
</tr>
<tr>
<td>NeuroScios GmbH</td>
<td>Austria</td>
<td>1</td>
</tr>
<tr>
<td>Åbo Akademi University</td>
<td>Finland</td>
<td>1</td>
</tr>
<tr>
<td>Imperial College London</td>
<td>United Kingdom</td>
<td>1</td>
</tr>
</tbody>
</table>

Top 5 Australian collaborating institutions

<table>
<thead>
<tr>
<th>Institution</th>
<th>Country</th>
<th>Publications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charles Sturt University</td>
<td>Australia</td>
<td>2</td>
</tr>
<tr>
<td>University of Melbourne</td>
<td>Australia</td>
<td>2</td>
</tr>
<tr>
<td>University of New South Wales</td>
<td>Australia</td>
<td>2</td>
</tr>
<tr>
<td>Austin Health</td>
<td>Australia</td>
<td>1</td>
</tr>
<tr>
<td>CSIRO</td>
<td>Australia</td>
<td>1</td>
</tr>
</tbody>
</table>
Innovation possible thanks to the excellent developers in the UQ Library Technology Service, including Christiaan Kortekaas, Andrew Martlew and Cameron Green
Supporting the innovation and science agenda
(engagement & impact)

- Patent citations
- Altmetrics

![Graphs showing scholarly output, citing patents count, and patent-cited scholarly output.](image-url)
Research Publications Impact: Metrics

Information on research impact measures, including citation metrics, journal quality indicators, benchmarking, altmetrics and collaboration measures.

Get started  Metrics  Metrics tools  Journal information  h-index & other indices  Benchmarking

Other impact measures  Author identifiers  HERDC, ERA & Uni Rankings  Contact us

Metrics

Metrics, commonly referred to as bibliometrics, includes basic measures such as numbers of publications and the citation counts to them. As a broader topic, it can include the h-index, journal quality metrics like the Impact Factor, collaboration metrics and citation impact measures.

Metrics are **discipline-specific** and **they vary over time**. It is therefore important that they are **used in context**, taking into account the discipline and timeframe under consideration.

- **San Francisco Declaration on Research Assessment (DORA)**
  In December 2012, the San Francisco Declaration on Research Assessment (DORA) was initiated by the American Society for Cell Biology together with a group of editors and publishers of scholarly journals in recognition of the need to improve the ways in which some metrics are used in research evaluation.
• Repository – UQeSpace
• Metrics Service
• Research data management
• Scholarly Publishing and Open Access
What is research data?

• “all data which is created by researchers in the course of their work, and for which the institution has a curatorial responsibility for at least as long as the Code and relevant archives/record keeping acts require &

• third-party data which may have originated within the institution or come from elsewhere”

Or simply ...

’What needs to be kept to validate the results of research?’

Australian Code for the Responsible Conduct of Research

Funding Agency requirements

UQ Research Data Management Policy
https://ppl.app.uq.edu.au/content/4.20.06-research-data-management
1. Ownership
2. Storage
3. Retention
4. Disposal
5. Access
Research data management: Get started

Research data management covers the planning, collecting, organising, managing, storage, security, backing up, preserving, and sharing your data.

Welcome

This guide provides information about managing research data. It is intended for staff and students at the University of Queensland.

What is research data management?

Effective research data management is a cornerstone of the responsible conduct of research. It ensures that research data are managed according to legal, statutory, ethical and funding body requirements. Research Data Management covers the planning, collecting, organising, managing, storage, security, backing up, preserving, and sharing your data. Research data represents significant value to researchers and the University of Queensland, and good stewardship of research data is necessary to validate the outcomes of research, and maintain the integrity of research results.

Sound data management procedures can:

- Increase the efficiency of research
- Help guarantee the quality and authenticity of data
- Enable the exposure of research outcomes through collaboration and dissemination
- Provide for the reproducibility of experimental and computational outcomes

This guide provides the information data.
Capturing and describing the basement
Publication-driven data sharing initiative
Integrated Data Management Planning (iDMP) Project

• A pilot project to design, construct, trial and refine an integrated Data Management Plan
• It will enable researchers to manage their Research Data according to best practice
  – and
• Facilitate improved governance and management of Research Data across UQ
• It is one of several data management projects that will streamline the management and use of data, including storage, preservation and reuse

Funded by UQ Enhancing Systems and Services Program
Why this iDMP Project? *(Taming the monster)*

**Data Security and Confidentiality**
- Know where and how data is stored, and who can access it; protect researchers and research participants from data misuse or breaches.

**Data Safety and Preservation**
- Ensure data is not lost; manage version control, filing and other protocols; enable easy location and retrieval of data when needed.

**Collaboration and Publication**
- Facilitate data sharing and review, and ensure researchers meet necessary standards when submitting research papers and data for publication.

**Metadata Collection and Usage**
- Support a durable registry of projects across the University of Queensland

Funded by UQ Enhancing Systems and Services Program
• Repository – UQeSpace
• Metrics Service
• Research data management
• Scholarly Publishing and Open Access
Open Access

- Funder mandates
- University policies
- Publisher and journal differences
- APCs & hybrid journals
- Challenge reporting OA compliance

To help make the costs around open access more transparent, the Wellcome Trust has published details on how much it spent on article processing charges in the year 2013-14. The data also shows to what extent the services the Trust has paid for – i.e., that the final, publisher-formatted versions of articles are freely available in Europe PubMed Central with a CC-BY licence – have been delivered. Robert Kiley, Head of Digital Services at the Wellcome Library, provides an analysis of what the latest data reveals...
eSpace allows easy upload of content for OA compliance
Habitat Selection by Two Species of Nectarivore: Habitat Quality Isolines


Author: Possingham, Hugh P.
Title: Habitat Selection by Two Species of Nectarivore: Habitat Quality Isolines
Journal name: Ecology
Publication date: 1992-10-01
Sub-type: Article (original research)
Open Access Status: File (Author Post-print)
Volume: 73
Issue: 5
Start page: 1903
End page: 1912
Subject: 270708 Conservation and Biodiversity
230202 Stochastic Analysis and Modelling
270703 Terrestrial Ecology
270700 Ecology and Evolution
270706 Life Histories (incl. Population Ecology)
OA ‘tagging’ in UQeSpace

Embargo Days
Enter no. of days after official publication date that DOI becomes OA.
DISTINGUISH YOURSELF IN THREE EASY STEPS

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**BIO**

Neal M. Ashkanasy is a Professor of Management at the UQ Business School at the University of Queensland. He came to academia after an 18-year career in water resources engineering. He received his PhD in social/organizational psychology from the University of Queensland. His current research is in leadership, organizational culture, ethics, and emotions in organizations, and his work has been published in leading journals including the Academy of Management Journal and Review, the Journal of Organizational Behavior, and the Journal of Applied Psychology. He is Associate Editor for Emotion Review and Series Co-Editor of Research on Emotion in Organizations. He has served as Editor-in-Chief of the Journal of Organizational Behavior and Associate Editor for the Academy of Management Review and Academy of Management Learning and Education. Prof. Ashkanasy is a Fellow of the Academy for the Social Sciences in the UK (AcSS) and Australia (ASSA); the Association for Psychological Science (APS); the Society for Industrial and Organizational Psychology (SIOP); and the Queensland Academy of Arts and Sciences (QAAS).

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## Universities

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