

# American University Tenure, Promotion, and Reappointment Guidelines Updates

## *Resource 10* **OPEN ACCESS PUBLISHING and OPEN EDUCATIONAL RESOURCES**

This resource describes an important role for open access publishing and open educational materials in making progress toward goals of diversity, equity, and inclusion.

We are fortunate to have experts on these issues on campus. Thanks go to the AU Library and CTRL Open Access Team, especially Stephanie Ko, Chris Lewis, and Stefan Kramer, for preparing this resource.

### **Open Access and Open Educational Resources**

As schools and departments revise reappointment, tenure, and promotion guidelines in AY21-22, the AU Library and CTRL urge you to incorporate equitable publishing practices in your revisions. Specifically, we recommend that schools and departments update the scholarship evaluation guidelines to explicitly consider [open access \(OA\)](#) publications, and update the teaching evaluation guidelines to address adopting [open educational resources \(OER\)](#).

OA publications make the results of research accessible from anywhere. Similarly, making such outputs as datasets, reports, and pre-prints OA contributes to equitable research practices. Sometimes opting to publish in an OA venue means choosing an outlet that has lower traditional evaluation measures (*e.g.* impact factor), but we believe the contribution to research equity warrants some priority and the citation advantage one gains from OA can counterbalance a lower impact journal. In revising your guidelines, we urge reviewers and administrators to credit those faculty authors whose publication choices show a commitment to equity, in alignment with the recommendations outlined in section II, A of the Equity Task Force report (December 2020).

Using OER in a classroom removes financial barriers for students. We endorse the recommendation in the Equity Task Force report that suggests *creation* of OER materials be regarded as scholarship.

Committees may want to discuss various ways of including the following advice for faculty in updated TPR guidelines.

## Advice for Faculty: Open Scholarship

### Equitable OA Publication

The AU Library Open Access team considers publication in fully OA venues as an equitable practice. In OA jargon, these are “gold” or “platinum” publications. In contrast, “hybrid” publications have an OA option but only if the author pays an article processing charge (APC) AND they still charge a subscription fee. This double payment is not sustainable for any but the best funded institutions. See table 1 for the full typology.

**Table 1.** Types of OA Publications

Platinum	All articles available open access, no APC.
Gold	All articles available open access. APC is charged to authors.
Hybrid	Optional APC to make individual articles open access, but journal requires a subscription to access all content.
Bronze	Some articles are OA at the discretion of the publisher (e.g. COVID-related articles), but journal requires a subscription.
Green	A version of a journal article/manuscript can be uploaded to a repository or personal website.

### Green OA

Many publications permit the deposit of a version of the manuscript in a research repository or personal website. [Sherpa Romeo](#) provides an extensive database of publishers’ OA policies. Use of an OA repository is highly recommended. The AU Library maintains AUDRA, our institutional repository, and there are also subject repositories such as SSRN, arXiv, and Figshare available. Depositing in an OA repository will increase discoverability and citations to your work and provide a location for long-term archiving. Get started by contacting Chris Lewis, [clewis@american.edu](mailto:clewis@american.edu), and Research Data Librarian Stefan Kramer, [skramer@american.edu](mailto:skramer@american.edu), to learn more about data repository options.

### Selecting an OA Journal for Publication

Many factors can play a role in selecting an appropriate OA publication. Here are a few online tools to help you decide:

- [DOAJ](#) is one of the most comprehensive lists of OA journals. Search by subject and filter by peer review type, publisher, Creative Commons license, APC fee and more.

- [Manuscript Matcher](#). Built into EndNote Online (free registration), this program matches a manuscript's title abstract and references with suitable journals indexed in Web of Science.
- Other journal finders or searchable databases that denote OA publications include [CoFactor](#), [Enago OA Journal Finder](#), [Scopus](#), [Web of Science](#).

### **Support for Article Processing Charges (APCs)**

We strongly encourage authors to include APC costs in grant proposals. The library also maintains an [Open Access fund](#), which assists faculty with these charges for gold and platinum journals. Questions can be sent to [oafund@american.edu](mailto:oafund@american.edu).

## **Advice for Faculty: Teaching Resources**

### **Adopting Open Education Resources (OERs) into Teaching**

OERs are educational materials that can be accessed by anyone. Adopting classroom materials that are available free of charge promotes an equitable learning environment.

There are several approaches to making teaching materials accessible, including:

- Adopting OER materials (e.g. textbooks) in your courses: explore [OER Commons Hub](#);
- Using materials provided by the library, including print and electronic reserve copies, streaming videos, articles available through library databases, or other materials students can access independently; and
- Adopting older editions of textbooks, making copies easier to obtain (though this often reduces rather than eliminates the cost).
- Creating your own OER materials for classroom use is ideal. We urge departments to include OER material creation as a form of scholarship in tenure and promotion guidelines.

### **For More Assistance**

The library is ready to help! Email [open-l@listserv.american.edu](mailto:open-l@listserv.american.edu) to contact OA and OER specialists on campus. We will assist individual faculty as well as present on these issues to departments/schools, as well as collaborate on incorporating these principles into tenure, promotion, and reappointment guidelines.