

BoF



# Shifting the Dial: Driving Culture Change in Research Data Management



BoF Leaders and Speakers: David Medyckyj-Scott, Nathan Robinson, Jude Channon (BoF Chair), Francis Gacenga, Patrick Splawa-Neyman  
Co-facilitators - Yvette Wharton, Katie Hannan

# Acknowledgement of Country

We would like to acknowledge the traditional owners of the lands on which we meet, the Wurundjeri people, and pay our respects to elders past, present and emerging and extend that respect to all First Nations Peoples present here today.





# Program



- Introduction
- 3 - case studies  
(lightening presentations )
- An interactive collaborative session
- Wrap up

# BOF Ground Rules



Do participate  
Be positive  
Respect others' opinions  
No such thing as a daft question!

Do challenge  
Stay focused  
Work quickly  
Enjoy yourself!



*“Two basic rules of life are:  
Change is inevitable  
&  
Everybody resists change”*

*W. Edwards Deming, American Economist*

*“When the word change is mentioned, the first question anyone asks no matter what their level or position in the organisation, what’s in it for me?”*

*Peter F. Gallagher, Leadership Guru*

# Introduction

- RDM - How much progress have we really made?
- It's about He tangata, He tangata, He tangata – the people
- ... and altering attitudes, habits and behaviors (for the long term)
- Most critical aspect – the 'why'
  - Why is the change required?
  - What are the risks if change doesn't happen?
- For researchers
  - the gains must outweigh the pain – tangible benefits – not just more admin
  - WIIFM?

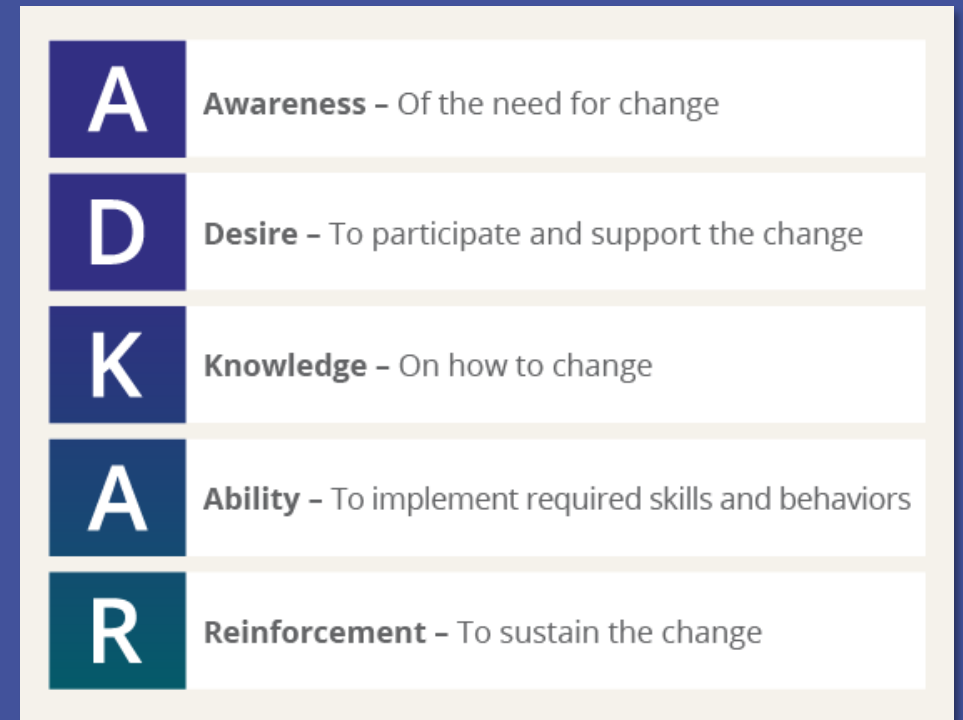


10 mins

Activity 1

# Change management

- A structured approach to preparing, supporting, and helping individuals and organisations transition from a current state to a desired future state, with a specific emphasis on changing behaviours
- It involves understanding the human side of change, facilitating new ways of thinking and acting to ensure that individuals adopt and sustain new behaviours





# Examples of changes we'd like to see



## Researchers...

- shifting from treating data as a byproduct to recognizing it as a valuable asset that requires stewardship
- prioritising data management early in the research lifecycle, treating it as a fundamental part of their project design rather than an afterthought
- proactively understanding and complying with funder and institutional data policies to align with best practices and legal, ethical, & funding requirements
- view data as a shared asset that benefits the scientific community, promoting replication, transparency, & knowledge building rather than keeping it as a private asset (“It’s my/my team’s data”)

A decorative graphic on the left side of the slide consists of a 4x2 grid of colored squares. The colors are: top-left (yellow), top-right (magenta), second row (red, blue), third row (magenta, gold), and bottom row (cyan, blue).

# Activity 1 – Case Studies

*Lightening talks*



# Case Studies

- Mr Patrick Splawa-Neyman,  
Monash University
- Dr Francis Gacenga,  
University of Southern Queensland
- Dr Nathan Robinson,  
Federation University



3 - Lightning talks to go into here

A decorative graphic on the left side of the slide consists of a 4x2 grid of colored squares. The top row has a yellow square and a pink square. The second row has a red square and a blue square. The third row has a pink square and a gold square. The bottom row has a light blue square and a dark blue square. The rest of the slide has a solid red background.

## Activity 2 – Interactive, collaborative session



## Interactive, collaborative session

**Goal:** Can we identify existing strategies and generate new ideas for transforming cultures regarding RDM?

- What are the “dials” we can try to move?
- What are the benefits that can be delivered to the researcher from a change?
- What ways can one use to change the researcher’s mindset?
- Can the change be made to stick?

We will do this in the context of the researcher’s potential lifecycle – from graduate to professor



25 mins

# How it will work...



## Task 1 – Capture past attempts and new ideas

- Complete one of two cards – one card is for strategies you have tried; another is for ideas you have thought about but not put into practice
- Each type of card has a series of questions – fill these in
- Cards sitting on green A4 - strategies you have tried, orange A4 - ideas

## Task 2 – Place the cards on the poster

- The poster has a horizontal line. Cards describing initiatives that have been tried should be put above the line, cards with new ideas, put below the line
- For strategies you have tried, place a red or green sticker if the change worked or not

## Task 3 – Read, discuss, ask questions, share your thoughts with others

Graduates

Post Docs

Young Career Scientists/Researchers

Professional Scientists/Researchers

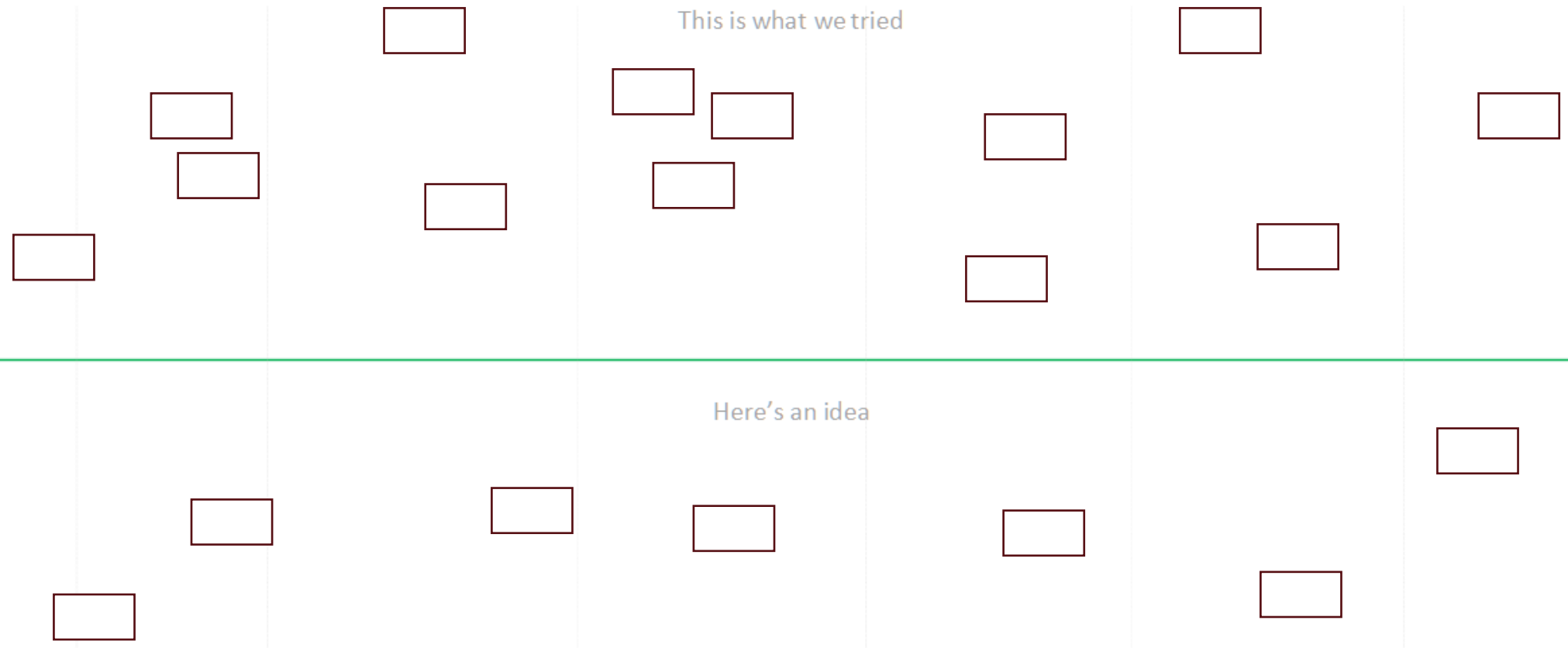
Science/Research Leaders/Managers

Senior Researchers/Professors

Other  
e.g. undergraduates, late career, fellows

This is what we tried

Here's an idea





25 mins

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## Wrap up

- Thanks for attending
- We will be staying here to talk
- We hope you learnt something
- What have we learnt
- Thoughts on where next?



Thank you

