Supplement 15

Suggestions and remarks on disproportionate standards for researchers to fulfil.

	Researcher	Home organisation	Peer network	National coordination	Research funders
Not enough support	• Time is the most valuable asset for a researcher, it should not be wasted. • Researchers feel that they have been left alone to tackle openness demands. • Data sharing needs many specific skills. • More targeted courses for researchers.	• Support services are not on the level needed. • Data management needs data management specialists in support services. • Even when the support services are sufficiently resourced, the researchers do not know about them. • Definition of service level for support services.	Development of coherent service processes and shared support service processes.		Education to funders on setting demands and incentives. .
Merit	• Level of openness should be chosen for scientific merit (where to publish and how).	More support for meriting as docent.	Highlighting the ethical basis for respecting copyrights.		Researcher do not get extra merit for collecting and combining significant and large data sets and time series.
Managing demands	• Researchers seldom have permanent positions, but have several employments in different organisations with different demands • The bureaucracy for research must not increase, it should decrease. • Most of scientific publications are written with scholarships and grants. Who cares for the best interests of these researchers?	• Instruction and guidelines in organisational web pages are not clear enough. • Organisations do not support fulfilling funders' demands.	• Demands change quickly. Thus, it cannot be tasked to individual researchers to monitor these. • Discipline-specific differences are meaningful. • Growing need for peer best practices and guidelines; for example on data protection issues.	• Demands change quickly. Thus, it cannot be tasked to individual researchers to monitor these. • Demand for OA-publishing can disrupt international collaboration. • More national discussion needed to establish best practises. • Common guidelines on how to support scholarship grantees.	• Research funders' demands do not match with research practices. • More national discussion needed to establish best practises. • Do not set demands with no clear benefit.
Resources	• Funding OA publications should not be the responsibility of individual researchers.	• Small universities have limited resources to support openness.		• When setting national targets and guidelines, resources should be ensured for	• Ministry of education and culture statistics do not treat self-archiving as open, if the

	• As dissertations are done with time-limited grants, there should be no delays in publishing. • OA fees are excessive and put some researchers in unequal positions. • Those who do not publish openly, benefit, as they do not have to pay extra fees.	• Universities or research funders should pay OA fees. Now there is a great uncertainty, if the organisation is committed to pay. • Enough support personnel needed. • Organisations should set clear goals for openness, and then give resources to work for these goals.		reaching these targets. • National resources for pressuring publishers to get lower prices and fees. .	embargo is long. • There is no common supporting funding instrument for OA publishing. • The new four-year agreement for HEIs does not cover all costs of OA publishing. • No funding for centres of Excellence, instead steady funding for basic research.