Supplement 19
The division of barriers in funding and resources.

Barriers in funding and resourcing

- **Services**
  - Organisation does not provide services for supporting openness
  - Openness would need more resources from organisation
  - OA fees only feed international publishing companies
  - Modest research funding to universities of applied sciences inhibits their openness
  - Not all funders accept OA costs
  - Often project funding ends before the publication of results
  - Guarding competitive benefit (decision not to open)

- **Research funding**
  - Development of organisational infrastructures and services is lagging behind
  - Not cost-efficient for small organisations to build own services
  - No personnel for support, technical development, training, data management etc.
  - When there is no support personnel, the resources are taken from research = shortage of time and resources for research
  - Self-archiving is not progressing
  - Individual researcher or group does not have funds for open access
  - When urged to choose, the researcher puts the money on research activities

- **Skills**
  - Biggest problem: the skills of support personnel
  - Skilled personnel could create cost-effective support processes

- **Steering**
  - University does not steer towards openness in practise
  - Funding model does not encourage universities to steer strongly towards openness