UA Open Access Policy Update and the Road Ahead

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UA Open Access Policy

- Faculty Senate approved on April 4th, 2016

- Supports the open dissemination (and preservation) of articles written by UA faculty authors through the Campus Repository

- Serves the UA land grant mission

- Policy text and FAQ: tinyurl.com/ua-open-access
UA Open Access Policy

• Faculty choose which journals to publish in

• Policy expresses expectation that faculty will deposit the final accepted manuscript version into the Campus Repository for open dissemination

• UA Libraries tracks the publication of articles by UA faculty authors and reaches out to them for the final accepted manuscripts
UA Open Access Policy

• 15% response rate (760 articles) to email requests for final accepted manuscripts over past two years

• 3,364 other UA authored articles included from OA sources
Boys, don’t cry: Gender and reactions to negative performance feedback

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Boys, don’t cry: Gender and reactions to negative performance feedback. 2017, 102 (2):227

Abstract
Our experiment is aimed at understanding how employee reactions to negative performance feedback are received by the feedback provider and how employee gender may play a role in the process. We focus specifically on the act of crying, and, based on role congruity theory, argue that a male employee crying in response to negative performance feedback will be seen as atypical behavior by the feedback provider, which will bias evaluations of the employee on a number of different outcome variables, including performance evaluations, assessments of leadership capability, and written recommendations. That is, we expect an interactive effect between gender and crying on our outcomes, an effect that will be moderated by perceived typicality. We find support for our moderated mediation model in a sample of 169 adults, indicating that men who cry in response to negative performance feedback will experience biased evaluations from the feedback provider. Theoretical and practical implications are discussed.
Dense populations of the microsporidian Enterocytozoon hepatopenaei (EHP) in feces of Penaeus vannamei exhibiting white feces syndrome and pathways of their transmission to healthy shrimp.
UA Open Access Policy
Next Steps

• Gap analysis on content and authors

• Communication and awareness methods beyond email

• Better impact assessment tools to inform ROI and benefits to faculty
The Larger Context

• Green vs. gold open access

• Potential new models at scale
  • UC system and Elsevier (“Read and Publish”)
  • Plan S

• The unsustainable cost of access in the current system
The Road Ahead

• UA Information Access budget
  • Fundamental UA infrastructure cost
    • ~$14 million annually
    • Six percent annual inflation (~$700,000 annual loss of purchasing power with flat budget)
    • Stretching every dollar every way possible
    • Tri-U negotiations with Elsevier in 2019

• Challenge of simultaneously living within the current system while trying to disrupt it

• Need for a UA institutional position and plan on information access and open access