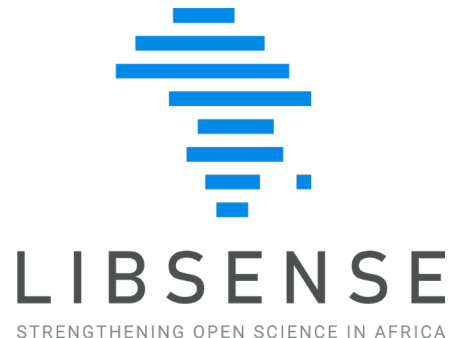


Tools and Techniques for Evidencing Impact

LIBSENSE ECR Leadership Workshop - Nigeria 2026



University of
Sheffield



What is Impact?

- Defining impact
 - A tangible change that benefits a stakeholder or stakeholder group
- Pathways to impact
 - Impact can be achieved through engagement and reach activities/events, i.e., pathways to impact, e.g.:
 - Workshops and training sessions organised for stakeholder groups
 - White papers disseminated to stakeholder groups
 - Draft policy documents, e.g. draft institutional RDM policy
 - Meetings with influential parties, e.g. government officials
 - Repository development and use, e.g. institutional repository development
 - While engagement and reach are important, they are not themselves, actual impact
 - Impact must be measurable

Evidencing Impact

- Evidence of impact is evidence that change has occurred
 - Think of evidence upfront when planning activities/events
 - Collect your evidence along the way
- Types of evidence
 - Quantitative measures, e.g.:
 - Workshop/training event attendance/participation data
 - Surveys of before and after understanding of trainees
 - Data to demonstrate repository usage and uptake
 - Numbers of staff/students using a new policy
 - Social media engagement analytics
 - Qualitative measures, e.g.:
 - Testimonials from key beneficiaries detailing changes to practice or personal benefits
 - Proxies for quantitative measures, e.g., citation of your policy document in the development of another shows reach and significance

Measuring outcome and impact

- An outcome is a tangible instance of something that leads to impact, one of the pathways to impact
- The impact is the actual change that has occurred
- Measuring outcome and impact template
 - The outcome and impact template concentrates on the question of “how will I know what success looks like?”
 - It envisages what will ideally be achieved at the end of the intervention, what will change in the institution and how the ECR Champion can gather evidence that a change has happened.
 - Crucially, in order to strengthen the network which the ECR Champion has leveraged, in the first place, their work has to feed back into the pool of expertise that exists so that others can learn from their achievements and seed changes in their own institutions. This is referred to below as the networks of action.
 - Additionally, their work needs to come to the attention of influential roles within the institution, such as deans or vice-deans of research. These are referred to as networks of influence.

Example of the Outcomes and Impact Template

Outcomes and Impact Template Follow the guidelines for completing this outcomes and impact template in the toolkit as presented in the ECR Champions Workshop			
ECR Lead Name:			
ECR Lead Institution:			
Attachments: Project Proposal, Project Plan etc...			
Outputs produced or outcomes planned <i>The actions I will take will result in...</i>	Impact or potential impact to be realised <i>I expect to see changes in my institution related to...</i>	Evidence of the impact or potential impact <i>To demonstrate how change has happened I can use these metrics/case studies/evaluations...</i>	How the learning from this intervention can be extended to other networks of action and of influence <i>In order to let others in my networks know how change like this can be achieved, I will...</i>
14/05/2026	LIBSENSE ECR Leadership Workshop - Nigeria 2026		5

Explanation of how to use the workplan template – step 1

- Step 1:
- Documenting the result of the action taken for the planned intervention starts with explaining what outputs will be produced or what will be the outcome of the intervention.

OUTPUTS PRODUCED OR OUTCOMES PLANNED

THE ACTIONS I WILL TAKE WILL RESULT IN...

A new ethics review template for all academics in my institution to follow when engaging in new research

An ethics training workshop

Explanation of how to use the workplan template – step 2

- Step 2:
- Next is the documentation of the impact or potential impact the ECR Champion expects to achieve. The more concrete and tangible these are, the better.

IMPACT OR POTENTIAL IMPACT TO BE REALISED

I EXPECT TO SEE CHANGES IN MY INSTITUTION RELATED TO...

Improved research practice where the ethical considerations have been properly documented and can be audited for compliance; more confidence in research results and participants' satisfaction and safeguarding in the research process

Explanation of how to use the workplan template – step 3

- Step 3:
- The next step is to determine how the impact will be measured or assessed. A number of potential metrics can be used which offer convincing evidence that a change occurred because of the intervention.

EVIDENCE OF THE IMPACT OR POTENTIAL IMPACT

TO DEMONSTRATE HOW CHANGE HAS HAPPENED I CAN USE THESE METRICS/CASE STUDIES/EVALUATIONS...

Number of new ethics applications using the new ethics template

Feedback from academics on the changes they have made to their research process and how this has influenced their work

Explanation of how to use the workplan template – step 4

- Step 4:
- Finally, there needs to be a plan as to how the impact can be amplified by spreading it through the networks associated with the ECR Champion. This is about disseminating the story of the intervention and sharing it with others.

HOW THE LEARNING FROM THIS INTERVENTION CAN BE EXTENDED TO OTHER NETWORKS OF ACTION AND OF INFLUENCE

IN ORDER TO LET OTHERS IN MY NETWORKS KNOW HOW CHANGE LIKE THIS CAN BE ACHIEVED, I WILL...

Post the training materials and ethics review template onto the BAOBAB (or other) platform for dissemination to the LIBSENSE community and wider networks

Hold a meeting with my line manager and vice-dean of research to illustrate the impact of the intervention

Communicate the outcomes/impact of the intervention to my on-campus open science community of practice and encourage further

Filling in the Outcomes and Impact Template

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14/05/2026	LIBSENSE ECR Leadership Workshop - Nigeria 2026		10

Surveys

- Surveys can collect both quantitative and qualitative measures of impact
 - **Closed questions** can obtain measures of change relevant to the project's goals/expected outcomes
 - E.g., using the scenario of introducing a new research ethics policy:
 - Before the training event, participants could be asked what they understand about research ethics using several measures (possibly using LIKERT scales, e.g.)
 - After the training event, participants are asked the same questions
 - The difference between the average measures before and after the event are calculated
 - It can then be determined if there is a statistical difference – that is the measure of the impact gained
 - **Open questions** can obtain more qualitative measures of change
 - E.g., using the scenario of introducing a new research ethics policy:
 - Respondents can be asked about the advantages and disadvantages of using the new research ethics policy to their research practice

Testimonials

- Testimonials are qualitative measures of impact
- A testimonial needs to be verifiable, therefore:
 - It must be written by the key stakeholder in their own voice
 - It must be presented on the organisation/institution's letterhead
 - It must be signed by the key stakeholder
- A testimonial must evidence:
 - How the beneficiary came to be involved in the project/change activity/event
 - How they used the knowledge/skills obtained from the project/change activity/event
 - What changes to their professional practice have been enabled by this
 - How they have benefitted personally from the experience

Case Studies

- A case study provides a powerful narrative about how outputs from an intervention are translated into impact
- It can consist of a variety of inputs, both qualitative and quantitative that together tell a story about:
 - Where the intervention took place
 - E.g. which institution in which country (background could be useful for reference)
 - Why the intervention was needed
 - E.g. The problem which was being addressed
 - What was done
 - E.g. specifics about the steps taken to address the problem
 - Who was involved
 - E.g. the actors/networks involved and the parts they played
 - When it was implemented
 - E.g. the timeline for the implementation of the intervention
 - How it has enabled change
 - E.g. the outcomes and impacts achieved and evidence of the same

Case Study Template

The Case Study Template can be used to document interventions undertaken by ECR Champions in the on-campus initiatives to strengthen institutional research environments through open science policies and practices.

The following are suggested section headings for the case studies, which can be adjusted according to the details of the actual intervention.

The Workplan and Outcome/Impact Templates can be used to help develop the sections of the case study.

Background/Motivation

- Overview of the institutional context
- Overview of the problem situation motivating the change
- Brief overview of planned action, noting beneficiaries and planned outcomes and proposed timeline for the intervention

Details of the Intervention

- Detailed description of the actual activity/ies undertaken including networks/partners/collaborators involved in the action (involvement of any LIBSENSE network members would be included here)
- Provide explanations of any challenges that needed to be addressed and how these were resolved

Outcomes/Impact

- Provide evidence of change brought about by the intervention in the form of testimonials, surveys, data about the intervention, sample documentation produced by the intervention, etc., etc.
- Explain how the intervention will be sustained and any activities to secure buy-in from the senior management of the institution
- Detail how the case study and materials related to the intervention will be shared for the benefit of the LIBSENSE open science communities of practice

Acknowledgements

- Provide details about the team that helped to implement the intervention and contact details for follow-up or for further information about the intervention

Case Study Example

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Produced for the LIBSENSE Regional Open Science Policy Development Workshop 2021
by Professor Conrad Omonhinmin

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