

 **ORCID**

Connecting Research
and Researchers

2021
Annual Report

Table of Contents

ABOUT ORCID	4
Our Vision	4
Our Mission	5
Our Values	5
Message from the Executive Director	8
Message from the ORCID Board Chair	10
Message from the Treasurer	11
ORCID 2021: Moving from Vision to Value	14
Increasing Value to Members	15
Member Portal: Affiliation Manager	16
Member Portal: Improved, on-demand Member Reports	16
Optimizing member engagement	17
Articulating value to ORCID’s community	17
Working with the ORCID community	18
Consortia Interest Group (CIG)	18
Funders Interest Group (FIG)	18
Increasing Value to Researchers	20
A brand new My ORCID experience	20
Speeding up the registry and improving accessibility	20
Improved notifications	21
Support for ROR	22

Showing users how	22
User Support	22
Increasing Global Participation	23
Enabling global participation	24
Membership growth	24
Colombian Consortium	24
Integration growth	25
Improving language support	25
Upholding Trust and Integrity	26
Reducing spam in the registry	27
Safeguarding privacy	27
Ensuring technical resilience	27
Diversity, Equity, and Inclusion at ORCID	28
Setting a Course for the Future	28
Culture Survey	28
Prioritizing staff experience	29
Annual retreat	29
Board Alumni Network	29
2021 ORCID Board	30
2021 Staff Listing	31

ABOUT ORCID

ORCID's mission is to enable transparent and trustworthy connections between researchers, their contributions, and their affiliations by providing a unique, persistent identifier for individuals to use as they engage in research, scholarship, and innovation activities.

We do this by providing three interrelated services:



The ORCID iD: a unique, persistent identifier free of charge to researchers.



An ORCID record connected to the ORCID iD.



A set of Application Programming Interfaces (APIs), as well as the services and support of communities of practice that enable interoperability between an ORCID record and member organizations so researchers can choose to allow connection of their iD with their affiliations and contributions.

ORCID is a global, not-for-profit organization sustained by fees from **our member organizations**. We are community-built and governed by a Board of Directors representative of our membership with wide stakeholder representation. ORCID is supported by a dedicated and knowledgeable professional staff. **Find out more.**

Our Vision

ORCID's vision is a world where all who participate in research, scholarship, and innovation are uniquely identified and connected to their contributions and affiliations across disciplines, borders, and time.

Our Mission

ORCID provides an identifier for individuals to use with their name as they engage in research, scholarship, and innovation activities. We provide open tools that enable transparent and trustworthy connections between researchers, their contributions, and affiliations. We provide this service to help people find information and to simplify reporting and analysis.

Our Values



OPEN

Our work is open, transparent, and non-proprietary.

TRUSTED

Privacy and researcher control underscores everything we do.

We strive to be a trusted and persistent component of the identifier-enabled research infrastructure with the goal of providing clarity in the breadth of research contributions and the people who make them.

INCLUSIVE

We take a global view, making decisions collaboratively with our staff, Board, those who support our mission, and the researchers and community that are the purpose of our work.

We engage with a wide range of organizations and people to include broad viewpoints.

We have a diverse team, deployed internationally in our “virtual office.”

2,172,016

Records updated by
ORCID members in

2021

893,252 ➤ 3,708,293

Records first
updated in 2021



Total records
updated in 2021

ORCID data is read

117.5

million times/month

by external systems, saving users time
and reducing administrative burden



ORCID helped
researchers sign into
a member system

48.1

million times
in 2021

ORCID records
are viewed

200

times/minute

178

new members
and our first
members from

VIETNAM



MALAYSIA

CAMEROON



JORDAN



17,043,561

Items were added

via **501**

integrations

by **426**

members

ORCID
Member
Countries

Highlights from

2021



We launched our Affiliation Manager tool to make it easy for consortium members to add affiliation data to their researchers' ORCID records by **simply uploading a CSV file**.

We released a speedier, updated My ORCID experience, designed to make **adding and editing information quick and easy** so researchers can focus more time on their research and less on record maintenance.



We added CRediT (*Contributor Roles Taxonomy*) alongside existing contributor roles, as well as Data Management Plans (DMP) to the list of supported work types within the registry.
ORCID now supports 44 work types!

We developed a **comprehensive statement of the benefits** we provide for each stakeholder group in the ORCID community, as well as an overarching proposition to more clearly communicate the entire "*value story*" to each.





CHRIS SHILLUM

Executive Director

Message from the Executive Director

In my first full year as Executive Director at ORCID, it has been my pleasure to (virtually) meet so many people in the ORCID community. From the dedicated staff at our partner Consortia Lead organizations who do so much to educate and support their local communities, to the innovative start-up organizations using ORCID's data file and sign-in services to kick start their offerings. From the many Persistent Identifier (PID) enthusiasts in libraries and research management offices in universities around the world building awareness among their researchers to the product managers at vendors who offer critical systems and services to those institutions. From the policy makers and funders who understand the potential of ORCID to improve decision making and research outcomes everywhere to our fellow PID infrastructure organizations who are committed to working together to make things work better across all of our services. What stood out most to me is the immense passion shared by the people who care about ORCID, our common commitment to reduce administrative burden for researchers and improve insights about the research ecosystem, and the immense goodwill and trust shown to ORCID as an organization. We would not be successful without all of your support.

And while, for the second year, we have been unable to get together in person as a team due to the COVID pandemic, I have enormously enjoyed getting to know our small but mighty band of ORCID staff through the medium of Zoom! We are 37 people distributed among 14 countries, with backgrounds as diverse as hospitality, automotive engineering and political research, as well as more conventional careers in scholarly communications, software engineering and web design. I truly believe that it is our diversity of geography, culture, education and experience, along with our shared belief in our vision, mission and principles, that enabled us to make so much progress during 2021.

As you will read below, we spent a lot of time during the year listening to our stakeholders, refining our understanding of our community's needs, and finding better ways to measure our progress. We were also able to complete major projects such as the release of our new My ORCID user interface, bringing significant accessibility, usability, and speed improvements, as well as our new Member Portal, which enables our member organizations to better understand their use of ORCID and removes the technical complexity of integrating with our systems. I am particularly excited by our "value stories" project, a year-long effort involving people from across ORCID, to clearly articulate the benefits that we aim to bring

to each of our six major stakeholder groups. You will be hearing a lot more about this work in 2022, which we hope will help us better talk about what we do, and help you increase engagement and use of ORCID in your communities.

In October we published our new strategic plan, which has already helped us to guide our decision making and shape our priorities. I hope you enjoy reading more below about the next steps in our journey "from vision to value".



Message from the ORCID Board Chair

LINDA O'BRIEN

ORCID Board Chair

During 2021 we reflected upon, and reaffirmed, ORCID's vision for a world where all who participate in research, scholarship, and innovation are uniquely identified and connected to their contributions and affiliations across disciplines, borders, and time. The Board, thanks to the great work of the ORCID team, were provided with extensive and valuable insights into how we were perceived by the different stakeholders within the global ORCID community. We, together with the ORCID team, were on a journey to better understand how we could increase our value to researchers and members, increase global participation and uphold trust and integrity in ORCID. This work was the core foundation for our new Strategic Plan, which the Board was delighted to endorse as a document that was both inspiring yet implementable.

Our Executive Director, Chris Shillum, certainly hit the ground running and within a short space of time he had built an excellent working relationship not only with our stakeholder community and

with the ORCID team, but also with the Board. Chris and the ORCID team showed their amazing vision, talent, professionalism, dedication and resilience during 2021. Not only were they able to juggle crafting our strategic plan and continuing to release significant improvements to ORCID products – they did so during another year of COVID disruption. The Board were unsurprisingly unanimous in their praise for ORCID's 2021 achievements.

I am very fortunate to have such an amazing Board of Directors to work with. They bring a diversity of experience and perspective, coupled with wisdom, passion and commitment to the organisation.

I would like to personally thank them for their dedication to ensuring ORCID never loses sight of its vision. And most especially I would again like to thank you, as part of the global ORCID community, for your ongoing support and trust in our mission to enable transparent and trustworthy connections between researchers, their contributions, and their affiliations.



Message from the Treasurer

DANIEL HOOK

Treasurer

If 2019 was a year of transition for ORCID — from start-up to critical scholarly infrastructure — and 2020 was a year of weathering the storm through COVID, then 2021 was a year of consolidation.

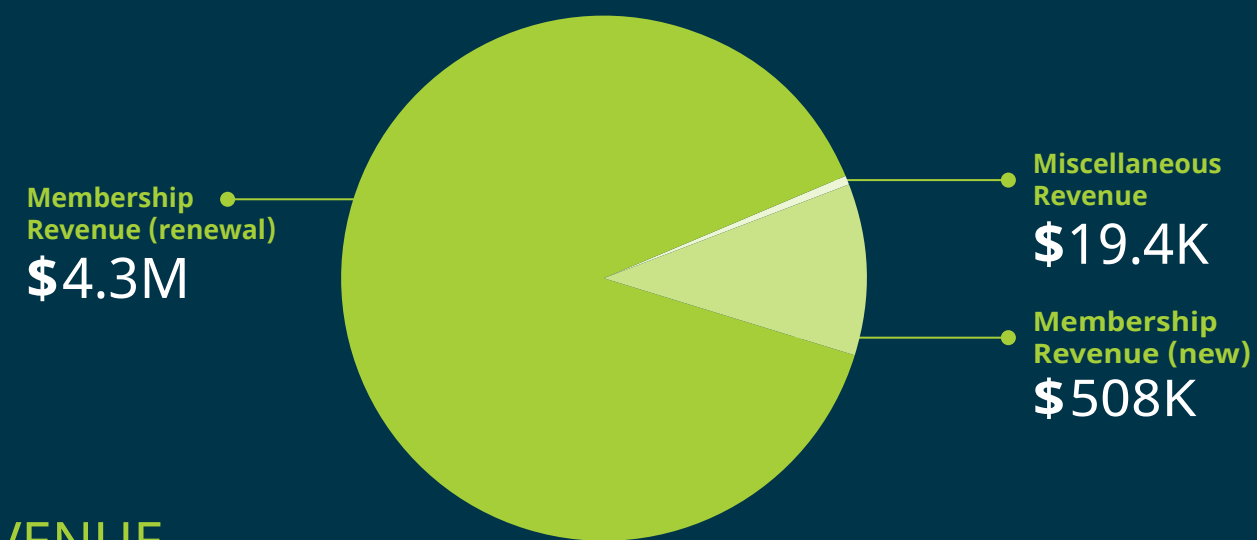
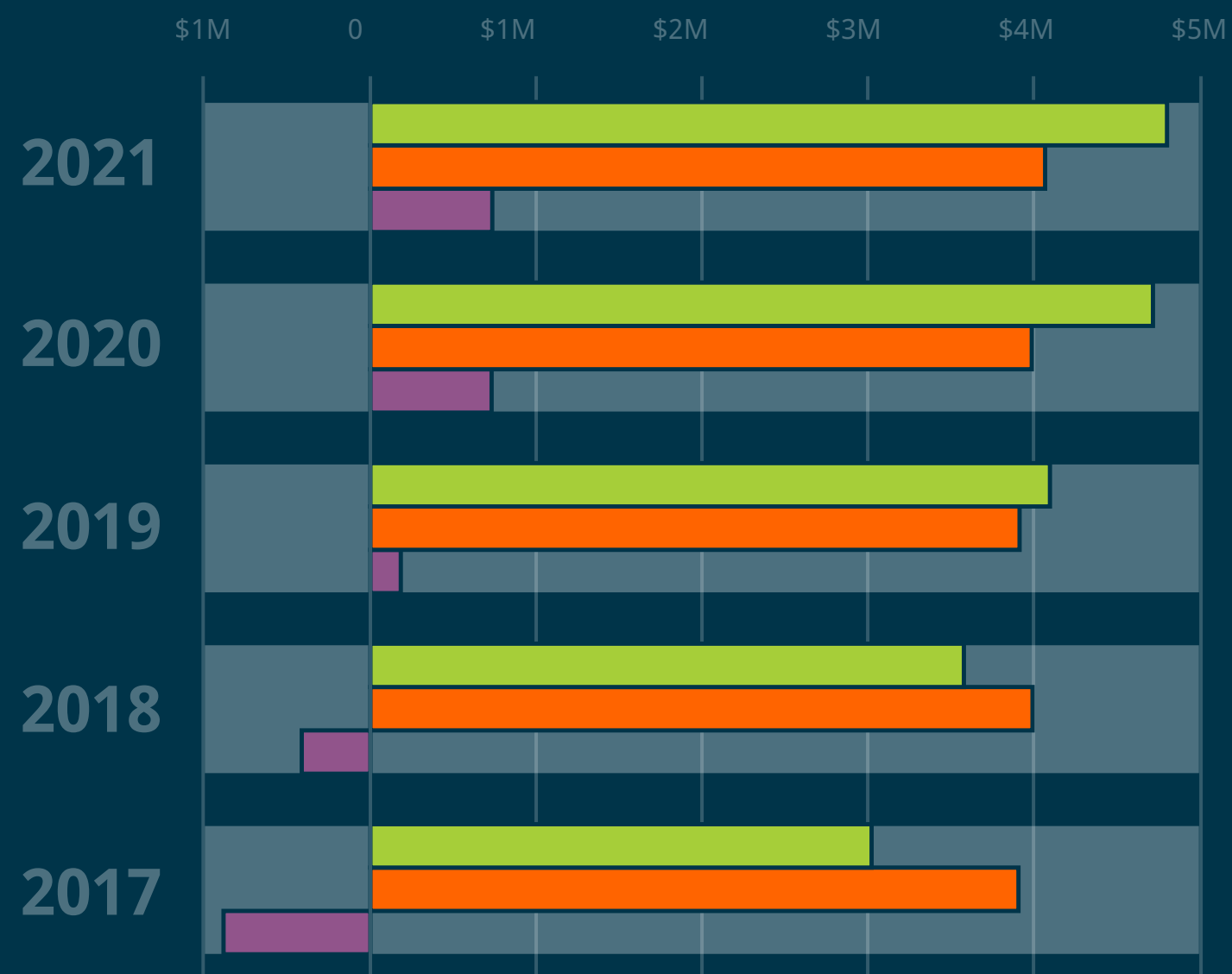
Not only did the careful financial management of the leadership team ensure that ORCID continued to break even, ORCID generated a comfortable surplus for a second year. This prudent approach should fill ORCID's diverse stakeholders with confidence that ORCID is here for the long-term. While, with a not-for-profit entity, it is critical to ensure that ORCID's surplus is not out-sized in any one year, there is also the sense that after a decade of building, now is the time to set a strong foundation for the future.

Two financial milestones await ORCID in its near future: Firstly, the repayment of its original start-up loans, which started to become due at the end of 2021; and secondly, reinvestment in its technical infrastructure to keep it relevant and robust as the technical environment continues to develop. As the charts show on the following page, ORCID has

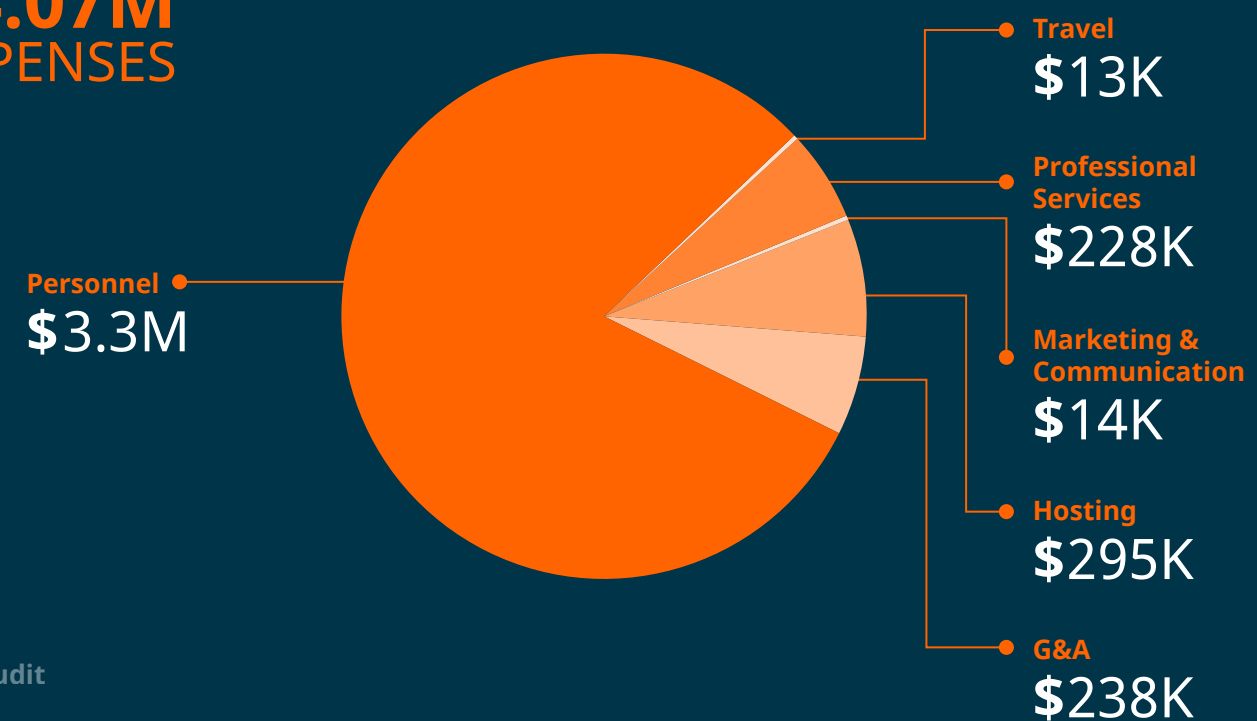
experienced strong performance in recent years and is in an excellent position to surpass both these milestones.

In addition, several of the original organizations who participated in the start-up loans to ORCID have kindly forgiven their loans. As you will read in the report below, ORCID's strong financial position has allowed it to earmark these funds to be spent on increasing global participation and broadening access for those organizations within the global research community who are less able to engage either technically or financially.

As I close, I pause to reflect that the world is a more disparate and fragmented place than it was just a few months ago. In this context, the kindness of all those who have been able to partially or fully forgive loans is heartening. ORCID feels an immense gratitude for their contribution and continued commitment to a more connected future where researchers continue to collaborate across national boundaries for the good of all.




REVENUE
\$4.80M
 2021
\$4.07M
 EXPENSES




Pre-audit

ORCID 2021: Moving from Vision to Value

In early 2021 we embarked on an intensive member- and user-value research project to revisit and refine the strategy we published in 2020: our [2025 Vision](#). We confirmed that ORCID is on the right path with regards to our overall vision, mission, and approach, though we felt there was an opportunity to refine our strategic themes and flesh out our priorities that would strengthen the “virtuous circle” of ORCID use and adoption and bring tangible value to our stakeholders along the way. [From Vision to Value: ORCID’s 2022–2025 Strategic Plan](#) is the outcome of our research, reflection, and refinement. It is framed around **four major strategic themes** around which we organize our work:



**Increasing Value
to Members**



**Increasing Value
to Researchers**



**Increasing Global
Participation**

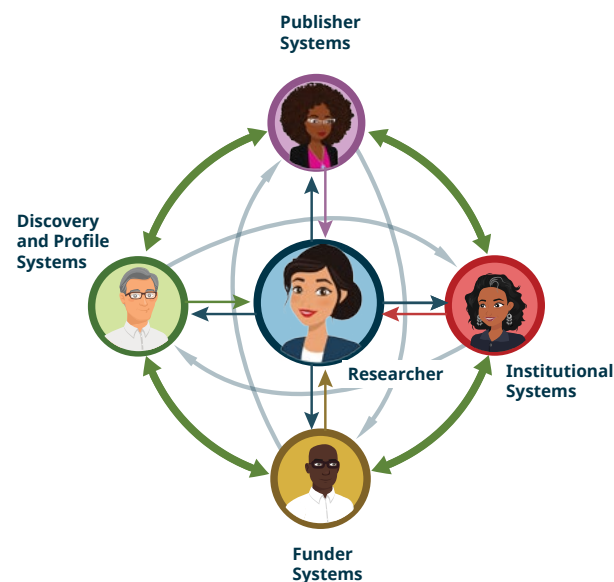


**Upholding Trust
and Integrity**

Increasing Value to Members

Better-populated records and easier integration are key to fulfilling the promise of ORCID.

Our member value research clarified that the more fully populated, sufficiently complete ORCID records and integrated systems there are, the more value that stakeholders can gain from participating in ORCID. It is our goal to create the conditions to allow this to happen, and in 2021 we built new tools for members to populate their researchers' records and to understand better the value of their integrations with the ORCID registry. We also reorganized our Engagement Team to better serve our member organizations and rearticulated value propositions and benefits to better communicate ORCID's value to our community.



The number of members with at least one active integration grew by 138. 70% of our members now have at least one active integration.



70% of our members now have at least one active integration

Member Portal:

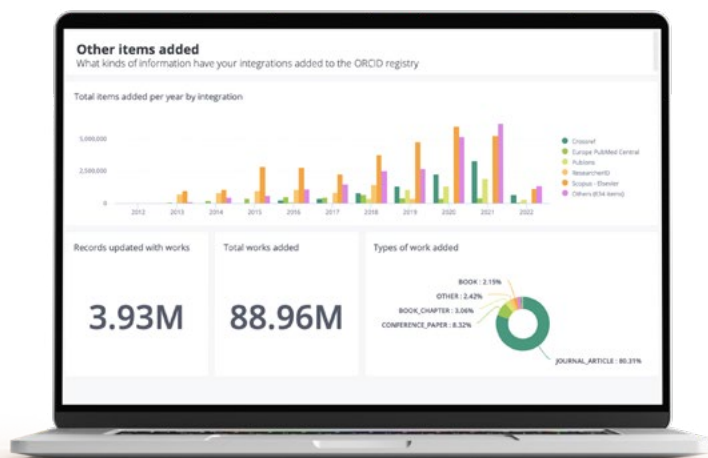
Affiliation Manager

One of the things we learned is that some of our members face significant barriers when technically integrating with ORCID's systems. In 2021 we rolled out our Affiliation Manager tool—available to consortium members—making it easy to add affiliation data to their researchers' ORCID records by simply uploading a CSV file. No custom integration required! Consortium members who activate the Affiliation Manager can take advantage of discovering the ORCID iDs of their researchers, as well as adding and maintaining organization affiliation data to their researchers' records. This saves researchers time and helps other systems such as grant management systems, manuscript submission systems and university research information systems accurately track the affiliations of researchers and the outputs they generate.

Member Portal:

Improved, on-demand Member Reports

ORCID members have told us for quite some time that they want better insights into their integrations and impact of their memberships, so we were proud to release new and improved Member Reports in 2021. Previously only available monthly, ORCID members can now access member and integration reports on demand through the Member Portal and get deeper insights with improved data visualization.



Optimizing member engagement

In 2021 we reorganized our Engagement Team to ensure we can continue to support our ever growing membership while improving the value and service we deliver. We moved from a regional structure to one based on membership category, with new groups focusing on Consortia, Direct Members, and Outreach & Partnerships. As part of this work, we created a dedicated Member Support Technical Specialist (MSTS) team, and hired two new staff to provide better and more consistent technical support. The new MSTS team handled over 2,000 member support tickets in their first year, increasing the number of members with active integrations, while freeing up Engagement Leads' time to focus on community outreach membership growth, and building strategic relationships.

Articulating value to ORCID's community

As part of the work to improve the way that we communicate ORCID's value, we mapped the groups that comprise our community, reacquainting ourselves with their respective pain points, and seeking to understand what they hope to gain by investing time and resources with us. From this work, we developed a comprehensive statement of the benefits we provide for each community group, as well as an overarching proposition to more clearly communicate the entire "value story" to each. These Value Stories will be used extensively throughout ORCID's future communications and shared with our members to re-use in their own adoption efforts.



Working with the ORCID community

Actively engaging with our community helps us better understand and respond to the needs of our users. For the second year, we hosted our ongoing Product Interest Group sessions for those interested in our product development work, and **added two new interest groups:**

Consortia Interest Group (CIG)

As ORCID, our consortium program, and our communities mature, we wanted to better understand the successes and challenges of each of our consortia, and to improve our cooperation with them and their cooperation with each other. Consisting of representatives from each of our consortia lead organizations, as well as ORCID staff, the group aims to facilitate sharing and discussion of consortia strategies, opportunities, challenges, and ideas, improve on the current ORCID consortium model, gather input on new

initiatives and improve communication and foster the sharing of best practices across our global consortia community.

Funders Interest Group (FIG)

Research funders encounter unique challenges when engaging with ORCID and other persistent identifier systems. They have fewer formal opportunities for collaborating; they navigate complex stakeholder relationships and dependencies across research and policy fields; and exist in a wide variety of disciplines, regulatory environments, geographical regions, and sectors. This has resulted in a varied range of capabilities, workflows, and value propositions with respect to ORCID. In 2021, we re-engaged with our funder members via the FIG, which aims to build on the [successful work](#) undertaken in 2017–19 by the [ORCID Reducing Burden and Improving Transparency \(ORBIT\) project](#) and the [Funder Working Group \(FWG\)](#). Where ORBIT focused on

defining funders' needs and best practices for ORCID integrations, the FIG will focus primarily on implementation:

- integrating ORCID into systems and processes
- sharing best practices and experiences
- guiding the development or adoption of policies related to ORCID and other persistent identifiers

PID infrastructure provider collaborations

ORCID, Datacite, Crossref, and ROR worked more closely together in 2021 to identify our mutual stakeholder groups and to better understand their requirements and pain points. The four organizations started to coordinate product development activities, for example, improving the auto-update workflow and adding support for ROR in ORCID. We also began the work of developing shared messages and content to better communicate the “hows” and “whys” of using our services together.

As the global pandemic carried into its second year and prevented in-person gatherings, ORCID staff worked with members of California Digital Library (CDL), Crossref, and DataCite to transform the highly successful PIDapalooza conference into virtual 24-hour event in early 2021 with 1,163 registered attendees, of which 890 attended live from 38 countries, with 92 sessions across 3 tracks in 7 languages!

Increasing Value to Researchers

Researchers have always been the center of everything ORCID does. In 2021 we started to survey users about their experience while actually using the ORCID registry. From tens of thousands of responses, we discovered that while our users are generally happy with ORCID, a significant portion of them registered for an ORCID because they were required to in order to submit a manuscript or apply for funding. We took this as a challenge to see how we could improve the entire ORCID experience for researchers—from improving awareness of how ORCID can reduce administrative burden, to streamlining the experience of registering for an iD, optimizing records, and getting help. We made significant progress in 2021 with the relaunch of the ORCID record user interface, added support for CRediT roles, and improved outreach materials.

A brand new My ORCID experience

The private, editable view of the ORCID record (My ORCID) is the heart of the ORCID user experience. My ORCID is where researchers manage personal their information and add affiliations, works, funding, and more. In November, we released an updated My ORCID user interface designed to make adding and editing information quick and easy. With these updates researchers can focus more time on their research and less on record maintenance.

Speeding up the registry and improving accessibility

As part of our Registry Speedup project, we also released an updated public-facing page for ORCID records, our most trafficked pages. The project vastly improved the accessibility and overall speed of the registry, with a five-fold decrease in page render times, providing more convenient access.

Increasing Value to Researchers

And the new design has 75% fewer accessibility issues than the previous UI, improving equity, and will continue to be improved.

Improved notifications

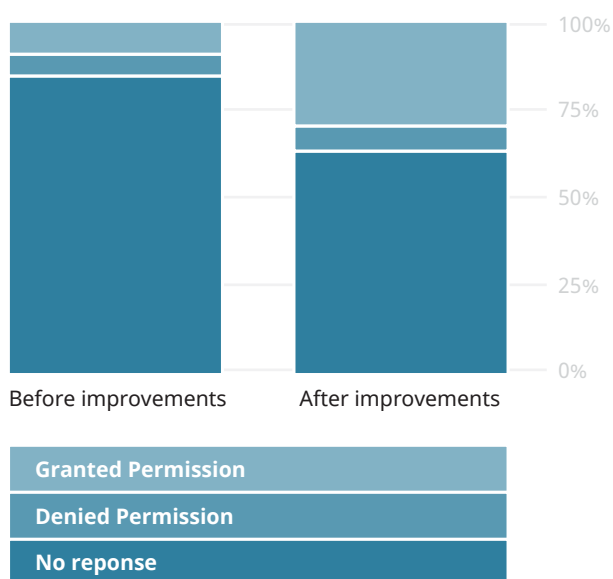
Researchers can reduce the time and effort it takes to maintain their ORCID records by enabling updates from organizations they trust. Every time a trusted organization makes a change to a record, a notification is added to the Inbox of the record. In 2021, we redesigned the Inbox to make it more user friendly. We also improved the way that other “open infrastructure (PID) providers,” such as Crossref and DataCite request permission

to automatically update users’ records, resulting in a significant improvement researcher response. For example, the graph to the left shows that in the month following the notification improvements, the number of researchers granting permission to Crossref Auto Update jumped from 64% to 85% with a corresponding reduction in the number of authors ignoring the notifications.

New types of work

Works are still key to the ORCID experience for researchers and [ORCID now supports 44 work types!](#) In 2021 we added CRediT ([Contributor Roles Taxonomy](#)) alongside existing contributor roles, as well as Data Management Plans (DMP) to the list of supported work types within the registry. Both DMP and CRediT work types can be added with API 3.0, and the DMP is available in the UI for users to select when adding manually. As part of our ongoing work, we are looking at ways we can allow users to include co-author and CRediT data when adding research outputs to their ORCID record manually.

Crossref Auto Update Responses



Support for ROR

The PID ecosystem has been developing over the past decade, and the organizational metadata provided by the [Research Organization Registry](#) (ROR) is now a critical piece of the PID puzzle. In October we added [ROR](#) as one of our supported Organization IDs. RORs can now be used with the API and our Affiliation Manager, making it easier to track the impact of institutional research. We will continue to work on this integration, shifting our focus now to streamline the user experience by using ROR as the default when users manually add affiliations to their ORCID record. This will also improve the consistency and reusability of the ORCID data file.

Showing users how

In 2021 we began developing microlearning materials to not only help users understand the value of a well-populated ORCID record, but to show them how to populate their records. Data suggest our campaigns are having a positive effect: in 2021 we increased the number of records that have more than one email address from 31.4% to 34.3%. We also saw an increase in records with biographical information from 4% to 5%.

The addition of this data to ORCID records helps researchers maintain uninterrupted access to their records, as well as increasing discoverability.

User Support

In 2021 our Support Team continued to be the voice of our end users and provide great service, clearing nearly 70,000 user support tickets, an average of over 1,300 a week, and starting to measure user support satisfaction, establishing a baseline of 93% satisfaction with a 24% response rate.



Increasing Global Participation

While ORCID has researchers in every country (save for three small island-nations), our organizational membership is more concentrated in the Global North. Many of our members cite the universal global use of ORCID as one of the main drivers for their participation, and with good reason. Universal uptake of ORCID allows members in every country to better understand their international collaborations and benchmark their performance against peers in other

countries. Many of our activities in 2021 focused on increasing overall global participation: engaging with our stakeholders to build communities of practice and explore partnerships with organizations in new regions, improving our translations, and most notably for 2021, preparing an initiative aimed at addressing disadvantages that researchers in the Global South face in getting equitable visibility and recognition for their work.

Increasing Global Participation

Enabling global participation

ORCID's long-term impact and sustainability relies on an active and engaged membership and in 2021 ORCID began laying the groundwork for an initiative that we hope will not only increase global participation, but will do so in a way that allows us to move toward our Diversity, Equity, and Inclusion goal of increasing participation in ORCID in historically under-represented countries and regions.

We are very excited that our board approved the launch of our new "Global Participation Program" at their last meeting of 2021, consisting of two elements:

- A Global Participation Fund, established with the kind support of several of ORCID's founding sponsors who have generously agreed to forgo repayment of some or all of their initial start-up loans to ORCID. 100% of these funds will be used to provide grants for community development and outreach in the Global South as well as open-source technical integration projects.
- A new Membership Equity Program for consortia forming in low- and lower-middle income countries, which we hope will make ORCID participation more affordable and equitable around the world.

We will have much more to share about this program with an official launch in 2022.

Membership growth

In 2021 we saw continued, consistent growth of our membership with 179 new organizations joining ORCID. We welcomed a new consortia in Colombia, 126 new members joining existing consortia, and 53 new direct members, including our first members in Vietnam, Malaysia, Cameroon and Jordan.

Colombian Consortium

The Colombian consortium, formed in March 2021 with 61 members, is our 24th ORCID consortium and our sixth-largest. It's the second consortia in Latin America and has tripled the number of members in the region to 94. Its members include 59 universities, as well as the national Ministry of Science, Technology and Innovation.



Integration growth

The ORCID registry is an open hub of profile data, already integrated with over 3,500 systems across the scholarly ecosystem. In 2021 we increased the size of this network of interconnected systems, by adding 247 new integrations.

The majority required no technical work, with 133 making use of third party tools that have pre-built ORCID integrations, the most popular being Open Journal System (OJS) with 61 new integrations. And we made it even easier for members to swiftly activate their integrations by certifying nine additional Certified Service Providers, bringing the total to 19.

81 consortia members connected through our new Member Portal, allowing them to add validated affiliation data to ORCID records without the need for technical expertise. And a further 42 integrations were fully custom built by our members to meet their specialized use cases and requirements.

Improving language support

In June, we launched translation coverage of our entire ORCID informational site. Previously, translations were limited to key content because they were dependent on voluntary contributions which, while deeply appreciated, took an enormous amount of time to manage. Recent years have seen a significant leap forward in machine learning-based translations, so after testing internally and with our consortia leads, we launched machine translations across the infosite, matching the languages available on the registry. We also fully refreshed and updated the translations in the registry, in line with the new user interface.



ORCID member organizations made 247 new integrations with the ORCID API, a 36% increase over the integrations made in 2020.

Upholding Trust and Integrity

One of the key takeaways from our research was that most of our members trust ORCID with their and their researchers' data. ORCID has built trust by remaining true to our founding principles and our core values of openness, trust, and inclusivity, and by ensuring that our technology is reliable and safeguards our users' privacy. And we understand that we must maintain this trust by constantly monitoring and managing key technological, reputational, and financial risks.



ORCID Trust: Balancing researcher control with data quality

How ORCID thinks about and approaches trust—individual control, accountability via public scrutiny, and integrity via strict provenance tracking—has changed very little since ORCID was first founded, and as articulated in our [Trust Program](#) launched in 2016. The fact that we are community-built and governed by a [Board of Directors](#) representative of our membership ensures that we continue to have the trust and buy-in from the community we serve. In 2021 we began a series of blog posts celebrating the five-year anniversary of our Trust Program that aimed to help our community understand how we think about trust and data quality (including spam!), to encourage researchers to create more trusted connections, and to help users of ORCID data assess the trustworthiness of each record according to their own needs and purposes.

Reducing spam in the registry

In 2021, we also took our first steps into the world of Machine Learning, deploying an algorithm to identify and mitigate spam records in the registry with around 99% accuracy. We plan to continue this work in 2022 by enhancing and automating the process of spam detection and removal.

Safeguarding privacy

There have been some significant changes to the digital privacy landscape over the past year, not to mention additions to the ORCID's portfolio of offerings and services to members (such as our Affiliation Manager) so we are proud to announce that in 2021 we were awarded the [TrustArc International Privacy Verification Seal](#)! As with previous years, these (and other) changes have been added to our annual Privacy Policy update, and we invite you to read a summary of the changes, please visit [our blog post](#) here or read the full, updated [privacy policy here](#).

Ensuring technical resilience

In December, we upgraded the ever-growing Registry database to new hardware with more disk space and processing power. Besides upgrading the hardware, we also moved the latest version of our database technology to keep our software stack up to date. And we made significant improvements to our software deployment processes, paving the way for a future move to a more resilient hosting provider.

Diversity, Equity, and Inclusion at ORCID

ORCID has made considerable progress in 2021 to understand our activities and culture from a Diversity, Equity, and Inclusion (DEI) perspective and to articulate ORCID's own DEI principles. Much of the early foundational work was done by a group of interested staff members who identified our primary internal and external DEI stakeholder groups, and developed a set of DEI principles by which to assess ORCID activities. Overall responsibility for DEI implementation has been championed by ORCID's senior team, and we have developed a DEI Agenda tracking our key initiatives in this area. At our November 2021 Board meeting, our Board reviewed our principles and resolved to "commit to the principles of diversity, equity and inclusion in all that we do to create a more inclusive community for all." At the end of 2021 we officially partnered with the Coalition for Diversity and Inclusion in Scholarly Communications (C4DISC) and adopted their [Joint Statement of Principles](#).

Setting a Course for the Future

A final takeaway gleaned from our member research is that people are pretty happy with ORCID! This includes not only our community, but our staff as well, and we continue to strive to make ORCID a great place to work and improve our team's engagement and satisfaction.

Culture Survey

We continued our Culture Survey in 2021, giving staff an opportunity to share their anonymous feedback to leadership about all things ORCID. The survey results indicated healthy engagement and overall satisfaction. ORCID First Friday (OFF), a monthly company-wide day off, has again been mentioned as one of the biggest positives. A majority of staff indicated that they would likely remain at ORCID for at least the next few years, or hope they would "be here forever." With our lack of ability to meet in person, staff expressed appreciation of the Remote Working group's efforts to create virtual social events. Overall, our culture survey indicates that ORCID is in great shape!

Prioritizing staff experience

In 2021, we completed our first-ever comprehensive Professional Development Planning process for all of our staff members, with individually-tailored plans for everyone, and dedicated time every month for staff to keep professional development a priority. We also launched an online learning platform, which has been met with great enthusiasm and engagement, with 69% of our staff having been active users in 2021.

We implemented a monthly remote stipend for staff, improved our onboarding process for new hires, and held monthly “Food for Thought” learning sessions with invited speakers on a number of interesting topics, including Indigenous Data Sovereignty, Accessibility and Inclusive Design, Diversity, Equity, and Inclusion, and AI & Machine Learning.

Annual retreat

ORCID’s remote culture was maintained in the past through regular in-person meetings, however 2021 marked the second (and hopefully last!) year in a row we were limited to virtual-only interactions. As with last year, we persevered and in October held our annual (second virtual!) retreat. Executive Director Chris Shillum kicked off the retreat with

a yearly reflection and the senior team shared our 2022 work plan drafts with plenty of time for questions and comments. We were joined by a panel of researchers to have a conversation about how they use ORCID and what changes they’d like to see. We also had a great session with the CEO of Slite, Christophe Pasquier, about collaborative tools and techniques so we can continually improve how we work together and support our global community.

Board Alumni Network

Continuity of leadership is critical for the sustainability of any organization, and is increasingly important for ORCID as in 2021 we saw the last of our founding board members reach their term limits. This is why we launched a new ORCID Board Alumni network. So far, 22 former board members have opted in to share their relevant skills to support ORCID Board and staff. They will be involved with the onboarding of new Board directors and have the ability to serve on committees and mentor staff.

2021 ORCID Board

Linda O'Brien, Chair

2020—2022, second term

Griffith University (AU)

Clare Appavoo

2021—2023

Canadian Research Knowledge Network (CA)

Paul Gemmill

2021—2023

UK Research and Innovation (UK)

Yuko Harayama

2020—2022

Researcher member (JP)

Lisa Hinchliffe

2021—2023

University of Illinois Library (USA)

Daniel Hook, Treasurer

2020—2022, second term

Digital Science (UK)

Calvin Johnson

2021—2023

High Performing Computing and Informatics, NIH (US)

Veronique Kiermer

2019—2021, second term

PLOS (US)

Robert Kiley

2019—2021, second term

Wellcome Trust (UK)

Alison Mitchell

2021—2023, second term

Springer Nature (UK)

Katharina Ruckstuhl

2020—2022

Royal Society Te Apārangi (NZ)

Daisy Selematsela

2021—2023, second term

UNISA (ZA)

Shouguang Xie

2019—2021

Social Sciences Academic Press (China)

Chris Shillum

ORCID Executive Director, ex officio

ORCID (US)

Stephanie Harley

Secretary of the Board, ex officio

ORCID (US)

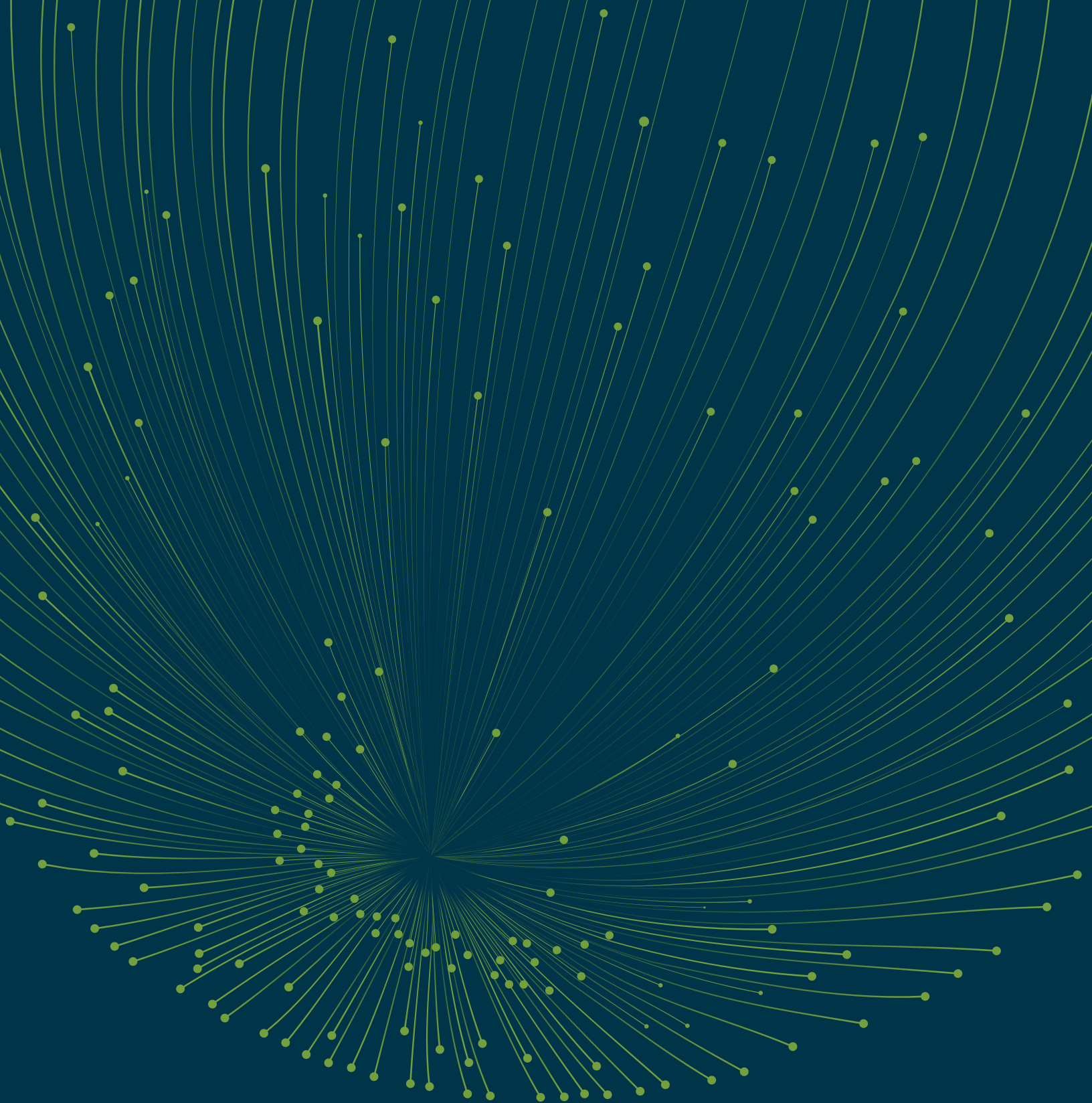
2021 Staff Listing

■ *Natalia Aldana Mesa	■ Sarah Hershberger	■ Sandy Paparisto
■ *Fran Alsina	■ *Jordan Holt	■ Julie Petro
■ Rob Blackburn	■ *Kimberly Inniger	■ Andrej Romanov
■ Thamirys Cabral	■ Nabil Ksibi	■ Shawna Sadler
■ Ana Patricia Cardoso	■ Emilia Kutrovska	■ <i>Bernette Sherman</i>
■ Estelle Cheng	■ <i>Camillia Lu</i>	■ Chris Shillum
■ Pedro Costa	■ Paloma Marín-Arraiza	■ Will Simpson
■ Paula Demain	■ Leonardo Mendoza	■ Matt Stockman
■ Tom Demeranville	■ Gabriela Mejias	■ Giles Westwood
■ Dan Dineen	■ Brian Minihan	■ *Pip White (paid intern)
■ Camelia Dumitru	■ Angel Montenegro	■ Ivo Wijnbergen
■ Padma Gopinath	■ Mitra Najafi-Gheidari	■ <i>Katrina Willis</i>
■ Stephanie Harley	■ George Nash	
■ <i>Ana Heredia</i>	■ Daniel Palafox	

* New Staff
Departing Staff



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and Researchers