

FAIR4HE – FAIR for Higher Education

From Data Stewardship Professional Competence Framework (CF-DSP) to Body of Knowledge

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FAIRsFAIR Days 2021 15 April 2021





- FAIRsFAIR WP7 and Deliverable D7.3
- Job market analysis for Data Stewardship and related professions
 - Data Collection and Methodology
- Proposed Data Stewardship Professional Competence Framework (CF-DSP)
 - Mapping to Existing Data Stewardship framework and competences mapping
- Next steps: Body of Knowledge, Model Curriculum
- Discussion



FAIRsFAIR project and FAIR Competences for Higher Education

- WP7 FAIR for Higher Education targets
 - Including FAIR data principles into university curricula, and
 - Establishing Data Stewardship curricula
 - EUA European University Association
- Components and Tasks
 - FAIR competences for Higher Education and Data Stewardship Professional Competence Framework (CF-DSP)
 - Data Stewardship Body of Knowledge (DS-BoK)
 - Data Stewardship Model Curriculum (MC-DSP)



EOSC – European Open Science Cloud

- Federated Scientific Data Infrastructure
- FAIR Findable Accessible Interoperable Reusable
- FAIRsFAIR Project
 - Horizon 2020 -> Horizon Europe 2021-2027

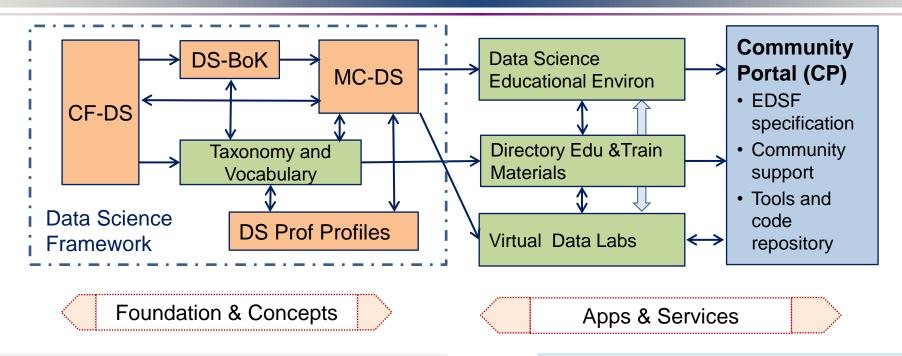


Methodology: How to put all together?

- EDISON Data Science Framework (EDSF) and community based maintenance
 - CF-DS Competence groups: DSDA, DSENG, DSDM, DSRMP, DSDK structure and mapping
 - Curriculum Design approach: From Competences and Body of Knowledge to Model Curriculum and Learning Units
- Data Management and Governance curriculum design for Data Stewardship and FAIR principles
 - EDSF Data Management Body of Knowledge (DS-BoK, includes KAG-DSDM)
 - DAMA Body of Knowledge (DAMA BoK)
 - Data Stewardship Existing Frameworks
 - Research Data Management (RDM) best practices
- Methodology: Evidence based and Community driven
 - Job market analysis
 - Mapping to and consensus with existing initiatives and frameworks



EDISON Data Science Framework (EDSF) – Core components and community maintained services



EDISON Framework core components and documents

- CF-DS Data Science Competence Framework (Part 1)
- DS-BoK Data Science Body of Knowledge (Part 2)
- MC-DS Data Science Model Curriculum (Part 3)
- DSPP Data Science Professional profiles (Part 4)
- Data Science Taxonomies and Scientific Disciplines
 Classification

CF-DS Competence Groups

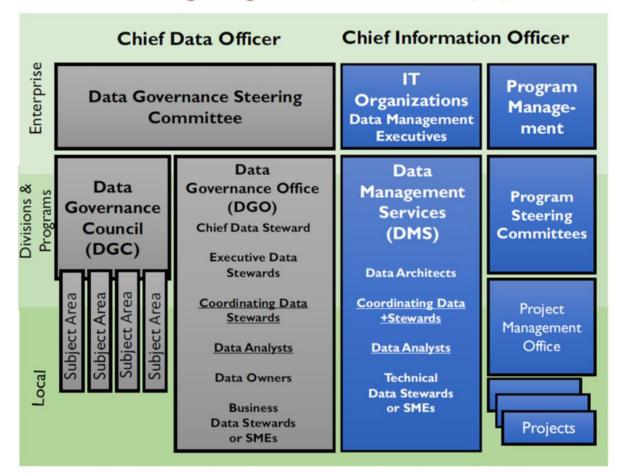
- DSDA Data Science Analytics
- DSENG Data Science Engineering
- DSDM Data Management ang Governance
- DSRMP Research Methods and Project Management
- DSDK Domain related Knowledge



DMBOK Framework: Data Governance Organisation Parts

Legislative & Judicial View
Do the right things

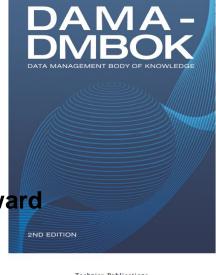
Executive View Do things right



- Separation of governance responsibilities
- Multi-layer
- CDO
- CIO
- Councils

Data Governance Office (DGO)

- Chief Data Steward
- Executive DataSteward
- Business DataSteward or SME



Technics Publications

Data Steward functions

- Creating and managing core Metadata
- Documenting rules and standards
- Managing data quality issues
- Executing operational data governance activities

"Best Data Steward is not made but found" DMBOK1 (2009)



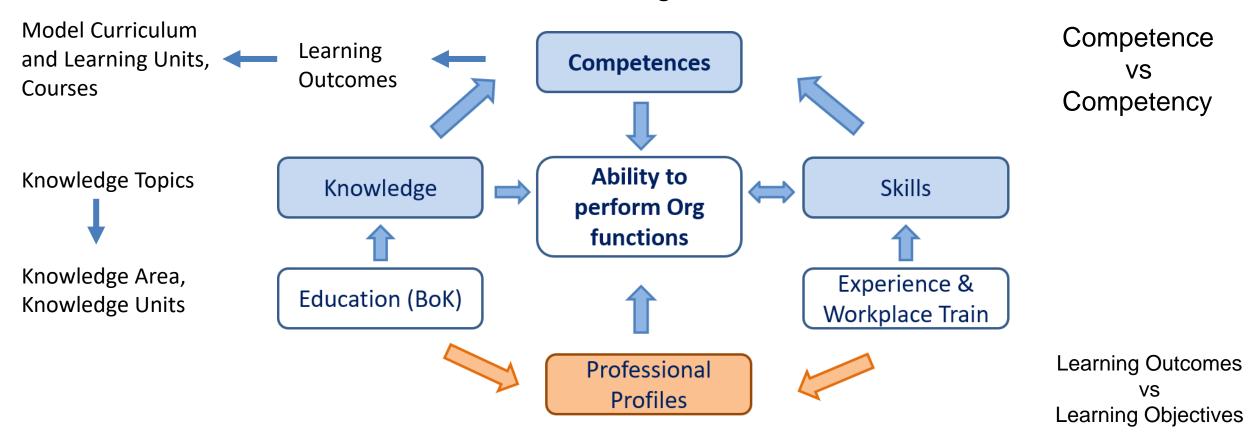
Data Stewardship Job Market Analysis (Snapshot Sept 2020)

- First stage: Exploratory manual collection
- Period data collected: 30 August 1 September 2020
- Sites: Indeed.com NL, UK, DE, USA (large number of vacancies); monsterboard.nl, IEEE Jobs NL (single vacancies)
- Days vacancy open: >50% more than 30 days
- Data Steward and related vacancies discovered: NL 51, UK 30+, DE ~20, US 300+
- Information collected/downloaded:
- Key skills snapshot: for all or first 200 for USA
- Full vacancy texts analysed: approx. 40 in total
- Detailed analysis of sample vacancies
- Number of companies and organisations posted Data Steward related jobs: more than 50



Competences Map to Knowledge and Skills

 Competence is a demonstrated ability to apply knowledge, skills and attitudes for achieving observable results

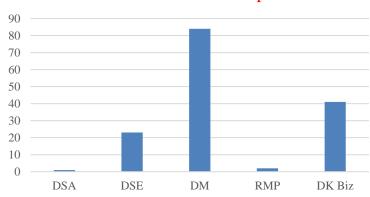


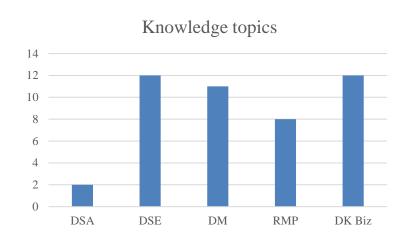


Vacancies profile – By Data Science Competence Groups

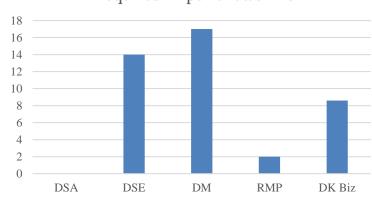
Wide range of Competences: Responsibility, Functions, activities







Required Experience/skills



DSA – Data Science and Analytics

DSE – Data Science Engineering

DM – Data Management and Governance

RMP – Research Methods and Project Management

DK Biz – Domain Knowledge, particular Business

domain



Important Knowledge Items extracted from Job vacancies (indeed.com – NL, DE, UK, US, Sept 2020)

- Data Management techniques
- FAIR data principles
- Data Management and Data Governance principles
- Data integrity
- Metadata, PID and linked data
- Ontology and Semantics
- FAIR metrics and Maturity framework, FAIR certification
- Data compliance regulations and standards
- Data privacy law
- GDPR
- Ethics
- Research methods
- Project management
- Business process management
- Marketing
- Banking financial services and data management

- Multilevel Bill of Materials
- Data Warehouses
- Version control system
- Master Data Management (MDM) and Reference Data
- Data analysis and visualisation tools
- Data lifecycle, lineage, provenance
- Visual Basic for Applications (VBA) and interface design
- WebAPI use for data access, collection and publishing
- DevOps, Agile, Scrum methods and technologies
- Data formats, standards
- Data modeling (SQL and EDBMS, NoSQL)
- Modern data infrastructure: Data registries, Data Factories,
 Semantic storage, SQL/NoSQL



Proposed CF-DSP Competences DSDM01-DSDM04 as extension to CF-DS (1)

EDSF Competences	Proposed DSP Competence
Data Management (DSDM)	Relevance and proposed changes and extensions (posted as revised text and bulleted extensions)
DSDM Develop and implement data management strategy for data collection, storage, preservation, and availability for further processing.	DSDM Develop and implement data management strategy for data collection, storage, preservation, and availability for further processing, ensure compliance with FAIR data principles.
DSDM01 Develop and implement data strategy, in particular, in a form of data management policy and Data Management Plan (DMP)	DSDM01 Develop and implement data management and governance strategy, in particular, in a form of Data Governance Policy and Data Management Plan (DMP) Ensure compliance with standards and best practices in Data Governance and Data Management
DSDM02 Develop and implement relevant data models, define metadata using common standards and practices, for different data sources in variety of scientific and industry domains	DSDM02 Develop and implement relevant data models, define metadata using common standards and practices, for different data sources in variety of scientific and industry domains. • Ensure metadata compliance with FAIR requirements • Be familiar with the metadata management tools
DSDM03 Integrate heterogeneous data from multiple sources and provide them for further analysis and use	DSDM03 Integrate heterogeneous data from multiple sources and provide them for further analysis and use Perform data preparation and cleaning Match/transfer data model
DSDM04 Maintain historical information on data handling, including reference to published data and corresponding data sources (data provenance)	DSDM04 Maintain historical information on data handling, including reference to published data and corresponding data sources Publish data, metadata and related metrics Perform and maintain data archiving Develop necessary archiving policy, comply with Open Science and Open Access policies if applicable Perform data provenance and ensure continuity through the whole data lifecycle, ensure data provenance



Proposed CF-DSP Competences DSDM05-DSDM09 as extension to CF-DS (2)

EDSF Competences	Proposed DSP Competence
DSDM05 Ensure data quality, accessibility, interoperability, compliance to standards, and publication (data curation)	DSDM05 Develop policy and metrics for data quality management (e.g. Altmetrix), maintain data quality and compliance to standards, perform data curation Interact/Collaborate with data providers and data owners to ensure data quality
DSDM06 Develop and manage/supervise policies on data protection, privacy, IPR and ethical issues in data management	 DSDM06 Develop and manage/supervise policies on data protection, privacy, IPR and ethical issues in data management, address legal issues if necessary. Ensure GDPR compliance in data management and access Develop data access policies and coordinate their implementation and monitoring, including security breaches handling
None	DSDM07* (new) Manage Data Management/Data Stewards team, coordinate related activity between organisational departments, external stakeholder to fulfil Data Governance policy requirements, provide advice and training to staff. Define domain/organisation specific data management requirements, communicate to all departments and supervise/coordinate their implementation. Coordinate/supervise data acquisition.
None	DSDM08* (new) Develop organisational policy and coordinate activities for sustainable implementation of the FAIR data principles and Open Science, define corresponding requirements to data infrastructure and tools, ensure organisational awareness.
None	DSDM09* (new) Specify requirements to and supervise the organisational infrastructure for data management and (and archiving), maintain the park for data management tools, provide support to staff (researchers or business developers), coordinate solving problems.



Proposed CF-DSP Competences DSENG01-DSENG03 as extension to CF-DS (1)

Data Science Engineering (DSENG)	Relevance and proposed changes and extensions (posted as revised text and bulleted extensions)
Use engineering principles and modern computer technologies to research, design, implement new data analytics applications; develop experiments, processes, instruments, systems, infrastructures to support data handling during the whole data lifecycle.	Use engineering principles and modern computer technologies to research, design, implement new data analytics applications; develop experiments, processes, instruments, systems, infrastructures to support data handling during the whole data lifecycle.
DSENG01 Use engineering principles (general and software) to research, design, develop and implement new instruments and applications for data collection, storage, analysis and visualisation	DSENG01 – no changes, low relevance Use engineering principles (general and software) to research, design, develop and implement new instruments and applications for data collection, storage, analysis and visualisation
DSENG02 Develop and apply computational and data driven solutions to domain related problems using wide range of data analytics platforms, with the special focus on Big Data technologies for large datasets and cloud based data analytics platforms	DSENG02 – no changes, low relevance Develop and apply computational and data driven solutions to domain related problems using wide range of data analytics platforms, with the special focus on Big Data technologies for large datasets and cloud based data analytics platforms
DSENGO3 Develop and prototype specialised data analysis applications, tools and supporting infrastructures for data driven scientific, business or organisational workflow; use distributed, parallel, batch and streaming processing platforms, including online and cloud based solutions for on-demand provisioned and scalable services	DSENG03 Develop and prototype specialised data analysis applications, tools and supporting infrastructures for data driven scientific, business or organisational workflow; use distributed, parallel, batch and streaming processing platforms, including online and cloud based solutions for on-demand provisioned and scalable services • Develop new tools and applications, ensure support of the data FAIRness



Proposed CF-DSP Competences DSEN04-DSENG06 as extension to CF-DS (2)

Data Science Engineering (DSENG)	Relevance and proposed changes and extensions (posted as revised text and bulleted extensions)
DSENGO4 Develop, deploy and operate large scale data storage and processing solutions using different distributed and cloud based platforms for storing data (e.g. Data Lakes, Hadoop, Hbase, Cassandra, MongoDB, Accumulo, DynamoDB, others)	DSENGO4 Develop, deploy and operate data infrastructure, including data storage and processing facilities, using different distributed and cloud based platforms. • Implement requirements for data storage facilities to comply with the data management policies and FAIR data principles in particular.
DSENG05 Consistently apply data security mechanisms and controls at each stage of the data processing, including data anonymisation, privacy and IPR protection.	 DSENG05 Consistently apply data security mechanisms and controls at each stage of the data processing, including data anonymisation, privacy and IPR protection, ensure standards and corresponding data protection regulation compliance, in particular GDPR. Define and implement (coordinate) data access policies for different stakeholders and organisational roles
DSENG06 Design, build, operate relational and non-relational databases (SQL and NoSQL), integrate them with the modern Data Warehouse solutions, ensure effective ETL (Extract, Transform, Load), OLTP, OLAP processes for large datasets	 DSENG06 Design, build, operate relational and non-relational databases (SQL and NoSQL), integrate them with the modern Data Warehouse solutions, ensure effective ETL (Extract, Transform, Load) and ELT (Extract, Load, Transform), OLTP, OLAP processes for large datasets Define, implement and maintain data model, reference data, master data definitions, implement consistent metadata

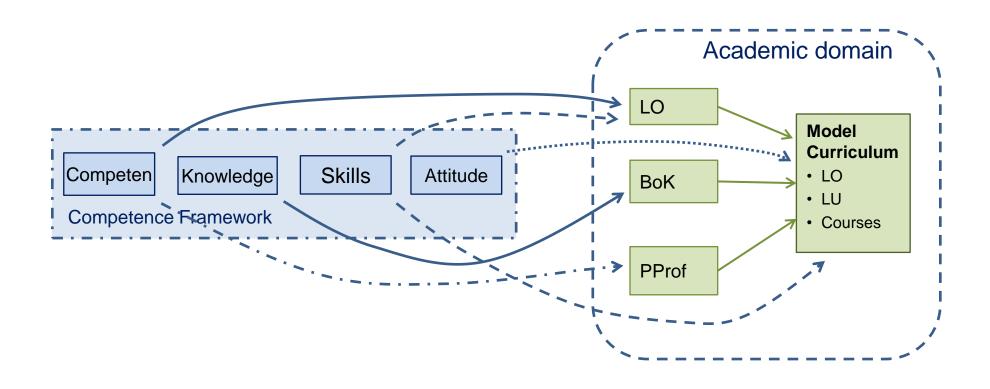


FAIR4HE & CF-DSP via Data Stewardship Professionalisation – Pillars and Cooperation (existing frameworks)

- EOSCpilot FAIR4S Data Stewardship Competence Framework
- ELIXIR Data Stewardship Competence Framework
- DeIC and DM Forum: Report on National Coordination of Data Steward Education in Denmark
- DAMA BoK (2007) DAMAI Data Management Body of Knowledge
- EDISON Data Science Framework (EDSF) and EDISON Community Initiative

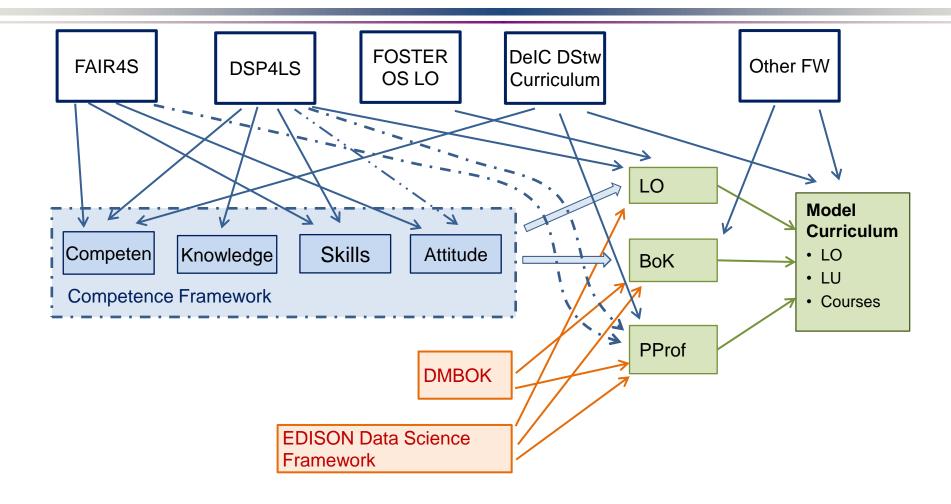


Relations between Competences, Skills, Knowledge/BoK, Professional Profiles





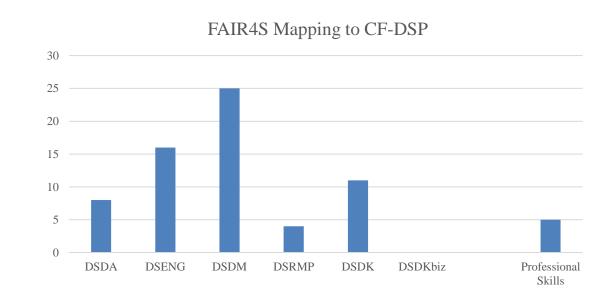
CF-DSP and Existing Frameworks Mapping





EOSCpilot FAIR4S Data Steward Competences

- Organisational capabilities for sustaining FAIR data across projects
- Stewardship skills to deliver FAIR data from projects
- Data Stewardship Roles and Shared responsibility:
 - Data Stewards and researchers
- 59 competences grouped in
 - 3 general groups
 - Govern and assess
 - Scope and resource
 - Advise and enable
 - 6 Data (curation) lifecycle process stages
 - · Plan and design
 - Capture and process
 - · Integrate and analyse
 - Apprise and preserve
 - · Publish and release
 - · Expose and discover



[ref] EOSCpilot D7.5 Strategy for sustainable development of skills and capabilities



ELIXIR - Data Stewardship Competency framework (courtesy ELIXIR Project)

Data Steward Roles and Competence Profiles

- Policy: institute and policy focused
- Research: project and research focused
- Infrastructure: data handling and e-infrastructure focused
- Activities Knowledge, Skills, Abilities Learning Objectives

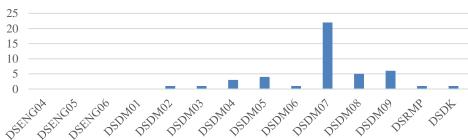
Competence groups

- 1) Policy/Strategy
- 2) Compliance
- 3) Alignment with FAIR data principles
- 4) Services
- 5) Infrastructure
- 6) Knowledge Management
- 7) Network
- 8) Data sharing

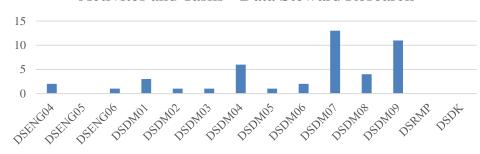
ZonMw & ELIXIR-NL funded project "Towards FAIR Data Steward as profession for the Life Sciences"

oFinal report (Oct 3, 2019): https://doi.org/10.5281/zenodo.3471707

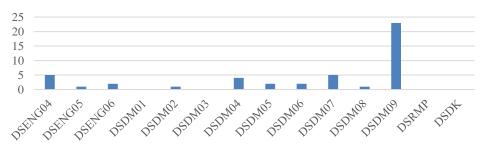
Activites and Tasks - Data Steward Policy



Activites and Tasks - Data Steward Research



Activites and Tasks - Data Steward Infrastructure





ELIXIR - Data Stewardship Competency framework (courtesy **ELIXIR Project)**

Data Steward Roles and Competence Profiles

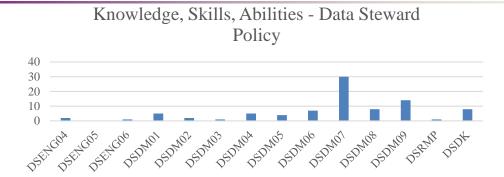
- **Policy:** institute and policy focused
- **Research:** project and research focused
- **Infrastructure:** data handling and e-infrastructure focused
- Activities Knowledge, Skills, Abilities -**Learning Objectives**

Competence groups

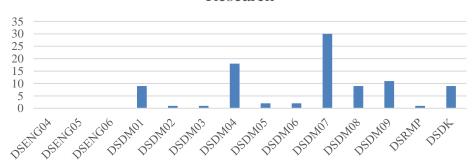
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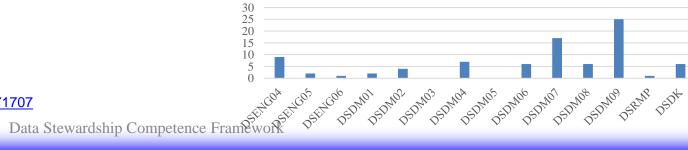
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Knowledge, Skills, Abilities - Data Steward Research



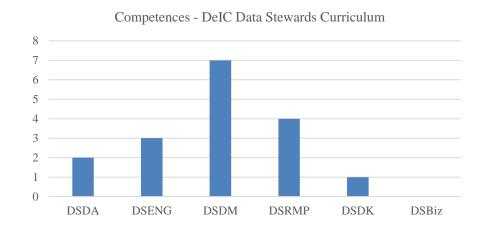
Knowledge, Skills, Abilities - Data Steward Policy





DeIC 2020 and DM Forum: Report "National Coordination of Data Steward Education in Denmark"

- Four roles for Data Stewards
 - Administrator
 - Analyst
 - Developer
 - Agent of change
- Competences defined: 6 competence groups, 22 competences
 - Open Science policies
 - Data management plans
 - Regulations, licenses
 - Data- and source search and data collection
 - Data storage (in connection with data collection, data storage and storage of active data in project process)
 - Data processing
 - Open Reproducible Research (Including methodology)
 - Data archiving (finished data) and long-term storage
 - Data publishing
 - Scientific publishing / scholarly contribution
 - Open Access publishing

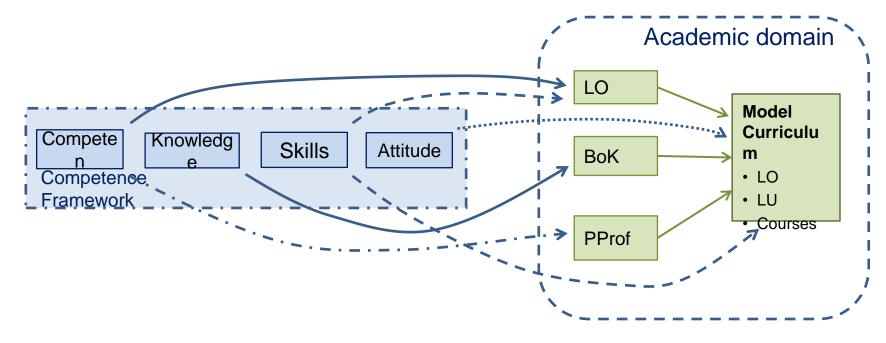


[ref] https://www.deic.dk/sites/default/files/Data%20Steward%20Education%20in%20Denmark_0.pdf



Ongoing Developments (FAIRsFAIR Project and RDA)

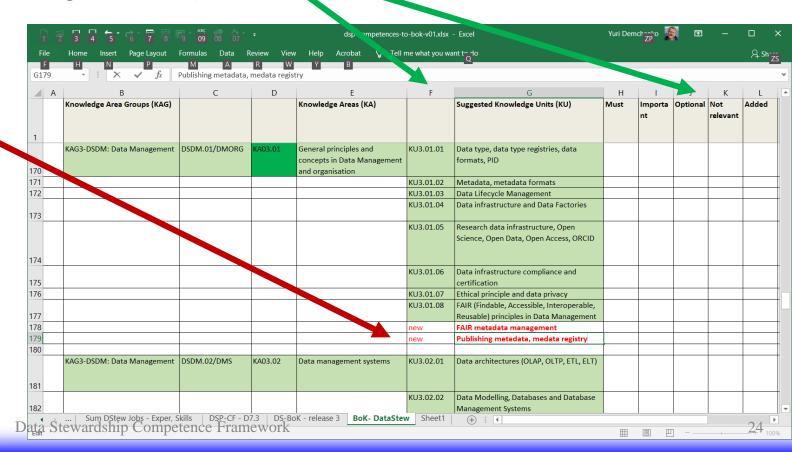
- Data Stewardship Body of Knowledge
- Data Stewardship and FAIR Model curriculum
- Catalog and Repository of FAIR and Data Stewardship courses and training materials

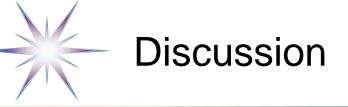




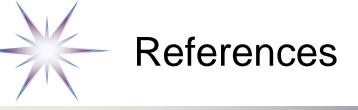
Contribution from community – Reviewing current BoK

- Working Excel workbook is available in the T7.4 session directory
- Review and rank current Knowledge Units (KU)
- Provide contribution on missing knowledge topics





- Consolidating existing FAIR and Data Stewardship frameworks
- Challenges of implementing FAIR data principles in academic curricula
 - Complication with new courses in pandemic conditions



- FAIR Competence Framework for Higher Education (Data Stewardship Professional Competence Framework), FAIRsFAIR Project Deliverable D7.3
 - https://zenodo.org/record/4562089#.YIBZeegzZPZ
- D7.2 Briefing on FAIR Competences and Synergies
 - https://zenodo.org/record/4009007#.YL86SfkzaF4
- Data Stewardship Curricula in Denmark
 - https://www.deic.dk/sites/default/files/Data%20Steward%20Education%20in%20Denmark_0.pdf
- ZonMw & ELIXIR-NL funded project "Towards FAIR Data Steward as profession for the Life Sciences"
 - Final report (Oct 3, 2019): https://doi.org/10.5281/zenodo.3471707
- Yuri Demchenko, Lennart Stoy, Research Data Management and Data Stewardship Competences in University Curriculum, In Proc. Data Science Education (DSE), Special Session, EDUCON2021 – IEEE Global Engineering Education Conference, 21-23 April 2021, Vienna, Austria
 - http://www.uazone.org/demch/papers/educon2021-data-stewardship-competence-fw-v02.pdf



Additional information

- ESDF development and EDSF Release 4
- FAIR data principles, technical context and organisational roles



EDISON Project (2015-2017) and EDISON Data Science Framework (EDSF)

- EDISON project website http://edison-project.net/
- EDISON Data Science Framework (EDSF) main outcome of the project
- Currently maintained by EDISON Community Initiative, coordinated by UvA
- EDSF Release 3 published in 2018 Currently active
- EDSF Release 4 Design Workshop 20 Nov 2019, UvA
 - EDSF Release 4 (EDSF2021) to be published by the end of 2021 (initially planned end 2020)



KAG3-DSDM: Data Management group: data curation, preservation and data infrastructure

DM-BoK version 2 "Guide for performing data management"

- 11 Knowledge Areas
 - (1) Data Governance
 - (2) Data Architecture
 - (3) Data Modelling and Design
 - (4) Data Storage and Operations
 - (5) Data Security
 - (5a) Data compliance, Data Privacy, GDPR
 - (6) Data Integration and Interoperability
 - (7) Documents and Content
 - (8) Reference and Master Data
 - (9) Data Warehousing and Business Intelligence
 - (10) Metadata
 - (11) Data Quality

Other Knowledge Areas motivated by RDA, European Open Data initiatives, European Open Data Cloud

- (12) PID, linked data, data registries
- (13) Data Management Plan
- (14) Open Science, Open Data, Open Access, ORCID
- (15) FAIR Data Principles
- (16) Responsible data use, Ethics
- (17)* Data Sovereignty (and Indigenous data protection)

Highlighted in red: Considered (Research)
Data Management literacy (minimum
required knowledge)



Course: Research Data Management and Stewardship (RDMS) (1)

- A. Use cases for data management and stewardship
- Preserving the Scientific Record
- Data Lifecycle and Provenance
- B. Data Management elements (organisational and individual)
- Goals and motivation for managing your data
- Data formats, Metadata, related standards
- Creating documentation and metadata, metadata for discovery
- Using data portals and metadata registries
- Tracking Data Usage, data provenance, linked data
- Handling sensitive data
- Backing up data, backup tools and services
- Data Management Plan (DMP)
- C. Responsible Data Use (Citation, Copyright, Data Restrictions)
- Data privacy and GDPR compliance
- Ethical issues



Course: Research Data Management and Stewardship (RDMS) (2)

- D. FAIR principles in Research Data Management, supporting tools, maturity model and compliance
- E. Data Stewardship and organisational data management
- Responsibilities and competences
- DMP management and data quality assurance
- F. Open Science and Open Data (Definition, Standards, Open Data use and reuse, open government data)
- Research data and open access
- Repository and self- archiving services
- RDA products and recommendations: PID, data types, data type registries, others
- ORCID identifier for data and authors
- Stakeholders and roles: engineer, librarian, researcher
- Open Data services: ORCID.org, Altmetric Doughnut, Zenodo
- G. Hands on practice topics: DMP, Metadata, Data Formats, Data publishing, etc



FAIR Data Principles: Metadata Management (GO FAIR recommendations)

Findable:

- F1 (meta)data are assigned a globally unique and persistent identifier;
- F2 data are described with rich metadata;
- F3 metadata clearly and explicitly include the identifier of the data it describes;
- F4 (meta)data are registered or indexed in a searchable resource;

Interoperable:

- I1. (meta)data use a formal, accessible, shared, and broadly applicable language for knowledge representation.
- I2. (meta)data use vocabularies that follow FAIR principles;
- I3. (meta)data include qualified references to other (meta)data;

Accessible:

- A1 (meta)data are retrievable by their identifier using a standardized communications protocol;
 - A1.1 the protocol is open, free, and universally implementable;
 - A1.2 the protocol allows for an authentication and authorization procedure, where necessary;
- A2 metadata are accessible, even when the data are no longer available;

Reusable:

- R1 meta(data) are richly described with a plurality of accurate and relevant attributes;
- R1.1 (meta)data are released with a clear and accessible data usage license;
- R1.2 (meta)data are associated with detailed provenance;
- R1.3 (meta)data meet domain-relevant community standards;



FAIR adoption and Ecosystem Sustainability Elements

- FAIR must be accepted by all roles in organisational data management and governance process
 - FAIR must be endorsed by top management C-level
 - Roles and responsibilities to be defined and staffed
 - Inter-role functions as factor for modern agile organisations
- FAIR must be adopted for the whole Research/industrial Data lifecycle
- FAIR must be practiced by all participants along data lifecycle and specifically started from the data producers i.e. researchers or facility operators or sale agents
- FAIR must be supported by infrastructure and tools
- FAIR must be embedded into applications development
- Organisational capability and capacity management
- Education and training To enable them all
 - Basic academic and professional education + continuous education



FAIR from the technical point of view

Findable

- Metadata and PDI infrastructure and tools
- Registries and handles resolution, API
- Policies and SLA

Accessible

- Repositories and data storage: infrastructure and management
- Policy and access control: infrastructure and API management
- Data access protocols
- Usage Policy and Sovereignty
- Data protection, compliance, privacy and GDPR

Interoperable

- Standard data formats
- Metadata and API
- FAIR maturity level and certification

Reusable

- Data provenance and lineage
- Preservation
- Metadata, PID and API linked or embedded into datasets

This motivates Data Stewards' interaction with both Data
Analytics and Applications
developers roles and Data
Infrastructure roles

 Consequently related competences from Data Stewards are needed



FAIR Data Management and Organisational Roles

FAIR data principles to be adopted cross organisation for the whole data lifecycle

- Data collection
 - Researchers, Data Engineers, data entry workers
- Data preservation and curation
 - Data curators, Data Custodians/Archivists
- Data Analysis
 - Data Scientists, Data Architects, Application developers
- Data publication, sharing access
 - Data Stewards, Data Curators
- Data Governance and Data management
 - Data Stewards and CDO
 - Data policy and data delivery agreements
- Data Infrastructure and tools for data storage and handling
 - Storage, database engineers/managers
 - · Metadata and PID services, Master data and Reference data



Course: Data Management and Governance (DMG) in Enterprise

- Introduction. Big Data Infrastructure and Data Management and Governance.
- Data Management concepts. Data management frameworks: DAMA Data Management framework, the Amsterdam Information Model. Extensions for Big Data and Data Science.
- Enterprise Data Architecture. Data Lifecycle Management and Service Delivery Model. Data management and data governance activities and roles.
- Data Science Professional profiles and organisational roles, Skills management and capacity building.
- Data Architecture, Data Modelling and Design. Data types and data models. Data modeling. Metadata. SQL and NoSQL databases overview. Distributed systems: CAP theorem, ACID and BASE properties.
- Enterprise Big Data infrastructure and integration with enterprise IT infrastructure. Data Warehouses. Distributed file systems and data storage.
- Big Data storage and platforms. Cloud based data storage services: data object storage, data blob storage, Data Lakes (services by AWS, Azure, GCP).
 - Trusted storage, blockchain enabled data provenance.
- FAIR data principles and Data Stewardship, Data Quality assessment and maturity model. Data repositories, Open Data services, public services.
- Big Data Security and Compliance. Data Privacy and GDPR. Data security and data protection. Security of outsourced data storage. Cloud security and compliance standards and cloud provider services assessment.