

Celebrating **10** Years of

ORCID

Connecting Research
and Researchers

2022

Annual Report

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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 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.”

By the numbers

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.

All of you helped us move even closer to the day when all who participate in research, scholarship, and innovation are uniquely identified and connected to their contributions and affiliations across disciplines, borders, and time.





Active Records

9.1M

in 2022

2022 1.2B items

of data in ORCID records was reused by external systems

2,400,050

Records updated by ORCID members in

2022

821,539 > 4,533,922

Records first updated in 2022



Total records updated in 2022

ORCID data is read

122.3

million times/month



by external systems, saving users time and reducing administrative burden

ORCID helped researchers sign into a member system

59.9

million times in 2022

ORCID records are viewed

124

times/minute

131

new members and our first members from



MACAU



TUNISIA



ANGOLA



#17,957,459

Items were added

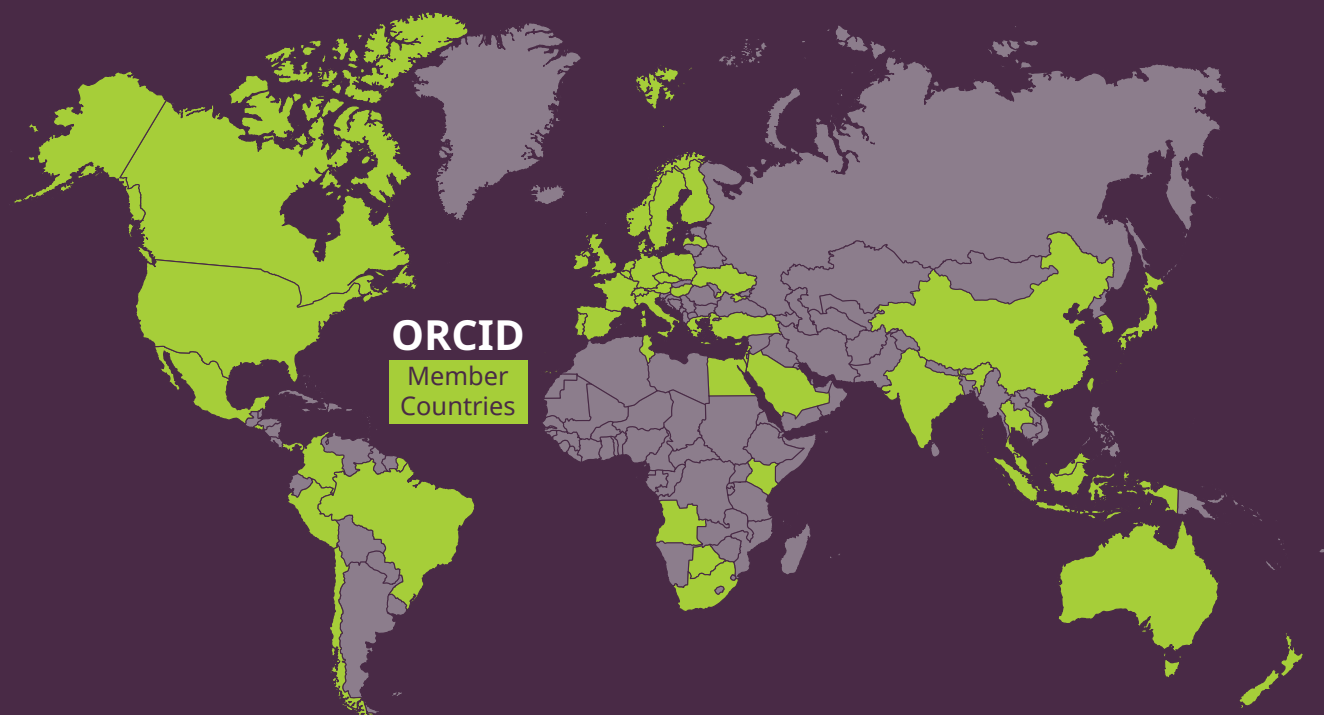
via **576**

integrations

by **486**

members

2022

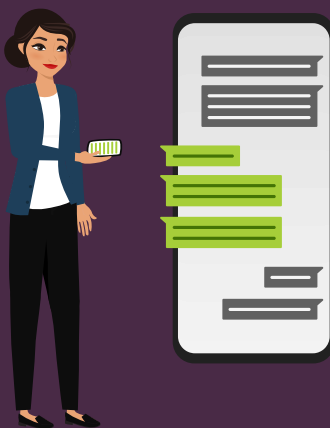


Highlights from 2022



Launched our **Global Participation Program** to help level the playing field in ORCID adoption globally.

Two new consortia in **Chile** and **Ukraine**!



New **“In Product Messaging”** in My ORCID guides researchers to populate their records.



Chris Shillum
Executive Director

Message from the Executive Director

The year 2022 marked the 10th anniversary of the launch of the ORCID registry, and was a remarkable year for us for many reasons. We spent a lot of time celebrating our anniversary with our community through a special webinar featuring founding community members reflecting on the past decade; and with [ORCID's First Decade: From Startup to Sustainability](#), a publication that documents our history, pulling in first-person

perspectives from several of the initial Board members and others who helped ORCID get off the ground. It was great to be reminded of the original impetus that led to the founding of ORCID, and how much we have achieved since. But it isn't just those recollections that validate we are on the right track; increasingly we are hearing about the value that ORCID brings to the research community from research leaders and government policy makers around the world.

A [recent report](#) issued jointly by the Australian Research Data Commons and the Australian Access Federation points to the huge savings of time and money which can be reaped across the research enterprise through strategic adoption of ORCID and other PIDs (Persistent Identifiers) at the national level. In Australia alone, the report estimates savings of approximately AU\$24 Million and 38,000 Person Days per Year just from eliminating repetitive data entry.

In the US, we have seen a surge in interest in ORCID among the government funding and research management communities following the US White House Office of Science and Technology Policy's publication of [implementation guidance](#) on a previously issued presidential memorandum on research security policy, and subsequent "[Nelson Memo](#)" on providing free, immediate, and

equitable access to federally funded research. The former requires US government research agencies “to implement DPIs [Digital Persistent Identifiers] into their electronic systems and processes as quickly as is feasible with appropriate protections for personally identifiable information.” Although ORCID is not specifically mentioned by name, ORCID is the only system which currently meets all of the criteria established in the guidance. The Nelson Memo stresses the importance of DPIs and structured metadata in helping to ensure scientific and research integrity.

While Australia and the US have well-established PID communities driven by years of ORCID adoption, in times of ever greater global challenges, it is vitally important that we do everything we can to bridge the participation gap and improve visibility and equity of access to interconnected research infrastructure for researchers all around the world. So I am particularly proud of the ORCID team for launching our [Global Participation Program](#) (GPP) in 2022. This consists of two elements: the Membership Equity Program that provides fee discounts for organizations in countries with lower- and lower-middle income economies who join ORCID as members of a consortium, and the [Global Participation Fund](#) (GPF), a grant program designed to build capacity for ORCID community

outreach and development and improve technical integration of open source platforms with ORCID.

With the kind support of [ORCID’s GPP Community Partners](#), we raised nearly US\$ 1M for the GPF, which we expect will allow us to run two grant cycles per year for at least the next three years. We put out our first call for applications in September, resulting in a high quality and quantity of applications, and announced the first cohort of awardees in January of 2023. I am humbled by the enthusiasm among our community for improving equity and visibility for researchers everywhere. And having read most of the first round applications personally, I am also confident that our grant program will be materially helpful in achieving those aims.

After ample opportunity to reflect on our past decade, what continues to impress me is the great 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 enduring goodwill and trust shown to ORCID as an organization. We would not be successful without all of your support, and I hope you enjoy reading about all the progress you have helped ORCID make possible in 2022.



Message from the ORCID Board Chair

Lisa Janicke Hinchliffe

ORCID Board Chair

ORCID took a significant step forward in 2022 toward achieving its vision of a world where all who participate in research are uniquely identified and connected through the launch of the Global Participation Program. This signature initiative, funded through the generosity of our launch partners, seeks to redress inequities and enable full visibility of researchers globally as well as reduce administrative burden on researchers and institutions. ORCID awarded four Community Development and Outreach Grants, all to organizations in Africa, and one Technical Integration Grant.

The Board also approved implementation of the new Consortia Fee Tiering Model, a more equitable model for assessing consortium fees to enable greater participation among smaller institutions. In the coming year, the Board will be exploring additional activities in support of the strategic plan theme of Increasing Global Participation.

The ORCID Researcher Advisory Council was also launched in 2022, reflecting ORCID's commitment to keep the researcher central in our work. The

inaugural membership included researchers from 12 different countries from regions throughout the world. Over the coming years, this group will be invaluable in contributing the researcher perspective on new ideas and innovations, particularly with respect to how scholarship is represented in an ORCID record.

There are just a few of the highlights of the last year that I am particularly pleased to see come to fruition. I encourage everyone to read through the entire annual report as the accomplishments and progress across ORCID are extensive. As ORCID enters its second decade, there is tremendous opportunity to grow the value that ORCID provides to the scholarly communications ecosystem. It is a pleasure to take up the 2023 Board Chair position at this moment in time. ORCID has established itself as a strong and growing organization. The future is bright and, together with my fellow Board members and the ORCID staff, I look forward to helping realize the potential.



Message from the Treasurer

Clare Appavoo
Treasurer

In 2022, ORCID experienced significant turnover in its Board leadership. Being new to the role, I'm impressed with the critical strides that the management team at ORCID, under the leadership of Chris Shillum, have made in the past two years to transition from a start-up organization to a maturing, mission-driven organization with the capacity to improve the lives of researchers around the world. The dedication and enthusiasm of the team is inspiring. One of the things most apparent from this transition is the incredible shape in which previous Board members have left the organization and the strength of the team who will lead us into our second decade.

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 third year. This prudent approach should fill ORCID's diverse stakeholders with confidence that ORCID is here for the long-term. While, as a not-for-profit entity, it is critical to ensure that ORCID's surplus is not excessive in any one year, it is also important after a decade of building, to lay a strong foundation for the future including building a reserve.

Healthy finances from the past few years are allowing us to invest in infrastructure that will ensure that the ORCID registry remains robust as the technical environment continues to develop. As you will read in the report below, ORCID began migration to the Amazon Web Services (AWS) Cloud, allowing us to take advantage of AWS's in-built capabilities for distributed hosting of our services, and eliminate our current reliance on a single physical data center. This work will continue in 2023.

We are most excited about the 2022 launch of The Global Participation Program, a two-part initiative designed to increase global participation and broaden access for those organizations within the global research community who are less able to engage either technically or financially. You will read more details of the program throughout the report, but I want to credit the several of ORCID's original partner organizations who kindly forgave their start-up loans to ORCID. Due to their generous support, ORCID launched the program with a total of US \$965K pledged, which we expect will allow us to run two grant cycles per year for at least the next three years.

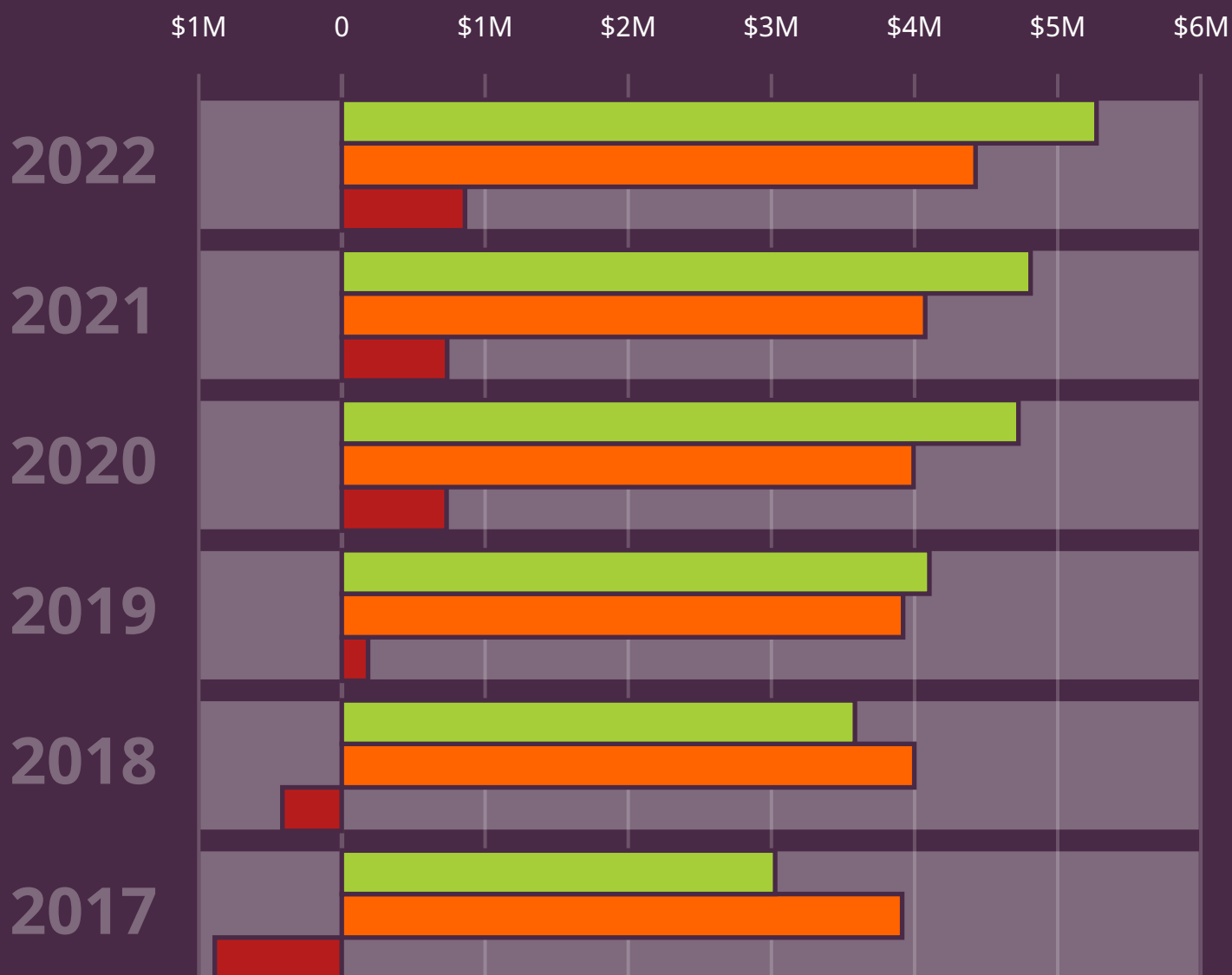
I look forward to building on the excellent work of outgoing Treasurer, Daniel Hook, in supporting the ongoing transition to a sustainable, mature organization, and to working with the ORCID leadership team to further develop governance structure that will support the financial practices of ORCID into the future.

Operating Revenue

Operating Expenses

Operating Surplus/Deficit

Excluding contributions to and disbursements from the Global Participation Fund



Membership
Revenue (renewal)
\$4.8M



Miscellaneous
Revenue

\$54.7K

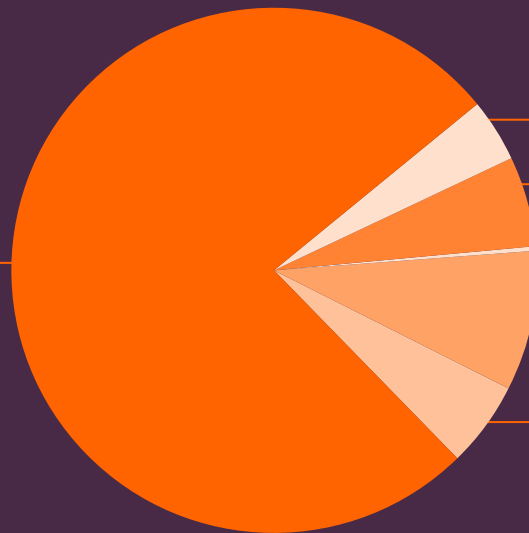
Membership
Revenue (new)
\$420K

REVENUE
\$5.26M

2022

\$4.45M
EXPENSES

Personnel
\$3.4M



Travel
\$177K

Professional
Services
\$241K

Marketing &
Communication
\$13K

Hosting
\$384K

G&A
\$231K


Pre-audit

ORCID 2022:

Celebrating 10 Years of ORCID

2022 marked an important milestone for ORCID, and even as we took the opportunity to celebrate and reflect on a decade since the first ORCID iD was created, we were also able to look around with a new perspective and appreciate how vast the persistent identifier (PID) infrastructure is today and all that we in our community have created together to reduce administrative burden and generate more trust in research.


Our strategic plan, [From Vision to Value: ORCID's 2022-2025 Strategic Plan](#) outlines the four major themes around which we organize our work:



**Increasing Value
to Members**



**Increasing Value
to Researchers**



**Increasing Global
Participation**



**Upholding Trust
and Integrity**

And in the first full year of the planning period, we were able to make significant process against each of these priorities.

Increasing Value to Members

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

The member value research project we conducted in 2021 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 2022 we made strides toward making it easier for members to integrate with the ORCID registry via ORCID-enabled Service Providers and rolled out personalized home pages in our Member Portal.



During 2022, we had 4,570 Active Integrations—external systems that are integrated with ORCID that at least one researcher has either connected to or signed in using their ORCID ID in the last 365 days. This is an increase of 731 integrations, or 19% in 2022.



2022, 4570
YEARLY ACTIVE INTEGRATIONS



Certified Service Provider project

In 2022 we made significant progress in our revamp of our Service Providers (SPs) certification program (CSP Program) to clarify the value of SPs to ORCID's stakeholders and to provide guidance for SPs on best-practice functionality for the integration tools they provide. We expect that the updated program will bring significant value to the wider ORCID community, and especially to members that are already using an SP system such as current research information (CRIS/ RIM), funding, repository, or publishing platforms with built-in support for ORCID. Depending on the functionality provided by each vendor, these systems enable organizations to benefit from their ORCID membership by collecting authenticated ORCID iDs, or reading, writing or synchronizing data with the ORCID registry with much less effort than building a custom integration.

The ORCID CSP Program is a free certification service that connects scholarly service provider organizations with the ORCID community to:

- increase the value and efficiency of service provider products and services,

- demonstrate our shared commitment to the best practices adopted by many Open Research Infrastructures, and

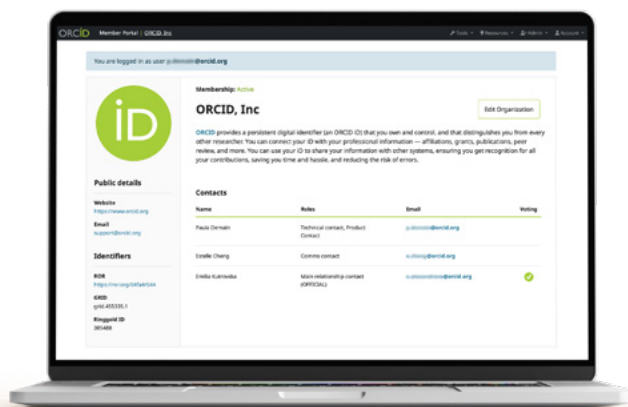
- provide resources for joint community development projects.

The revised ORCID CSP Program will be launched in early 2023.

The Member Portal Personalized Home page

In 2022 we started development work on the migration of the self service functionality from the registry to the [ORCID Member Portal](#).

We now have a personalized homepage for members that displays the public name for the organization, membership contact roles, and Organization IDs.



Working with the ORCID Community

Actively engaging with our community helps us better understand and respond to the needs of our users. We continued hosting 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 want 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

In 2022 we held three workshops with the senior leadership teams of Datacite, ORCID, and Crossref to generate and refine opportunities for collaboration in the areas of strategy and communications, product and technology, membership and outreach, and operations and governance. In the third workshop, held in late 2022, we reviewed key areas of convergence and divergence among the three organizations prepared by the three Executive Directors, and work was begun to organize a messaging workshop to develop shared messages and content to better communicate the “hows” and “whys” of using our services together.

ORCID member events

This year ORCID launched a new program of webinars aimed at specific stakeholder groups, including both members and researchers (see below). The events program seems to have resonated with our community, and in 2022 we hosted 20 webinars with 1,858 registrants and 897 attendees. Over half of our webinars were attended by more than 75 attendees. We also discovered that these events were effective in generating questions—ORCID staff answered 136 participant questions, and many of these topics were subsequently incorporated into ongoing outreach efforts.

The member-focused events launched in 2022 include I’m a Member, Now What?! webinar series that aims to help ORCID members, both new and longstanding, get the most out of their membership. Topics covered in this series so far include: Help & Support, Member Portal, Integrating with ORCID, Benefits, Workflows, Affiliations, and Communication. We also co-hosted two collaborative, joint webinar series called Better Together: “Better Together: Open new possibilities with Open Infrastructure” in July, and one in November, “Better Together: Complete Metadata as Robust Infrastructure” in the APAC region.

Increasing Value to Researchers

Researchers have always been the center of everything ORCID does. In 2022 we continued our work to improve the entire ORCID experience for researchers—from increasing awareness of how ORCID can reduce their administrative burden, to streamlining the experience of registering for an iD, optimizing records, and getting help. We made significant progress this year with a full accessibility audit of the My ORCID interface, and the launch of context-sensitive guidance within the Registry user interface and we have opened new channels of engagement with the wider research community with the new ORCID Researcher Advisory Council (ORAC) and special researcher-oriented events that provide a forum to share best practices and to demonstrate the value of a well-populated ORCID record to record holders.



Improving accessibility

We are happy to report we have made significant progress towards tackling accessibility issues detailed in an audit report we commissioned earlier in the year. In April, [The Digital Accessibility Centre](#) (DAC) conducted a full audit on the ORCID Registry, with the resulting report being delivered in May.

The focus of our work in the latter half of 2022, as guided by the DAC report, has been to bring core sections of the ORCID Registry into compliance with the WCAG 2.1 AA accessibility standard. The changes we have made in response to the report will help ensure an optimal experience for every user regardless of how they access and interact with the ORCID Registry. We also expect these changes will benefit users in areas with poor internet connectivity or other technology issues. In parallel with the ongoing development work we have refined our design, development, and QA workflows to ensure that accessibility remains a core consideration for the future.

Helping researchers populate their records

One of our priorities is to make the ORCID registry easier to use for researchers, and in 2022 we launched “In-record guidance” that provides context-sensitive guidance to users while they are creating and updating their records. Initially, this feature prompts newly registered users to add their works and affiliations to their records, and also invites users who have only a single email address registered with ORCID to add a second one so that they don’t lose access to their record if they move to a new institution. We plan to greatly expand this feature in the coming year to make it even easier for researchers to fully populate their records and to help them grant permission so their institutions can write data to their records on their behalf.

Gathering valuable perspective from researchers

Early in the year, we launched [The ORCID Researcher Advisory Council](#) (ORAC) to provide valuable perspective and advice to ORCID’s staff and Board so that we can help researchers spend more time conducting their research and less time managing it. This year, ORAC has provided advice to our Product team on how to better reflect academic service in ORCID records, and their input will be reflected in changes we plan to implement next year.

Engaging researchers through special events

Our new “iD & Me” webinar series aims to answer the question, “Who should have an ORCID iD and why?” Each session focuses on a specific scholarly discipline or common set of needs, such as name disambiguation, and demonstrates the benefits of utilizing an ORCID record. In November, the iD & Me session focused on the benefits of having a well-populated ORCID record for researchers in the Humanities and Social Sciences. ORCID staff was joined by Humanities and Social Science researchers who shared about their experiences using ORCID, as well as their best practices and tips for maintaining an ORCID record specific to the Humanities and Social Sciences.

Supporting users

In 2022 our small but mighty Support Team continued their amazing work as the voice of our end users, clearing nearly 77,000 user support tickets, an average of nearly 1,480 a week, all while maintaining a nearly 93% satisfaction 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.

The highlight of our progress towards this priority in 2022 was the launch of an initiative aimed at addressing disadvantages that researchers in the Global South face in getting equitable visibility and recognition for their work, our Global Participation Program (GPP). In addition, we continued to engage with our stakeholders to build communities of practice and explore partnerships with organizations in new regions, and added full translation of our support site and knowledge base.

Creating equity in ORCID participation

In 2022 we launched ORCID's new [GPP](#), an exciting initiative aimed at helping level the playing field in ORCID adoption internationally: to support ORCID's efforts to bridge the participation gap, and improve visibility and equity of access to interconnected research infrastructure for researchers in currently under-represented regions. The GPP consists of two elements: the Membership Equity Program provides fee discounts for organizations in countries with lower and lower-middle income economies who join ORCID as members of a consortium, and the [Global Participation Fund](#), which is a grant program designed to build capacity for ORCID community outreach and development and improved technical integration of open source platforms. With the kind support of [ORCID's GPP Community Partners](#), we raised nearly US\$ 1M, which we expect will allow us to run two grant cycles per year for at least the next three years. We put out our first call for applications in September, resulting in a high quality and quantity of applications, and announced the first cohort of awardees in early 2023.

Growing ORCID membership

In 2022 we saw continued, consistent growth of our membership with 131 new organizations joining ORCID including our first in Macau, Angola, and Tunisia! We welcomed a new consortium in Chile with 16 members in March, and in October of last year we were able to welcome the Ukrainian consortium with 17 new members. We also saw 58 new members join our existing consortia, as well as 38 new direct members.



Macau



Angola



Tunisia

Consortia fee tiering model

In 2022 the ORCID Board approved implementation of a new tiering model for consortium fees that enables more flexibility in pricing and aligns our fees better with members' budgets. We expect this change will have a positive impact on more diverse ORCID adoption across regions and organization types, and help our consortia to attract smaller organizations, inherently aligning with ORCID's strategic theme of Increasing Global Participation. This change also supports the theme of Upholding Trust and Integrity by helping to ensure the long term financial sustainability of ORCID. Several consortia have indicated that they see good potential to increase memberships from smaller organizations, which will help underpin our membership growth assumptions for 2023 and beyond.

Two new ORCID consortia

This year ORCID added two new members to our roster of global consortia! In March, we welcomed the new Chilean consortium with 16 members and led by Corporación CINCEL. Additionally, we were pleased to announce during Open Access Week the formation of our [Ukraine consortium](#). The State Scientific and Technical Library (SSTL) of Ukraine, supported by the Ministry of Education and Science of Ukraine, took the lead in a national ORCID consortium, initiating with 17 members, including the main national universities. This is a tremendous achievement, and we are pleased to play a small role in helping Ukrainian researchers stay connected in a time of great difficulty for them.



Increasing interoperability of scholarly data

The ORCID registry is an open hub of profile data, already integrated with over 4,500 systems across the scholarly ecosystem. In 2022 we increased the size of this network of interconnected systems, by adding 241 new integrations.

The majority required no technical work, with 100 making use of third party tools that have pre-built ORCID integration functionality, the most popular being Open Journal System (OJS) with 37 new integrations. And we now have 20 Certified Service Providers, adding DSPACE as a Certified Service Provider, making it as easy as possible for our members to integrate with ORCID.

A further 87 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 53 integrations were fully custom built by our members to meet their specialized use cases and requirements, which our dedicated Member Technical Support staff is always eager to support in order to have the integrations go live as soon as possible.

Improving language support

In November, we launched translation coverage of our support pages and knowledge base. Previously, translations were limited to key content only on these sites because they were dependent on voluntary contributions which, while deeply appreciated, were patchy and took an enormous amount of time to manage. Recent years have seen an enormous leap forward in machine-learning-based translations so after testing internally and with our consortia leads, we have launched machine translations across the support site, matching the languages available on the registry and enabling us to provide all of our key websites in a consistent set of languages which support ~89% of our users.

Upholding Trust and Integrity

Since our founding, ORCID has steadily earned the trust of our communities 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 constantly strive to maintain this trust by monitoring and managing key technological, reputational, and financial risks.



Embedding trust markers

In the aftermath of the explosion of rapidly published research in response to the COVID pandemic, and the increasing proliferation of cases of fraudulent authorship, along with worries about impact of a new generation of AI-enabled chatbots, research integrity is a growing concern across the entire research enterprise. While the way that ORCID thinks about and approaches trust—individual control, accountability via public scrutiny, and integrity via strict provenance tracking—has changed very little since we were first founded, as articulated in our [Trust Program](#) launched in 2016, we believe that we have an increasingly important role to play in helping to maintain trust in the global research ecosystem.

In 2021 we introduced the concept of “Trust Markers”, which allow users of ORCID data to assess the provenance, quality, and reusability of data in an ORCID record. In 2022 we hosted a webinar featuring a high-value use case of the

trust marker concept. Over 100 participants joined the call to learn from Tom Pollard and Brian Gow, research scientists at MIT, about how PhysioNet implements trust markers found in ORCID records to streamline qualification of applicants seeking access to sensitive data. This webinar had the highest interest and attentiveness ratings of all of ORCID's events in 2022, indicating that our community is keenly interested in how to apply trust markers to their own workflows. In 2023 we are working on increasing the visibility of Trust Markers in the ORCID registry. We plan to consult members of the ORCID Research Advisory Council about the addition of a trust summary to ORCID records, and collaborate with a number of our publisher and service provider member organizations to pilot their use in editorial publishing workflows.



Reducing spam in the registry

In 2022 we continued our improvements with reducing spam in the ORCID registry, utilizing machine learning algorithms to identify and mitigate nearly 200,000 spam records with around 99% accuracy. We plan to continue this work in 2023 by enhancing our automation processes so problematic records can be identified and locked even more quickly.

Safeguarding privacy

In 2022, we initiated a continuous improvement program to ensure that we maintain high standards of data protection and compliance with privacy regulations such as GDPR. We worked with consulting firm Teamwork IMS to pull together existing resources into a full and complete Record of Processing Activities, cataloging all uses of personal data across the organization. We also continued to work with our consortium lead organizations in Europe to complete a number of "Personal Data Transfer Impact Assessments" and sign the EU Standard Contractual Clauses to ensure that data transfers to ORCID from our European members remain compliant with GDPR data export regulations.

Ensuring technical resilience

In order to enhance ORCID's resiliency against technical outages, ORCID began a significant investment project in 2022 to migrate from our current infrastructure provider to the Amazon Web Services (AWS) Cloud. This will allow us to take advantage of AWS's in-built capabilities for distributed hosting of our services, and eliminate our current reliance on a single physical data center. We aim to complete this work in 2023. In the longer term this move will provide ORCID with the means to reduce some ongoing support requirements from our current provider and will give us the ability to access new services on demand for future development requirements, ultimately increasing the efficiency and throughput of the development team. We have also made significant progress in automating our software quality assurance (QA) and deployment processes.

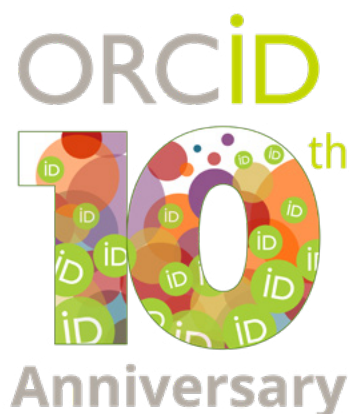
Ensuring organizational resilience

This year, growth in our organizational membership revenue and prudent cost containment enabled us to generate a healthy operating surplus of US\$ 860K. This strengthens our financial resiliency, and also allows us to reinvest some of our accumulated surpluses in upgrades to our infrastructure such as the planned cloud migration project.



Diversity, Equity, and Inclusion at ORCID

We are pleased to report that we have made great progress against our DEI initiatives in 2022, most notably the previously mentioned launch of our Global Participation Program with our Member Equity Program and our Global Participation Fund. We invite you to browse our public [ORCID DEI Agenda Trello board](#) where we track our progress. If you have any questions or concerns about DEI for us to consider, we invite you to submit those via our Feedback Form. You can submit that either anonymously or include contact information if you would like us to follow up with you.



Reflecting on 10 Years

Reflecting on our history is important for many reasons: to see where we're going, we need to see clearly where we've been. Taking time to pause and reflect in 2022 helped us more clearly envision the possibilities for the next decade and beyond.

Just as we are proud of the ways in which ORCID has grown and changed in 10 years, we are also proud of the ways in which ORCID has remained constant and unchanging, particularly that researchers have always remained at the center of everything we do. As new use cases of PIDs constantly emerge, we remain committed to providing a robust platform for uniquely identifying researchers whose contributions can go farther and faster, with full control over an ORCID record that will live on in perpetuity, serving them throughout their entire careers.

For more historical context on how ORCID successfully navigated its first 10 years, we recommend reading our new publication [ORCID's First Decade: From Startup to Sustainability](#), which highlights the incredible vision that those in the PID community had in creating ORCID, and highlights some of the twists and turns along the way.

Annual staff retreat

In October we held our annual staff retreat—the first in-person event for staff since 2019. It was a much-needed opportunity for most of the ORCID team to spend time together in person to have meaningful discussions and build strong interpersonal relationships in an environment with few distractions and shared team-building events.

This year's retreat took place in the Italian Lakes region, not far from Milan. It included a special panel with members of the ORCID community in Italy, a “Shark Tank” style event where staff pitched innovative projects to support our strategic plan, unconference sessions where staff were able to share their specialized expertise with colleagues, and cross-team brainstorming sessions for 2023 plans to realize our strategic priorities. We also explored Milan (in-person and virtually for participants from home) and Isola Bella in Lake Maggiore, and enjoyed some great northern Italian cuisine.

As there is still lingering uncertainty surrounding travel, understandably some staff chose not to attend, instead participating in a robust virtual component that allowed them to engage remotely. However, we enjoyed the chance to step back and enjoy each other's company for a short while, and we're hoping next year's retreat will include the entire team.

Board Alumni Network

Continuity of leadership is critical for the sustainability of any organization, and in 2022 members of our ORCID Board Alumni network have begun participating as external members on Board committees, allowing them to share their institutional knowledge with newer Board members. This was particularly helpful as we saw turnover of some notable Board members in 2022, [including the Board Chair and Treasurer](#). Several of our Alumni were interviewed for the history document celebrating ORCID's 10th anniversary, [ORCID's First Decade: From Startup to Sustainability](#).



2022 ORCID Board

Linda O'Brien, Chair

2020—2022, second term

Griffith University (AU)

Amal Amin Ibrahim

2022—2024

Researcher member (EG)

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 Janicke Hinchliffe

2021—2023

University of Illinois Library (US)

Daniel Hook, Treasurer

2020—2022, second term

Digital Science (UK)

Calvin Johnson

2021—2023

NIH (US)

Katherine McNeill

2022—2022

Harvard University (USA)

Alison Mitchell

2021—2022, second term

Springer Nature (UK)

Katharina Ruckstuhl

2020—2022

Royal Society Te Apārangi (NZ)

Lori Ann Schultz

2022—2024

University of Arizona (USA)

Daisy Selematsela

2021—2022, second term

UNISA (ZA)

Michael Ullyot

2022—2024

University of Calgary (CA)

Jesse Xiao

2022—2024

University of Hong Kong (HK)

Chris Shillum

ORCID Executive Director, ex officio

ORCID (US)

Stephanie Harley

Secretary of the Board, ex officio

ORCID (US)

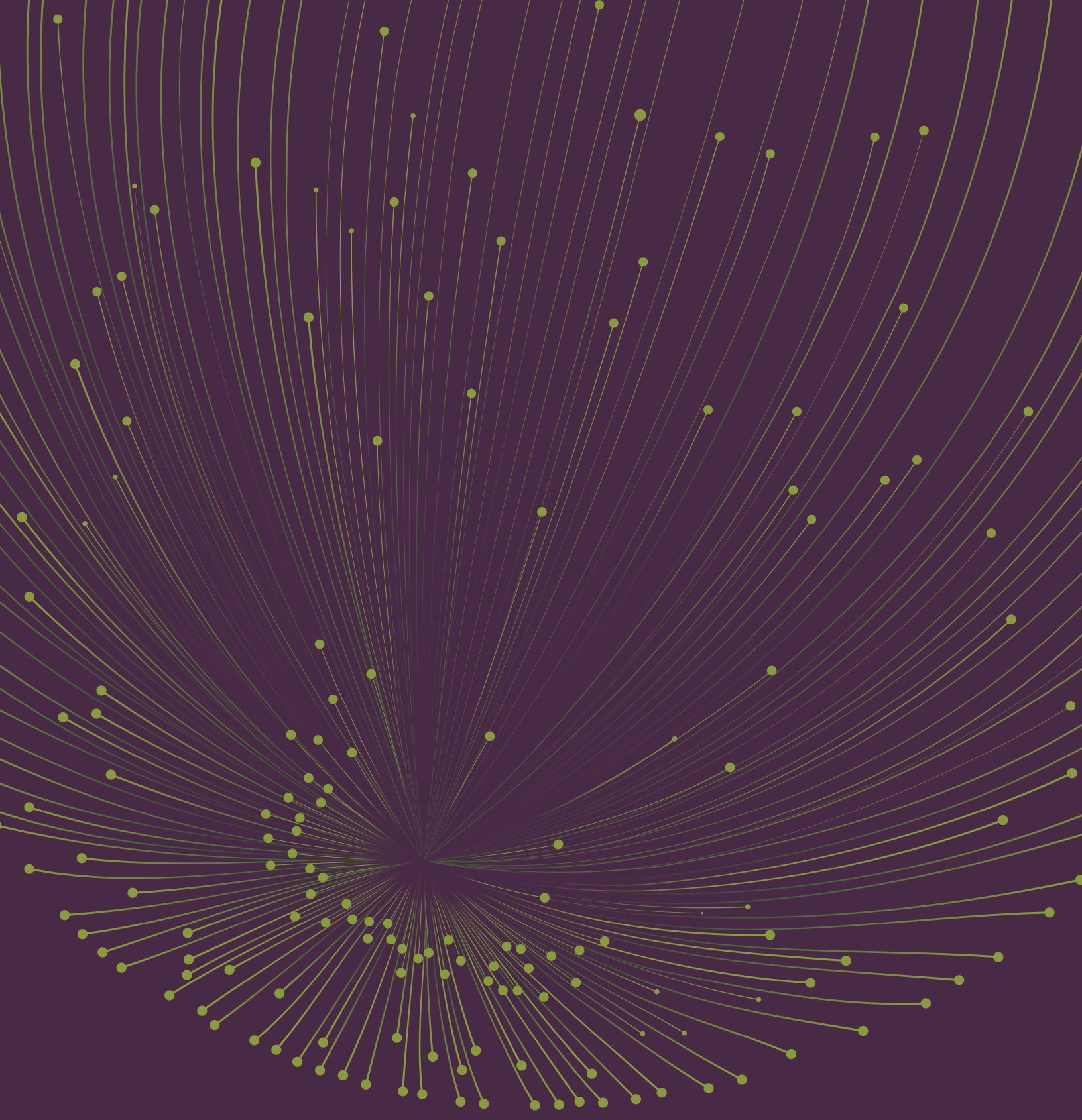
2022 Staff Listing

■ Natalia Aldana Mesa, Spain	■ Sarah Hershberger, USA	■ George Nash, UK
■ Fran Alsina, Spain	■ Jordan Holt, Canada	■ Daniel Palafox, Mexico
■ Rob Blackburn, UK	■ Kimberly Inniger, USA	■ <i>Sandy Paparisto</i>
■ Thamirys Cabral, Portugal	■ Nabil Ksibi, South Africa	■ Julie Petro, USA
■ Ana Patricia Cardoso, Mexico	■ Emilia Kutrovska, Canada	■ Andrej Romanov, Lithuania
■ Estelle Cheng, Taiwan	■ *Karen Madrigal, Costa Rica	■ Shawna Sadler, Canada
■ Pedro Costa, Portugal	■ Paloma Marín-Arraiza, Spain	■ Chris Shillum, USA
■ Paula Demain, UK	■ Leonardo Mendoza, Costa Rica	■ Will Simpson, UK
■ Tom Demeranville, UK	■ <i>Gabriela Mejias</i>	■ Matt Stockman, UK
■ Dan Dineen, UK	■ Brian Minihan, USA	■ *Lombe Tembo, Zambia
■ Camelia Dumitru, Spain	■ Angel Montenegro, Costa Rica	■ Giles Westwood, UK
■ Padma Gopinath, USA	■ Mitra Najafi-Gheidari, Hungary	■ <i>Pip White (paid intern)</i>
■ Stephanie Harley, USA		■ Ivo Wijnbergen, Netherlands
		■ *Élan Young, USA

* **New Staff**
Departing Staff



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ORCID Connecting Research
and Researchers