



Reformscape is an online tool where you can explore examples of how to bring responsible assessment for hiring, promotion and tenure into your institution, and to share your approach with others. It's populated with policies, action plans, and other documents from over a hundred institutions, from all over the world, together with expertly curated insights.

What is DORA?

DORA (Declaration on Research Assessment) is a worldwide initiative to improve the ways in which researchers and the outputs of scholarly research are evaluated.

What does responsible research assessment mean?

"Approaches to assessment which incentivize, reflect, and reward the plural characteristics of high-quality research, in support of diverse and inclusive research cultures."

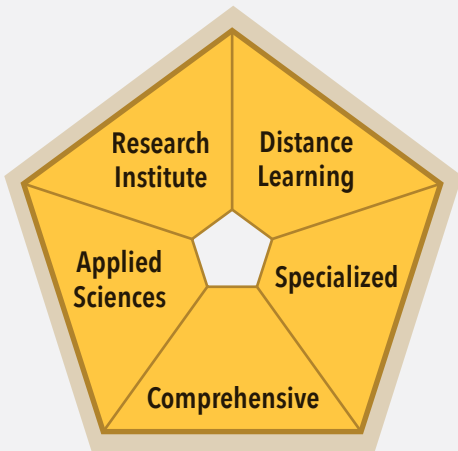
2020 Global Research Council Research on Research Institute (GRC RoRi)

Why is responsible assessment reform needed?

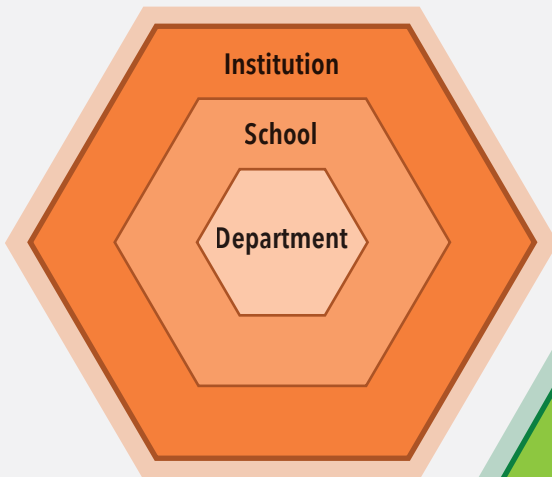
When quantitative measures have an outsized impact on how people are rewarded, it promotes focusing on a narrow set of activities and reduces investment in other meaningful, but less rewarded, achievements.

Institution type

indicates the primary purview of the academic education where reform activities are taking place. These reflect geographic differences due to the global nature of the data.



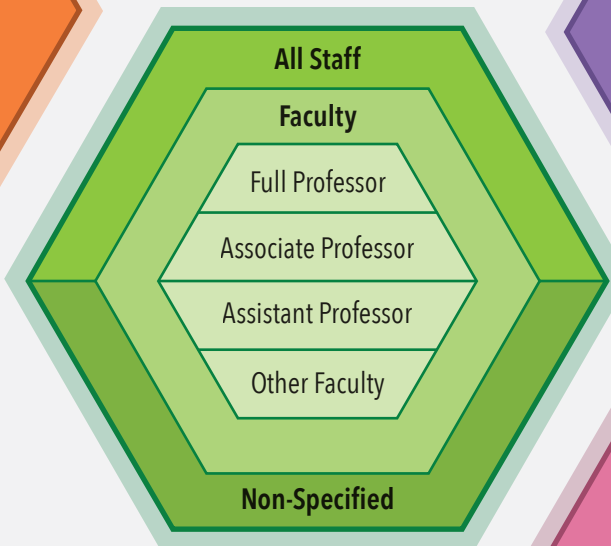
Scope describes the institutional level at which the reform work functioned.



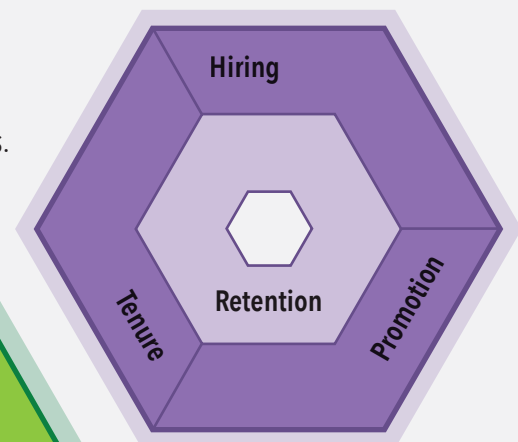
A closer look at the dimensions of Reformscape

Some entities denote general categories that may be familiar to a wide range of scholarly institutions: *Institution type*, *Scope*, *Career decisions*, and *Populations*.

Populations refers to the nature of academic faculty and/or staff who are the primary subject(s) of assessment activities.



Career decisions relates to the career stage during which specific processes, structures, and materials are used for assessment and review.



The last two categories may have slightly less familiar precedents, but reflect core priorities and attributes of many recent assessment reform efforts: *Types of assessment reform* and *Stages of reform*.

Types of assessment reform

represents the ways in which Reformscape entries promote responsible research assessment reform (RRA) characteristics.

These include assessment of both:

Departmental or institutional-level strategies, such as how RRA efforts adhere to principles of transparency, equity, and reducing biases during assessment activities, and,

Individual researcher attributes, such as recognizing researcher integrity or measures of 'impact' that expand beyond traditional metrics. Such diverse forms of impact include:

Service
Contributions to the broader research community and/or faculty administration, institutional policy, student affairs, leadership.

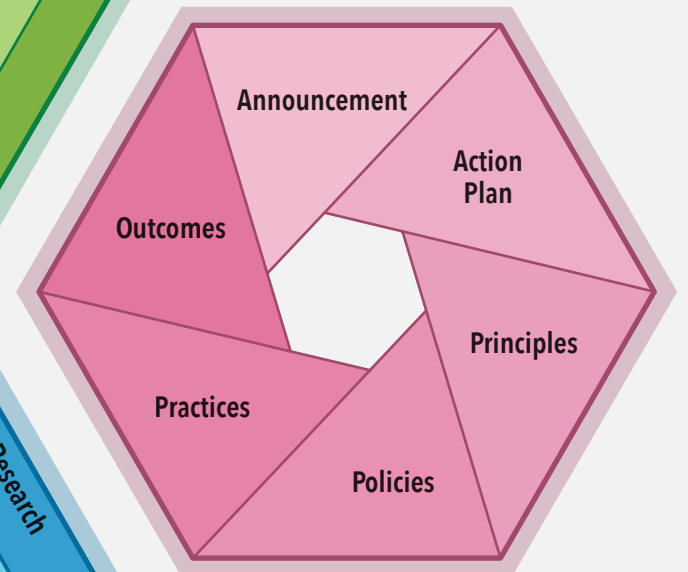
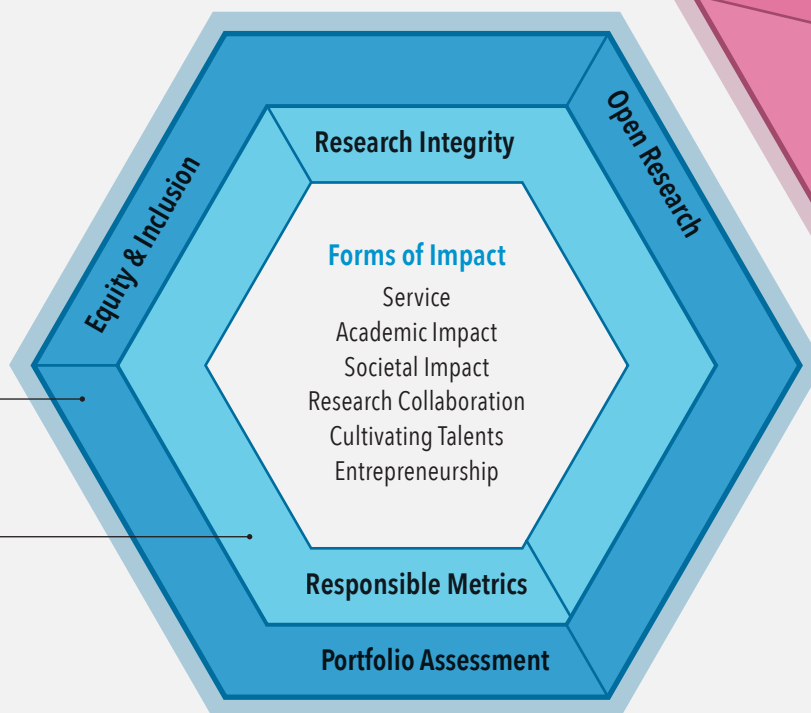
Research Collaboration
Teamwork across disciplinary, organizational, and cultural boundaries to address complex challenges in science and society.

Academic Impact
Contributions shifting understanding and advancing scholarly method, theory, and application across and within disciplines.

Societal Impact
The effect of scholarly work beyond academia to the economy, society, culture, public policy, health, and the environment or quality of life.

Cultivating Talents
The results of investments such as mentoring, teaching, or career guidance provided to early career or emergent individuals.

Entrepreneurship
Activities relating to commercialization, industry collaboration, and/or wealth creation.



Stages of reform indicate where each specific entry's reform efforts are situated in the arc from initial interest & general commitment to reform, all the way through codification of specific policies that result in concrete outcomes that can inform a growing evidence base for what works.

Announcement
Endorsement of a campaign or responsible research assessment initiative.

Policies
Reform processes or criteria formalized in institutional guidelines.

Action Plan
Documentation of plans to implement responsible research assessment.

Practices
Concrete examples in support of responsible research assessment.

Principles
Institutional beliefs & goals to promote responsible research assessment.

Outcomes
Results that have emerged from assessment reforms.

Note: The label "non-specified" reflects the absence of data for that category