**SPACE TO EVOLVE ACADEMIC ASSESSMENT**

**A rubric for analyzing institutional progress indicators and conditions for success**

*Research and researcher assessment is a systems challenge*, suggesting that institutions that prioritize developing infrastructures
to support their efforts may be better positioned to achieve their goals than those focused only on individual solutions

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|  | **FROM FOUNDATION...**Core definitions and shared clarity of purpose | **TO EXPANSION...**Increased traction and capability development | **TO SCALING**Accelerated uptake and continuous improvement |
| **STANDARDS FOR SCHOLARSHIP***How are new definitions of “quality scholarship” formulated and applied?* | **ALIGNMENT** ON VALUES AND GOALS | **DIVERSIFICATION** OF STANDARDS | **ADOPTION** OF NEW PRACTICES |
| **PROCESS MECHANICS AND POLICIES***How are new practices incorporated into review structures, processes, and institutional policies?* | **DEBIASING** DELIBERATIVE JUDGMENTS | **CAPACITY** TO SUPPORT NEW ACTIVITIES | **INTEGRATION** INTO EXISTING SYSTEMS |
| **ACCOUNTABILITY***How are individuals and institutions held liable for executing on new assessment practices?* | **TRANSPARENCY** AND CLARITY OF GOALS | **ADHERENCE** THROUGH COMMITMENT | **PROACTIVITY** IN ENGAGEMENT |
| **CULTURE WITHIN INSTITUTIONS** *How are assessment practices perceived and adopted both within and outside of formal evaluation activities?* | **INCLUSION** AND ACCESS | **ADVOCACY** AT INSTITUTIONAL LEVELS | **REFLEXIVITY** THROUGH REFLECTION |
| **EVALUATIVE AND ITERATIVE FEEDBACK** *How are intervention outcomes and progress toward institutional values captured and continually improved upon?* | **ARTICULATION** OF DIVERSE INDICATORS | **SYSTEMATIZATION** TO GAIN CONSISTENCY | **IMPROVEMENT** USING FEEDBACK LOOPS |