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.

**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.

**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."

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**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,

  - **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.

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

  - **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.

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**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

- **Action Plan**
  - Documentation of plans to implement responsible research assessment

- **Principles**
  - Institutional beliefs & goals to promote responsible research assessment

- **Outcomes**
  - Results that have emerged from assessment reforms.

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**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.

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

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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.**

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