

Reform*scape*
Launch
Pack

Introducing DORA Reformscape

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 such as statements of principle from over a hundred institutions, from all over the world, together with expertly curated insights.

First look - tell us what you think

Who is this pack for?

Anyone who considers themselves to be a champion of responsible research assessment, including DORA's community, friends and partners.

Where can I find Reformscape?

[Reformscape.org](https://reformscape.org)

When will it be ready?

Those who have signed up for this pack will have early access to the full tool from 18 December. Reformscape will then be publicly launched on 30 January 2024.

We're giving you early access so you can help us get ready for launch. Take an early look and let us know if you come across any errors or issues. You can also start suggesting resources that could be added to

the tool by filling out the form on Reformscape or emailing us at reformscape@sfdora.org. But most of all, we want you to explore the tool and begin thinking about how you might use it.

Help us spread the word about Reformscape

Please do not share Reformscape until we launch it next month. From 30 January, you can use the poster, text, images and template social media posts found in this pack to share and promote Reformscape within your networks. You can also edit what's in this pack to fit your needs.

If you have any questions, reach out to the DORA team using reformscape@sfdora.org.

Help us spread the word: Ready-to-use words and images

Suggested social media posts

We have produced a range of social media assets and template posts to make it as easy as possible for you to help us raise awareness of Reformscape when it goes live on **30 January**.

If possible, please include one or more of the following in your posts:

- **#Reformscape**
- Link to the tool [Reformscape.org](#)
- Tag us [@DORAssessment](#)
- Other useful hashtags are **#DORAIInAction**, **#ResearchAssessment** and **#ReformingRA**

It's here! [@DORAssessment](#)'s latest tool **#Reformscape**. A great place to find real-life examples of what institutions are doing to make **#ReformingRA** a reality.

Want to see examples of what places similar to your own have done?

Then this is for you [Reformscape.org](#)

Where are you on your reform journey?

If you're looking for ideas and inspiration, then [@DORAssessment](#)'s latest tool **#Reformscape** is a must see.

Try it here [Reformscape.org](#)

It's a great way to discover something new no matter what stage you're at.

We get how hard it is to reform academic career assessment. Yet that hasn't stopped hundreds of institutions across the world improving how they hire, promote and offer tenure.

Find, search & explore examples with [@DORAssessment](#)'s **#Reformscape** tool [Reformscape.org](#)

We're on **#Reformscape**! [@DORAssessment](#)'s newest tool sharing responsible **#ResearchAssessment** for hiring, promotion and tenure.

It's one of the easiest ways to share our progress and learn from others around the world.

Explore it here [Reformscape.org](#)

[Download Poster](#)

Download this poster and share it in newsletters, emails, and in meetings or put it up around campus.

[Download Images](#)

Download social media assets

Suggested text for websites and newsletters

You can mix and match with the suggested text below and FAQs to tailor what you share with others from **30 January**.

We suggest you share Reformscape with your provost of research, research administrators, department chair, other faculty, and members of any relevant working groups interested in academic career assessment.

Websites

We believe that the old ways of assessing the quality of research and progressing the careers of researchers are no longer fit for purpose. These dated approaches are neither fair nor responsible and often leave talented people overlooked, holding back progress in diversity, equity and inclusion. Institutions are increasingly expected to move with the times and update their assessment practices, but making meaningful change isn't easy.

Institutions around the world have been busy figuring out how to overcome the challenges of reforming academic career assessment, and the **DORA Reformscape tool** helps us learn from their experiences.

Check it out here: [Reformscape.org](https://reformscape.org)

A tool for the academic community, Reformscape brings together ideas and inspiration for how to bring **responsible academic career assessment for hiring, promotion and tenure** into an institution, and allows us to share what we're doing with others. We're using it to access concrete examples from over a hundred institutions and to help us with our own reform journey.

Newsletters

Subject line: Have you tried the new DORA Reformscape tool?

Why do we need another tool? We know there are better ways of assessing researchers that don't rely on proxy measures, narrow criteria and bibliometrics – but change is always daunting. It's much easier to take the next step on your own reform journey when you can quickly and easily discover what's already driving change in other places. Reformscape provides you with these concrete examples.

Check it out here: [Reformscape.org](https://reformscape.org)

Who is it for and what can it be used for? Reformscape is a tool for the academic community. Bringing together ideas and inspiration for how to bring **responsible academic career assessment for hiring, promotion and tenure** into your institution, Reformscape can be used to:

- Save time searching for good practices and what might work for you.
- Benchmark what you're doing within the wider landscape.
- Share and celebrate your own progress so others can learn from you.

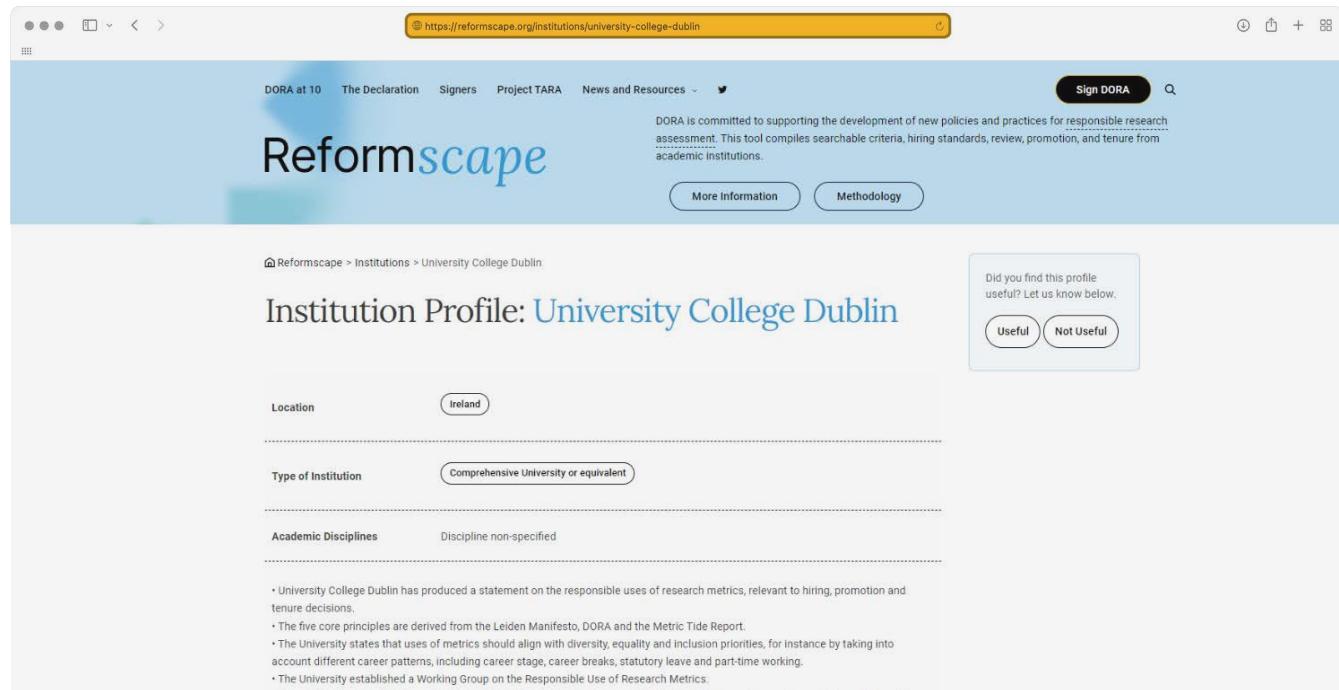
What does it include? It's populated with policies, action plans and other documents such as principles from over a hundred institutions, from all over the world, together with expertly curated insights. Ready to change your assessment practices and looking for practical next steps? Start with Reformscape and discover what's possible.

What's next? The DORA team wants help adding more institutions and source data to Reformscape. They especially want to hear from those who have eligible examples from Africa, Asia and South America. If you have any suggestions, you can submit them via Reformscape itself or by emailing reformscape@sfdora.org.

How to share institution profiles

At its launch, Reformscape will have profiles from over a hundred institutions across the world, and more will be added over time.

To **share an institution profile**, simply use the URL.



The screenshot shows a web browser displaying the Reformscape website. The URL in the address bar is <https://reformscape.org/institutions/university-college-dublin>. The page title is "Institution Profile: University College Dublin". The header includes links for "DORA at 10", "The Declaration", "Signers", "Project TARA", "News and Resources", "Sign DORA", and a search bar. Below the header, a section titled "Reformscape" is visible. The main content area displays the institution profile for University College Dublin, including fields for "Location" (Ireland), "Type of Institution" (Comprehensive University or equivalent), and "Academic Disciplines" (Discipline non-specified). A note at the bottom states: "University College Dublin has produced a statement on the responsible uses of research metrics, relevant to hiring, promotion and tenure decisions. The five core principles are derived from the Leiden Manifesto, DORA and the Metric Tide Report. The University states that uses of metrics should align with diversity, equality and inclusion priorities, for instance by taking into account different career patterns, including career stage, career breaks, statutory leave and part-time working. The University established a Working Group on the Responsible Use of Research Metrics." To the right of the profile, there is a sidebar with the text "Did you find this profile useful? Let us know below." and two buttons: "Useful" and "Not Useful".

In a similar way, you can **save and share searches** you make. Simply select which filters you're interested in, click 'submit', and copy the search result URL to save or share the results page with others.

Reformscape is **not** a compliance tool. DORA knows that there are many different pathways to reform and we hope this tool helps the scholarly community learn from, share, and celebrate the progress made so far, inspiring others on their own journeys.

FAQs

1. Why should I be interested in Reformscape?

There are better ways of assessing researchers that don't rely on proxy measures, narrow criteria and bibliometrics - but change is always daunting. It's much easier to take the next step on your own reform journey when you can quickly and easily discover what's already driving change in other places. Reformscape provides you with these **concrete examples**.

Nowhere else has this **diversity of institutions** been represented in one place and within a global context. Reformscape allows you to search, filter and explore visualized trends about how over a hundred institutions have changed their assessment processes for hiring, promotion and tenure.

The Reformscape tool is much more than a data repository. It brings together expertly **curated insights and commentary** by the DORA team drawn straight from the data. **Co-created with the academic community**, Reformscape will grow as more institution profiles are added and we expand it to include other faculty roles and assessment practices.

2. Who is Reformscape for?

Reformscape is for anyone in the academic community looking for ideas and inspiration around how to implement responsible academic career assessment. It can be used no matter what stage of reform you're at - whether you're just beginning your journey or already have a path planned out. For example:

- **Senior academics**, and people in position to change assessment policies, looking for detailed examples of what others have done to learn what might work for their institution.
- **Early and mid-career researchers** looking for evidence and case studies to help make a case for change.
- **Staff that manage the assessment process** who want to benchmark their institution's approach within the wider landscape of reform, or browse assessment practices to draw inspiration from others.
- **Research assessment or DORA working groups** looking for good practices and an easy way to share and celebrate progress.

3. What data sits behind the tool?

Reformscape covers examples of **research-performing institutions** implementing new ways of assessing for **hiring, promotion and tenure** and for **faculty roles at the assistant, associate and full professor levels**. While the tool captures a diverse range of how assessment reform is put into action, the first version of the tool is deliberately narrow in scope. Our intention is to expand Reformscape over time.

More than 200 publicly available source materials have been manually identified, analyzed and added to Reformscape. This data comes from over 100 different institutions across more than 20 countries. The source material can be downloaded as a CSV file.

4. Where can I find out more?

The below links will be accessible from 30 January 2024:

- [The DORA Reformscape tool: Discover what's possible](#)
- [Further Reformscape FAQs on the DORA website](#)

Reformscape was developed as part of our [Project TARA](#) which is supported by [Arcadia – a charitable fund of Lisbet Rausing and Peter Baldwin](#).