

# 5 STEPS TO MOVE AWAY FROM POOR PROXIES

**01** | *Stop using IF & H-index in CVs*

Remove mentions of Impact Factors or H-index from your CV and online profiles. Help to signal that these are not helpful metrics.

**02** | *Remove journal names from CVs*

Going further, removing journals names and replacing with hyperlinks or PMIDs further signifies your commitment to content, rather than proxies.

**03** | *Don't ask where*

When a colleague publishes their latest work don't ask *where* they published but instead ask about *what* they did.

**04** | *Remove journal names from slides*

Switch journal names for Author;Date;PMID or DOI. This helps to signal that poor proxies, such as journal name are not helpful

**05** | *Encourage institutional change*

Get your institution to sign up to initiatives such as DORA, adopt narrative CVs instead of poor proxies and discuss the problems with poor proxies with students and ECRs