

[Gund] Institute
Evaluation Process and Performance Metrics

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Third-Year Review

In year three, the Provost's Office will lead an internal evaluation assessing progress against performance metrics. This will ensure that the Institute is fulfilling its university-wide mission, is resourced appropriately, is expending resources appropriately, and is working toward achieving desired outcomes, allowing for course correction as necessary.

The third-year evaluation will include:

1. A self-evaluation against metrics that includes an accounting of the explicit return on investment (ROI) as well as an analysis of the impact of the Institute's work prepared by the Director/Core Team.
2. An opportunity for input/comment from the Council of Deans, the Internal and External Advisory Boards, participating faculty, postdoctoral associates, and graduate students.
3. An electronic survey instrument available to all University faculty.

The President and Provost will prepare a written report of the review's findings and recommendations. The report will be provided to the Director, and the Director will have the opportunity to provide a management response.

Fifth-Year Review

In year five (and repeated every five years thereafter), in collaboration with the Faculty Senate, the Provost's Office will organize a formal evaluation, including a committee jointly constituted by the Provost and the Faculty Senate, and external experts who will evaluate progress against strategic goals and performance metrics.

The fifth-year evaluation will include:

1. A review of the three-year evaluation materials.
2. A self-evaluation against metrics that includes an accounting of the explicit return on investment (ROI) as well as an analysis of the impact of the Institute's work prepared by the Director/Core Team.
3. Consultation with the Council of Deans, the Internal and External Advisory Boards, participating faculty, postdoctoral associates, and graduate students.

4. An electronic survey instrument available to all University faculty.

The committee will prepare a report of its findings for the President and Provost. The report will be provided to the Director, and the Director will have the opportunity to provide a management response. The President and Provost will share a summary of the review's findings with the University's faculty, deans, and other senior leaders.

Performance Metrics

In addition to the performance metrics, the evaluations should include assessments of budget, staffing, reporting structure, administrative processes, and the F&A arrangement to ensure these elements are adequate and supporting research and educational functions of the Institute as intended. The Institute's performance metrics are organized around its three strategic elements.

Third-Year Performance Metrics (in addition to the report accounting for the return on investment and impact analysis):

Catalyze transdisciplinary research

- Institute has at least 30 affiliated UVM faculty, all units across campus.
- Institute has issued 3 kick-start awards for new work by transdisciplinary groups that have not worked together before, worth a total of \$400,000.
- Institute has recruited at least 5 PhD students and 4 postdoctoral associates who contribute to the diversity and excellence of the University, funded either through direct Institute support or through grants resulting from Institute activities.

Connect UVM with the state, national and global communities

- Institute has hosted 3 visiting scholars, 3 research gatherings on campus, and 1 national or international symposium.
- Institute-related research has garnered significant media attention; at least 100 mentions/year and 20 mentions/year in top tier outlets.

Solve critical environmental problems

- With help of Advisory Board, Institute has identified key research areas that link UVM strengths to grand challenges, especially the United Nations Sustainable Development Goals.
- At least 75% of Institute investments are targeted at these key research areas.

Governance and operations

- An Internal Advisory Board is established.
- An External Advisory Board is established.
- Metrics of broader societal impacts are established, with input from advisory boards.
- \$1M in new gifts has been secured for the Institute.

Fifth-Year Performance Metrics (in addition to the report accounting for the return on investment and impact analysis):

Catalyze transdisciplinary research

- Institute has issued 8 kick-start grants, worth a total of \$1.0M.
- These grantees submit at least 10 proposals, worth \$4M, to continue or extend the work supported by kick-start grants.
- New transdisciplinary research teams publish at least 25 peer reviewed papers.
- Institute has attracted and funded at least 10 PhD students and 8 postdoctoral associates that contribute to the diversity and excellence of the University, funded either through direct institute support or through grants resulting from Institute activities.

Connect UVM with the state, national and global communities

- Institute has hosted 6 visiting scholars, 5 research gatherings on campus, and 2 national or international symposia.
- Institute-related research has garnered significant media attention; at least 150 mentions/year and 35 mentions/year in top tier outlets.
- Affiliated faculty are increasingly invited to present at conferences, non-academic venues, and to testify on related legislation.

Solve critical environmental problems

- Institute has engaged meaningfully with stakeholders in VT, nationally, and internationally; at least 6 joint projects with stakeholders, with at least 3 leading to real impact on policy or decisions.

Governance and operations

- Internal and External Advisory Boards are functioning and continue to meet; membership is rotated as appropriate.
- \$4M in new gifts has been secured for the Institute.