



The University of Vermont

April 29, 2015

TO: David Rosowsky, Provost

FROM: Thomas Vogelmann, Dean

RE: Metrics for Scholarship

In response to the memo of April 21, 2015:

1. A narrative explaining the process that was used to develop the recommended metrics.

The December 1, 2014 memo from the Provost's Office, requesting that academic units develop a list of metrics that captured the contributions of faculty scholarship, was forwarded to CALS Department Chairs on the same day. The College guidelines for RPT, which already contains a list of metrics that closely align with those suggested by the Provost, were also forwarded with a request to the Chairs to work with their faculty to re-examine and refine the current list of metrics used in the College. Department responses resulted in a revised list: Additions suggested by departments (red), new categories identified in the Dec. 1 memo (blue) and pre-existing college metrics (black), many of which are also identified in the Dec. 1 memo. Current CALS RPT guidelines require that faculty include impact factors for their publications, which adds additional context to the scholarly assessment process. All of the departments in CALS have agreed to use the following list as a rubric for capturing scholarly contributions within the College.

- Original research published in peer-reviewed journals or other volumes
- Other work published in peer-reviewed journals or other volumes
- Books or book chapters published
- Articles published, volumes edited, other scholarly works published
- Published critical reviews
- Journal editorships
- Symposia organized
- Participating in working groups sponsored by institutes or centers
- Extramural support for research, scholarship, creativity
- Extramural support for teaching, outreach, service
- Number of Masters and Doctoral students graduated
- Number of Postdoctoral scholars
- Number of Bachelor's graduates going on to graduate or professional study
- Number of students selected for competitive national and international scholarships/fellowships
- Number of undergraduate research students graduated/mentored
- Placement of Doctoral graduates in academic or other professional positions

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- Major awards and prizes won by faculty
- Patents awarded
- National rankings of programs
- Members of national academies (e.g., NAE, NAS, IOM)
- Number of major society fellows
- Number of professional or society faculty fellowships
- Number of officers and directors of major professional societies
- Number of major (national/international) media interviews related to faculty research and scholarship
- Grant panel membership

2. *A narrative suggesting how you, as dean, or your department chairs might use these metrics, and how the information tracked and reported might be used to inform your decision-making and strategy for your college/school.*

Use of data. The College has a long history of using metrics and strategic planning to determine resource allocation to departments. Lecturer positions are allocated in CALS based on student/faculty FTE ratios. Tenure track positions are allocated based on consideration of: balance between teaching and research in the department (quantified by metrics), the strategic relevance of the research area to the future, potential synergy with the research enterprise of department, college and the University, and potential synergy with undergraduate instruction. Under limiting resources, the College allocates tenure track lines that build upon strength rather than trying to rectify weakness. Continuing with past practice, metrics for scholarship will continue to be used in the RPT process and for annual evaluation of faculty.

Tracking. Although the College tracks research dollars and most departments track publications, following other categories has been incomplete, although a more comprehensive analysis of departmental research has recently become available through Academic Analytics data which are shared with departments annually to provide national benchmarking. Having worked through this metrics exercise, we will develop a comprehensive tracking system for all the metrics identified above. Faculty submit much of that information in their annual evaluation reports and, to facilitate data collection, we will develop a spreadsheet that faculty complete at that time. Those spreadsheets will be forwarded to the CALS Dean's Office and data will be compiled for each department and at the College level. Having that data set will make it possible to readily respond to requests by various offices on campus for productivity measures. It will also constitute a robust database that can be used to promote the achievements of the faculty and the culture of scholarship in the College.

Following approval of the metrics list by the Provost's Office, the College RPT guidelines will be modified accordingly and posted online.