



# The University of Vermont

August 6, 2015

## MEMORANDUM

To: David V. Rosowsky, Provost and Executive Vice President  
From: William Falls, Interim Dean, College of Arts and Sciences  
Re: Revised Scholarly Metrics for the College of Arts and Sciences

On May 22, 2015 the Dean's office in the College of Arts and Sciences forwarded scholarly metrics for 20 of the 21 CAS departments. At the time, the Department of Music and Dance had not complied with our request to provide metrics. Following review, you requested revisions for the Department of Classics, which did not provide metrics, and the Department of Philosophy, which had proposed metrics that were impractical to administer. I am pleased to now include metrics from Music and Dance as well as revised metrics from Classics and Philosophy.

The CAS Dean's office is now in the process of compiling the departmental metrics. We are producing a document that will detail the departmental metrics within all four CAS disciplines, natural science, humanities, fine arts and social science. This document will be sent to departments to allow them an opportunity to revise their metrics in light of those proposed by other departments in their discipline. The CAS Dean's office is also producing a document containing a subset of specific Departmental metrics, common college-wide metrics and discipline-specific metrics that we wish to track and aggregate.

With these documents in hand (revised Departmental metrics and metrics the Dean's office will track and aggregate) we will pursue the following three activities as outlined in our May 22<sup>nd</sup> 2015 memo.

**1. Review and Revision/Incorporation within Departmental RPT and AEG documents.** This Fall we will provide detailed feedback to departments on their submissions and assess how they are reflected in their RPT and AEG documents. If necessary, we will make recommendations for changes to ensure that all three documents provide consistent assessment criteria.

**2. Annual Reporting by Departments.** As part of each department's annual faculty performance evaluation process, we will have Chairs report on scholarly productivity and impact tabulated across their department. The annual report will be based on the department's productivity/impact metrics and will be submitted in time for the Dean's meetings with department chairs in April for annual faculty performance reviews. In these meetings, the Dean will use these reports to discuss with each Chair the productivity and impact of their department's scholarly activity. This should facilitate a data-driven discussion of the accomplishments of each department as well as an assessment of barriers and factors that limit scholarly productivity and impact in each department.

**3. College Reporting.** Departmental information will be aggregated each spring at the College level across disciplinary areas using the common metrics and reported to the faculty at a faculty meeting early in the fall. As data are collected each year, they will also be aggregated across different time-windows based on what is most appropriate for each disciplinary area.

COLLEGE OF ARTS AND SCIENCES  
OFFICE OF THE DEAN

438 College Street, Burlington, VT 05405  
(802) 656-3344 Student Services  
(802) 656-8783 Faculty and Administrative Services

Equal Opportunity/Affirmative Action Employer