



The University of Vermont

MEMORANDUM

May 27, 2015

TO: David Rosowsky, Provost

FR:

Doug Lantagne, Dean

RE: Introductory information for UVM Extension Scholarly Productivity and Impact Metrics

Here are the two statements that relate to Scholarly Productivity and Impact Metrics for UVM Extension faculty. The following URL connects to our performance criteria and our organizational priorities as provided to Brian Reed some time ago:

https://www.uvm.edu/extension/internal/faculty/2011/annual_review_guidelines2011.pdf

The following statements will be added to the performance evaluation information on our website as a separate statement or included in the documents that outline annual reviews and the RPT packet.

The UVM Extension performance guidelines were established by the faculty, with the original work done in the mid-1970's and have been updated and refined over time. These performance guidelines and metrics have been the set of criteria for determining faculty performance and for reappointment and promotion of Extension faculty. They were included in the first faculty contract and have been revised as needed. As a means to focus organizational efforts, a subset of metrics were selected as overall organizational goals from the matrix of Faculty performance guidelines. The specific subset was established as an outcome of the Strategic Directions process that outlined some of UVM Extension's goals for the coming years. They are clearly listed in the documents that are used each year for the annual performance reviews and in the RPT documentation.

The overall performance goals and metrics outlined in the annual review and RPT documentation have been and continued to be used to assess individual faculty performance. The faculty are evaluated on a total of thirteen individually scored dimensions. Four of those are within Teaching, six are within Research/Scholarship/Creative Activity, and three are within Service. Within this matrix of overall goals, a specific subset of organizationally important goals have been highlighted for several years, such as a priority for finding grant support to grow programs. The subset of goals and metrics do not change yearly to ensure some stability in direction of activity within the unit. The outcome of focused organizational goals within the context of overall performance metrics for faculty have been useful to reward faculty, highlight faculty success, and as encouragement to faculty to continue to expand their programs. A specific example would be the subset goal of applying for grants and contracts to expand programs. Over the past decade, Extension Faculty have helped expand grant funding from under \$1 million a year to upwards of \$7-8 million per year over the past several years

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