




TO: William Falls, Interim Dean, College of Arts and Sciences (CAS)
Joel Goldberg, Associate Dean

FROM: David V. Rosowsky, Provost and Senior Vice President 

DATE: August 7, 2015

SUBJ: CAS Scholarly Productivity and Impact Metrics

I have reviewed the CAS Scholarly Productivity and Impact Metrics with the requested revisions which you submitted to my office in the last week. The submitted information included (1) a plan to finalize and bring into alignment the department metrics with both the College-level metrics (to be summarized) and RPT guidelines, and (2) a set of metrics from all CAS departments.

I very much appreciate the time and effort you and your faculty colleagues took to consider and finalize these metrics, and I am confident that they will serve you well in the coming years. Please consider the metrics you have recommended on behalf of your departments as APPROVED.

Once you complete your college's summary/cross listing of metrics for all departments, I ask that you share those with my office. I understand this will be completed this fall. In the meantime, I ask that you take the following next steps:

1. Post both the metrics AND the information summarizing how the metrics were developed and how you intend to use the metrics in an appropriate location on the CAS website. This information should be readily accessible to current and prospective faculty, current and prospective students, and others who may have an interest in the scholarship and scholarly impact of the work of your faculty.
2. Discuss progress regularly with your leadership team (associate deans, department chairs, program directors) to engage their support and enthusiasm for how the tracking of this information can be used to advance the visibility, impact, and reputation of your college. Consider how you can best use the information being tracked to promote the scholarly accomplishments of your faculty, represent CAS in print and web-based media, and engage alumni and other donors.
3. Review your college's performance according to these metrics (or the performance of sub-units within your college, as appropriate) annually with your faculty. Use this time to reflect on progress, consider multi-year trends, and celebrate successes.
4. Ensure appropriate alignment/consistency between these metrics and the CAS RPT guidelines, updating each as needed and when appropriate.

The recommended metrics should be referenced to assist in interpreting departmental guidelines for the annual performance reviews of faculty. Similarly, as part of the dean's annual performance review, I will discuss your college's progress against these metrics and how the information you are tracking is informing the dean's decisions/strategies.

As you can see from the list above, there are opportunities to engage with others at the University (e.g., University Communications, the Office of the Vice President for Research, the Office of the Vice President for Enrollment Management, and the UVM Foundation) to help you promote the scholarship and many accomplishments of your faculty and both celebrate and leverage their successes.

In the coming weeks, my office will develop a list of high-level metrics being tracked by each college and identify commonalities. I will bring this summary to a future PALC meeting for us to discuss as a group. The intent is NOT to make comparisons across colleges, but rather to share best-practices and develop a shared understanding of priorities, goals, and strategies.

Thank you and best wishes for the rest of summer and the start of the new academic year.