



TO: Rick Morin, Dean, College of Medicine (COM)  
FROM: David V. Rosowsky, Provost and Senior Vice President  
DATE: May 27, 2015  
SUBJ: COM Scholarly Productivity and Impact Metrics

I have reviewed the COM Scholarly Productivity and Impact Metrics you submitted on May 18, 2015. 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 as APPROVED.

As next steps, I am asking that you do the following:

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 COM 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 COM 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 COM 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 your annual performance review, we will discuss your college's progress against these metrics and how the information you are tracking is informing your decisions/strategies as dean.

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 start of summer.