Upskilling the promotion and tenure process

Training administrators for responsible use of research impact metrics

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Evaluation Context

Evaluation for PeT @ IUPUI

External Reviewers

Unit Committee

*Associate Dean or Department Chair

School Committee (sometimes)

Campus Committee

Chief Academic Officer

Chancellor

IU/Purdue President

IU Board of Trustees
The Evaluation Task

Provide an assessment of the dissemination outlets in the candidate's area of excellence (or in all areas for a balanced case), such as the quality of journals, peer-reviewed conferences, and venues of presentations or performance.

• Stature of journals, presses, editions, galleries, presentations, and other means…

• Special care taken in assessing stature of journals devoted to practice, theory development in teaching and professional service…

• Authorship convention

https://academicaffairs.iupui.edu/PromotionTenure/IUPUI-Guidelines/
SKILLS FOR EVALUATING VENUES

• Core concepts of research evaluation
• Research Metrics literacy
• Knowledge of publishing and other norms for the discipline and field (authorship, speed/volume of publication, journal reputation, peer review practices)
• Ability to retrieve relevant information efficiently and effectively
Constraints
We value what we can measure
**Other Challenges**

The candidate may not clearly identify the source of the evidence presented

Evidence is distributed across a huge number of systems and platforms

The sources of this evidence can vary with each candidate

Campus-level standards define Excellence in research, but do not describe quality criteria or standards for journals, books, presses, exhibit venues, etc.

While many metrics are apparently simple (counts, frequencies, rankings derived from frequencies), the biases and limitations of the underlying data are often poorly documented, understood, and constantly changing
Sub-optimal Evaluation Practices

- Assumption that publication in a certain journal = impact
- Assumption that publication in a certain journal = quality
- Re-using journal descriptions from publisher sites
- Presenting the Journal Impact Factor without necessary context
  - Year unspecified
  - Using the 2-year JIF when 5-year JIF is more appropriate for the field
  - Without Quartile Ranking or value range
- Vague descriptions of the journal or press as “reputable”, “prestigious”, or “Tier 1” without evidence substantiating those claims
- Failing to consider presentations at national and international conferences
The Training: Goals

Outcome: Improve the relevance of the information provided to better advocate for the candidate

- Examine underlying purpose of this component of the evaluation
- Introduce the core concepts of research evaluation
- Provide resources to support developing foundational skills in research metrics literacy
- Provide resources to support efficient and effective retrieval of evidence, including but not limited to research metrics

*NOT Publishing and authorship norms for each discipline/field*
THE TRAINING

• The state of scholarly dissemination (Oh my!)

• Introduce core concepts of research evaluation to dispel misconceptions about publishing, Open Access, and research metrics
  • Operationalizing quality, impact, prestige
  • Levels of evidence
  • Evidence & metrics

• Describe the strengths and limitations of commonly used metrics

• Resources
  • Terminology Reference Sheet
  • Sources for metrics

• Support them in applying this information to the evaluation task
We value what we can measure
We measure what we value
Long-term Strategy

- Guides for Faculty & Reviewers
- School/Dept Guidelines
- OAA Workshops
- Campus Guidelines
- Reviewer Workshop
- School/Dept Workshops
- Metrics Consults
http://www.metrics-toolkit.org/

http://www.worldcat.org/oclc/1027811013
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IMAGE ATTRACTION

• Noun Project
  • Mindmap by Leslie Tom from the Noun Project
  • deadline by Ralf Schmitzer from the Noun Project
  • group by mikicon from the Noun Project
  • Scale by Musket from the Noun Project