

UNIVERSITY OF SOUTH FLORIDA

ASSET INVESTMENT MANAGEMENT SYSTEM

CRITERIA FOR

Research, Scholarship and Graduate & Postdoctoral Education

Presented to:

**The AIMS Council
College of Medicine**

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AIMS - Principles for Selection of Performance Metrics

- Must be simple, dynamically changing, and can be evaluated OBJECTIVELY
- Performance parameters (such as funding, publications, invited lectureships, etc.) and metrics must be:
 - Aligned with and promote our strategic goals
 - Relevant to the professional growth of our faculty (and therefore our institution)
 - Comparable to existing benchmarks in Carnegie High Research Volume Universities
- Must serve as catalyst for change and impel behavioral alterations that represent what we want to be rather than what we are or were
- Must provide collateral or “diffusional” benefit to ALL missions
- Must underscore the fact that accomplishing excellence is not a prerogative of a “select” group of faculty but an expectation of all involved
- Providing incentives and bonuses to the faculty should be an “unintended consequence” not the primary motivator for developing AIMS
- Faculty appointment, promotions, and tenure criteria should be closely realigned with these performance metrics

AIMS Criteria for Research & Scholarship

Key Considerations/Definitions - I

- Only applicable to faculty who are identified as active or potential “researcher”
- Full-time research faculty:
 - 0.6 FTE or more of effort allocated to research
- Minimum requirement for research:
 - 0.2 FTE of effort allocated to research
- Incentive and bonus is based on quality and level of research productivity **NOT** on the level of research effort allocation
- Quality and level of research productivity correlates with the rank of faculty appointment

Key Considerations/Definitions - II

- Performance will be measured using the following four **OBJECTIVE** parameters:
 - Funding (Grants and/or Contracts)
 - With full indirects
 - With partial or NO indirects
 - Publication
 - Quality (High; Medium; or Low)
 - » Essential Science Indicators
(<http://scientific.thomson.com/products/esi/>)
 - » Journal Impact Factor
(<http://sciencegateway.org/impact/>)
 - Quantity/Frequency
 - Invited Lectures
 - Quality (Regional; National; and International)
 - Quantity/Frequency

Key Considerations/Definitions - III

- Performance will be measured using the following four **OBJECTIVE** parameters...*continued*:
 - Interdisciplinary Research and Collaboration
 - Expected of ALL faculty engaged in research
 - Determined by:
 - » Joint submission of internal or external grants
 - » Joint submission of abstracts for regional, national, and international meetings
 - » Joint submission/publication of manuscripts
 - » Joint mentorship of doctoral and post-doctoral students
- Performance metrics are “vertically-integrated”
 - To qualify, faculty have to fulfill **ALL** requirements

AIMS Criteria for Faculty with Minimum Research Requirement

AIMS Criteria for Minimum Effort Allocated for Research: *Standard**

| | | ASSISTANT PROFESSOR | | ASSOCIATE PROFESSOR | PROFESSOR |
|--|----------------------|--|--|--|---|
| | | YEARS 2-3 | YEAR 4 AND BEYOND | | |
| FUNDING (Grants or Contracts) | FULL INDIRECTS | n/a | n/a | n/a | n/a |
| | PARTIAL/NO INDIRECTS | Obtained an internal or external grant/ contract of \$25K/year or more | Obtained an external grant/ contract of \$50K/year or more | Obtained an external grant/ contract of \$75K/year or more | Obtained an external grant/ contract of \$100K/year or more |
| PUBLICATION (n) | HIGH IMPACT | 0 | 0 | 0 | 0 |
| | MEDIUM IMPACT | 0 | 1 per year | 1 per year | 1 per year |
| | LOW IMPACT | 1 per year | 1 per year | 1-2 per year | 1-2 per year |
| LECTURES | REGIONAL | 1 per year | 1 per year | 1-2 per year | 1-2 per year |
| | NATIONAL | 0 | 1 per year | 1 per year | 1 per year |
| | INTERNATIONAL | 0 | 0 | 0 | 0 |
| INTERDISCIPLINARY RESEARCH & COLLABORATION | | 1 per year | 1-2 per year | 1-2 per year | 1-2 per year |

****meets base pay requirements***

AIMS Criteria for Minimum Effort Allocated for Research: *Strong**

| | | ASSISTANT PROFESSOR | | ASSOCIATE PROFESSOR | PROFESSOR |
|--|----------------------|--|---|---|---|
| | | YEARS 2-3 | YEAR 4 AND BEYOND | | |
| FUNDING (Grants or Contracts) | FULL INDIRECTS | n/a | n/a | n/a | n/a |
| | PARTIAL/NO INDIRECTS | Obtained an internal or external grant/ contract of \$75K/year or more | Obtained an external grant/ contract of \$100K/year or more | Obtained an external grant/ contract of \$150K/year or more | Obtained an external grant/ contract of \$175K/year or more |
| PUBLICATION (n) | HIGH IMPACT | 0 | 0 | 0 | 0 |
| | MEDIUM IMPACT | 0-1 per year | 0-1 per year | 1-2 per year | 1-2 per year |
| | LOW IMPACT | 1-2 per year | 1-2 per year | 2-3 per year | 2-3 per year |
| LECTURES | REGIONAL | 1-2 per year | 1-2 per year | 2-3 per year | 2-3 per year |
| | NATIONAL | 0 | 1 per year | 1-2 per year | 1-2 per year |
| | INTERNATIONAL | 0 | 1 per year | 1 per year | 1 per year |
| INTERDISCIPLINARY RESEARCH & COLLABORATION | | 1 per year | 1-2 per year | 1-2 per year | 1-2 per year |

**meets incentive pay requirements*



AIMS Criteria for Minimum Effort Allocated for Research: *Outstanding**

| | | ASSISTANT PROFESSOR | | ASSOCIATE PROFESSOR | PROFESSOR |
|--|----------------------|--|--|--|---|
| | | YEARS 2-3 | YEAR 4 AND BEYOND | | |
| FUNDING (Grants or Contracts) | FULL INDIRECTS | n/a | Submitted one competitive grant | Received one competitive grant of \$100K/year or higher | Received one competitive grant of \$150K/year/grant or higher |
| | PARTIAL/NO INDIRECTS | Obtained an internal or external grant/contract of \$125K/year or more | Obtained an external grant/contract of \$150K/year or more | Obtained an external grant/contract of \$100K/year or more | Obtained an external grant/contract of \$100K/year or more |
| PUBLICATION (n) | HIGH IMPACT | 0 | 0 | 0-1 per year | 1 per year |
| | MEDIUM IMPACT | 1 per year | 1-2 per year | 1-2 per year | 1-2 per year |
| | LOW IMPACT | 1-2 per year | 1-2 per year | 2-3 per year | 2-3 per year |
| LECTURES | REGIONAL | 1-2 per year | 1-2 per year | 2-3 per year | 1-2 per year |
| | NATIONAL | 1 per year | 1-2 per year | 2-3 per year | 2-3 per year |
| | INTERNATIONAL | 0 | 1 per year | 1-2 per year | 1-2 per year |
| INTERDISCIPLINARY RESEARCH & COLLABORATION | | 1 per year | 1-2 per year | 1-2 per year | 1-2 per year |

**meets bonus pay requirements*

Research and Innovation to Improve Health

Making Life Better™

AIMS Criteria for Full-time Research Faculty



AIMS Criteria for Full-time Research Faculty: *Standard**

| | | ASSISTANT PROFESSOR | | ASSOCIATE PROFESSOR | PROFESSOR |
|--|----------------------|--|--|--|---|
| | | YEARS 2-3 | YEAR 4 AND BEYOND | | |
| FUNDING (Grants or Contracts) | FULL INDIRECTS | Submitted one competitive grant | Received one competitive grant of \$150K/year or higher | Received one competitive grant of \$200K/year or higher | Received one competitive grant of \$250K/year/grant or higher |
| | PARTIAL/NO INDIRECTS | Obtained an internal or external grant/ contract of \$50K/year or more | Obtained an external grant/ contract of \$50K/year or more | Obtained an external grant/ contract of \$75K/year or more | Obtained an external grant/ contract of \$100K/year or more |
| PUBLICATION (n) | HIGH IMPACT | 0 | 1 per year | 1 per year | 1 per year |
| | MEDIUM IMPACT | 1 per year | 1-2 per year | 1-2 per year | 1-2 per year |
| | LOW IMPACT | 1 per year | 1-2 per year | 2-3 per year | 2-3 per year |
| LECTURES | REGIONAL | 1 per year | 1-2 per year | 1-2 per year | 1-2 per year |
| | NATIONAL | 0 | 1 per year | 1 per year | 1-2 per year |
| | INTERNATIONAL | 0 | 1 per year | 1 per year | 1 per year |
| INTERDISCIPLINARY RESEARCH & COLLABORATION | | 1 per year | 1 per year | 1 per year | 1 per year |

**meets base pay requirements*



AIMS Criteria for Full-time Research Faculty: *Strong**

| | | ASSISTANT PROFESSOR | | ASSOCIATE PROFESSOR | PROFESSOR |
|--|----------------------|---|---|---|---|
| | | YEARS 2-3 | YEAR 4 AND BEYOND | | |
| FUNDING (Grants or Contracts) | FULL INDIRECTS | Received one competitive grant of \$150K/year or higher | Received one competitive grant of \$200K/year or higher | Received one competitive grant of \$300K/year/grant or higher | Received two competitive grant of \$200K/year/grant or higher |
| | PARTIAL/NO INDIRECTS | Obtained an external grant/ contract of \$100K/year or more | Obtained an external grant/ contract of \$100K/year or more | Obtained an external grant/ contract of \$150K/year or more | Obtained an external grant/ contract of \$150K/year or more |
| PUBLICATION (n) | HIGH IMPACT | 1 per year | 1 per year | 1-2 per year | 2 or more per year |
| | MEDIUM IMPACT | 1-2 per year | 1-2 per year | 2-3 per year | 2-3 per year |
| | LOW IMPACT | 1-2 per year | 2-3 per year | 3-4 per year | 3-4 per year |
| LECTURES | REGIONAL | 1-2 per year | 1-2 per year | 1-2 per year | 1-2 per year |
| | NATIONAL | 1 per year | 1 per year | 2-3 per year | 2-3 per year |
| | INTERNATIONAL | 1 per year | 1 per year | 1 per year | 1-2 per year |
| INTERDISCIPLINARY RESEARCH & COLLABORATION | | 1 per year | 1-2 per year | 1-2 per year | 1-2 per year |

**meets incentive pay requirements*

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AIMS Criteria for Full-time Research Faculty: *Outstanding**

| | | ASSISTANT PROFESSOR | | ASSOCIATE PROFESSOR | PROFESSOR |
|--|----------------------|---|---|---|---|
| | | YEARS 2-3 | YEAR 4 AND BEYOND | | |
| FUNDING (Grants or Contracts) | FULL INDIRECTS | Received one competitive grant of \$200K/year or higher | Received one competitive grant of \$300K/year/grant or higher | Received two competitive grant of \$200K/year/grant or higher | Received two or more competitive grant of \$300K/year/grant or higher |
| | PARTIAL/NO INDIRECTS | Obtained an external grant/ contract of \$100K/year or more | Obtained an external grant/ contract of \$150K/year or more | Obtained an external grant/ contract of \$150K/year or more | Obtained an external grant/ contract of \$200K/year or more |
| PUBLICATION (n) | HIGH IMPACT | 1 per year | 1-2 per year | 2 or more per year | 3 or more per year |
| | MEDIUM IMPACT | 1-2 per year | 2-3 per year | 2-3 per year | 3-5 per year |
| | LOW IMPACT | 2-3 per year | 3-4 per year | 3-4 per year | 3-5 per year |
| LECTURES | REGIONAL | 1-2 per year | 1-2 per year | 1-2 per year | 1-2 per year |
| | NATIONAL | 1 per year | 2-3 per year | 2-3 per year | 3-4 per year |
| | INTERNATIONAL | 1 per year | 1 per year | 1-2 per year | 2-3 per year |
| INTERDISCIPLINARY RESEARCH & COLLABORATION | | 1 per year | 1-2 per year | 1-2 per year | 1-2 per year |

**meets bonus pay requirements*

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AIMS Criteria for Graduate & Postdoctoral Education

Key Considerations

- Only applicable to faculty who are involved in graduate and postdoctoral education
- Minimum requirement:
 - 0.1 FTE of effort allocated to graduate education
- Incentive and bonus is based on the quality and level of involvement and **NOT** on the level of graduate effort allocation
- In each category, faculty evaluations are rated on a sliding scale as follows:
 - Base: 3/6 metrics are satisfied
 - Strong: 4/6 metrics are satisfied
 - Outstanding: 5/6 metrics are satisfied



AIMS Criteria for Graduate & Postdoctoral Education

| | Basic | Strong | Outstanding |
|---|-----------------------------|-----------------------------------|----------------------------------|
| Graduate Teaching Students Evaluation | ≥ 3.0 | ≥ 4.0 | ≥ 4.5 |
| Course Director Students Evaluation Faculty Evaluation | ≥ 3.0 ≥ 3.0 | ≥ 4.0 ≥ 4.0 | ≥ 4.5 ≥ 4.5 |
| Mentorship # of Graduate Students AND/OR # of Postdoctoral Students | 1 per year 1 per year | 1 per year 1 per year | ≥ 2 per year ≥ 2 per year |
| Student Performance Presentations/Publications Extramural Funding | 1 per year \$5K per year | 2-3 per year \$10-15K per year | ≥ 4 per year ≥ \$20K per year |
| Graduate Thesis/Dissertation Committees | 1 per year | 2 per year | ≥ 3 per year |
| Continued Professional Development - Faculty* | ≥ 2 hours/year | ≥ 3 hours/year | ≥ 4 hours/year |

**continued enhancement by the faculty of their teaching, mentorship, grantsmanship, and leadership skills*