

CVM Research Metrics

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This document serves as guide for College of Veterinary Medicine (CVM) faculty and administrators to set expectations and determine research productivity corresponding to the designated percent effort for research.

All regular faculty are expected to perform scholarship. Scholarly efforts range from 5 to 25%. Scholarship serves to build the reputation of individual faculty and CVM and is evaluated according to its specific nature during annual review. Scholarship is defined as the dissemination of knowledge [(see E. Boyer (Scholarship Reconsidered))] and includes book chapters, books, reviews, case reports, proceedings papers, research papers, published extension and teaching materials, among others. For the purpose of this document, research is defined as the generation of knowledge that is published in peer-reviewed scientific literature.

Faculty with research expectations fall into two categories: an assigned effort for research and scholarship of 30-50% or 55-90% effort.

Expectations for faculty with 55-90% research effort are to maintain an independent, continuously extramurally funded research program which generates IDC and release time and employs research personnel (graduate students, postdocs and/or staff) and to publish two primary research publications as first and/or senior author or patent applications per year on a rolling 5 year average. Collaborative research and publications are viewed as significant if there is a clearly defined contribution corresponding with percent effort on grants and funds from collaborative grants.

Expectations for faculty with a 30-50% research effort are to maintain a research focus, to regularly seek extramural funding which generates IDC and release time, to train graduate students, and to publish at least two senior or co-author scientific manuscripts or patent applications per year based on a 5-year rolling average. Collaborative research and publications are expected to reflect the research expertise of the individual faculty member.

Faculty are expected to determine realistic expected effort on all grants to the major funding agencies (NIH, NSF, USDA and industry) and charge appropriately for their time and the respective IDC. For PIs, this will typically be an effort of at least 10% (per grant) and for co-investigators of at least 5% (per grant).

When extramural funding for faculty with research effort of $\geq 55\%$ lapses, they will develop plans to obtain extramural grants with the department chair. This review will consider current and future projects, summary statements of unsuccessful grant proposals and potential retargeting of the research focus including evaluating the potential of collaborative research. The plan developed by faculty and chair will be reviewed by the associated dean for research and graduate studies who will decide about the provision of bridge funding. After 3 years without extramural funding and/or without sufficient number of publications a redistribution of effort to teaching and service will be determined based on the needs of the department and college by the department chair and the dean. Redistribution of laboratory space will be considered at the discretion of the associate dean for research and graduate studies. Eventually, FTE reduction may be considered at the discretion of the chair and the dean.

Incentives: Faculty with a nine month appointment are allowed to add up to 3 months compensation in accordance with university guidelines. Additional release time will be split between the department and the faculty following established Departmental patterns and guidelines.