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Submitted for: Dr. Cynthia Y. Young, Vice Provost for Faculty Excellence and UCF Global

Subject: Improving How We Measure Faculty, Student Recognition

One of the five charges in our Collective Impact Strategic Plan is to double national and international recognition of faculty and student excellence by 2020, and quadruple recognition by 2035.

To help us do a better job of measuring the national and international achievements of our faculty and our graduate students, UCF has purchased Academic Analytics. This program is just one of a variety of methods we have planned to improve recording our faculty and students' accomplishments.

We believe it will be a useful tool to measure national and international recognition of faculty in many – but not all – disciplines and will help those department chairs gauge their department's scholarly impact as compared to similar departments at other universities. It also will help graduate coordinators track the impact of their graduate students who progress into faculty positions.

Individual data will be kept confidential, and only aggregate data will be shared. This means that chairs, deans, and others in academic leadership will be able to view department- or unit-level data, and will not use Academic Analytics to evaluate individual faculty. The data will be housed with UCF Institutional Knowledge Management, which will share aggregate access.

Only three individuals at UCF will have access to the individual faculty data: the Associate Vice Provost for Academic Program Quality and Associate Vice President for Institutional Knowledge Management; the Vice Provost for Faculty Excellence and UCF Global; and the Vice President for Research and Dean of the College of Graduate Studies.

Faculty members will have the opportunity to review their data annually.

Additionally, faculty who wish to use the Academic Analytics tool for national benchmarking when framing their Annual Evaluation Standards and Procedures or Promotion and Tenure criteria, may have access to the department or unit's aggregate and comparison data.