

Defining Success

Lots of easy metrics, but what is important

Funding levels (outside sources)

Diverse portfolio of course offerings that address both majors and non-majors (three-dimensional depts.) Training for adaptability, especially across disciplines.

The ultimate measure of success is survival

Are faculty steering the course of the science – faculty need to thrive, buy into the several missions of the department

Where are the students going, grad programs, in geosciences and other fields

Numbers of majors

SCH/FTEF

Positive visibility within the university – participation in important roles

Good press

Alumni giving/engagement

Student satisfaction, exit interviews

Time to degrees

Growth in all the good stuff (avoid boom and bust)

NRC rankings of programs

Other rankings (US News & World Report)

Internal Metrics

Student satisfaction based on exit interviews

Program review

Mandatory teaching evaluations

Peer evaluations

Proposal writing (as well as funding)

Peer reviewed publication productivity per faculty (# of publications / amount of funding)

Quality of journals where the publication is placed

Number and quality of applicants for faculty positions (Vanderbilt)

Number and quality of graduate applicants (Vanderbilt)
Based on on-line application used

Do we employ these metrics and measure them routinely?

Many of these metrics (although informally considered) are not routinely measured.

SCH/FTE

Grants

Teaching evaluations

Number of graduates

Program reviews (those on a regular cycle), both internal and external

Has your College/University established standards for success?

Stay out of trouble, don't make trouble.

Taking good care for first year students, by the use of senior faculty in teaching and mentoring them.

Retention (of new students) has become a large issue for many campuses
IPEDF – data depository on students

Time to graduation

Utah considering a surcharge once a student reaches 140 hours

How would you like for your success to be measured?

Are students successful (alumni surveys) in whatever it is they have chosen to do.

Impact on the science

Are they contributing?

They are also not detracting from the profession or the field.

Even with the emphasis on teamwork we still reward the individual

Holistic assessment of a department as being vital and active. The spirit of the place. A functional place that, even if it had its stars, still got along well with others.

Judge me on what is produced

Contributions to the University's mission and curriculum