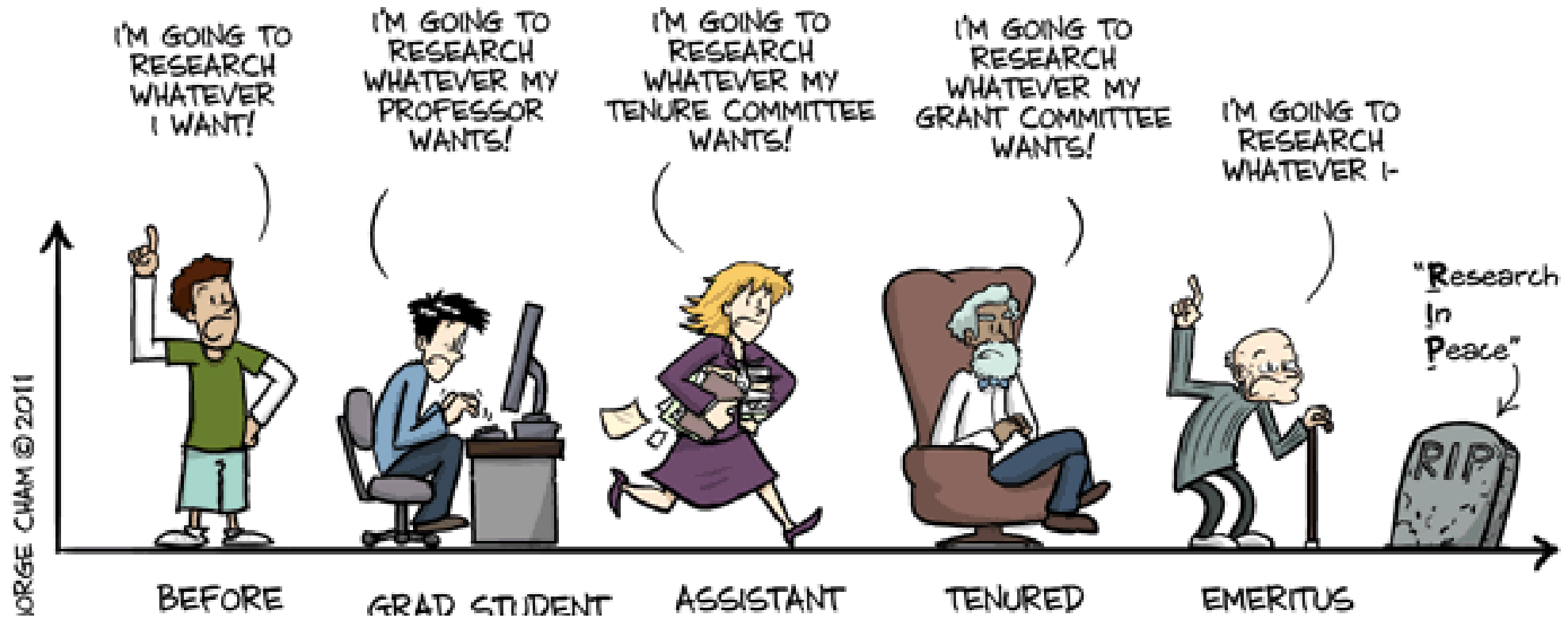


# UPSKILLING THE PROMOTION AND TENURE PROCESS

Training administrators for responsible use of  
research impact metrics

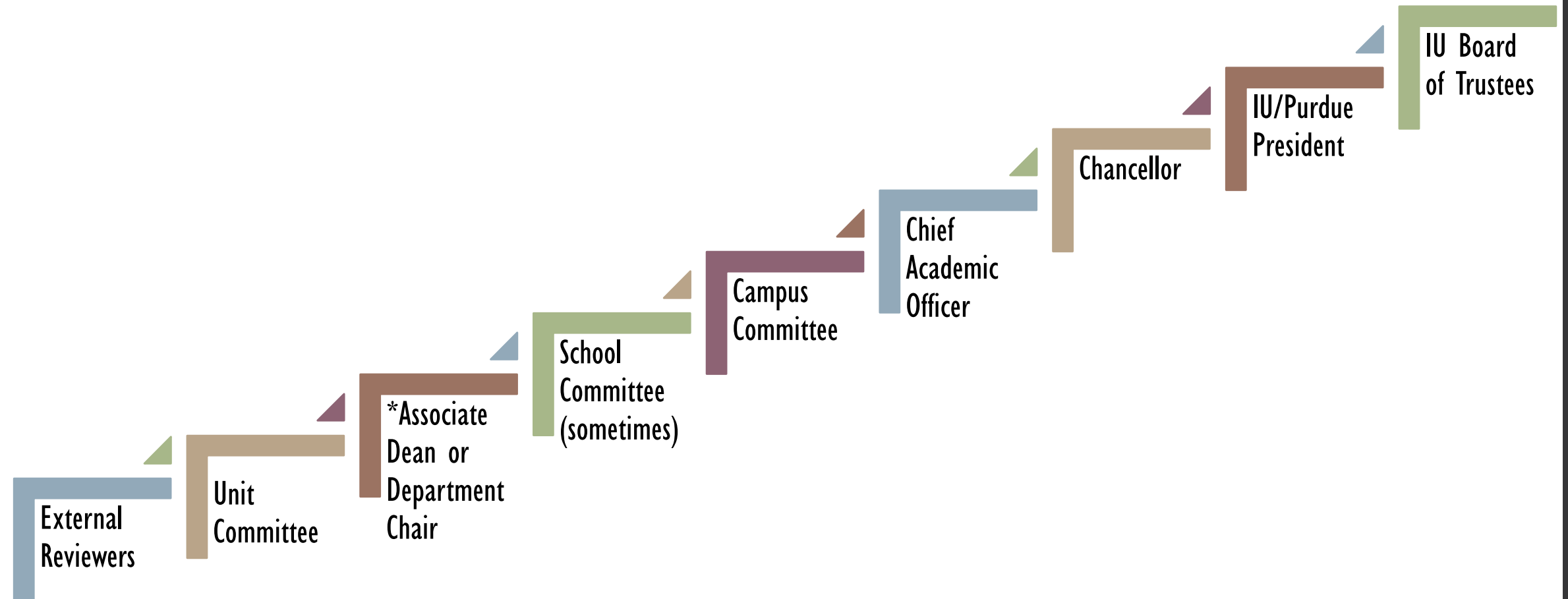
Heather Coates, Jere Odell, Caitlin Pike

IUPUI University Library Center for Digital Scholarship



# EVALUATION CONTEXT

# EVALUATION FOR P&T @ IUPUI



# 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.

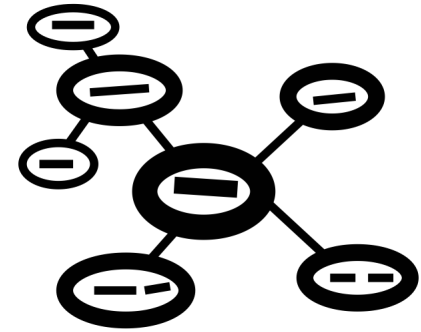
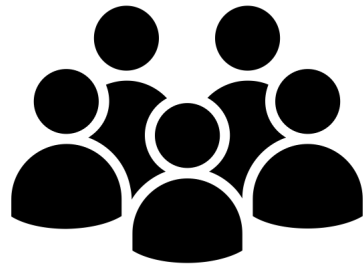
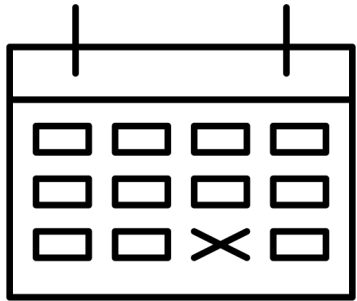
- Stature of journals, presses, editions, galleries, presentations, and other means...
- Special care taken in assessing stature of journals devoted to practice, theory development in teaching and professional service...
- Authorship convention

<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 I” 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

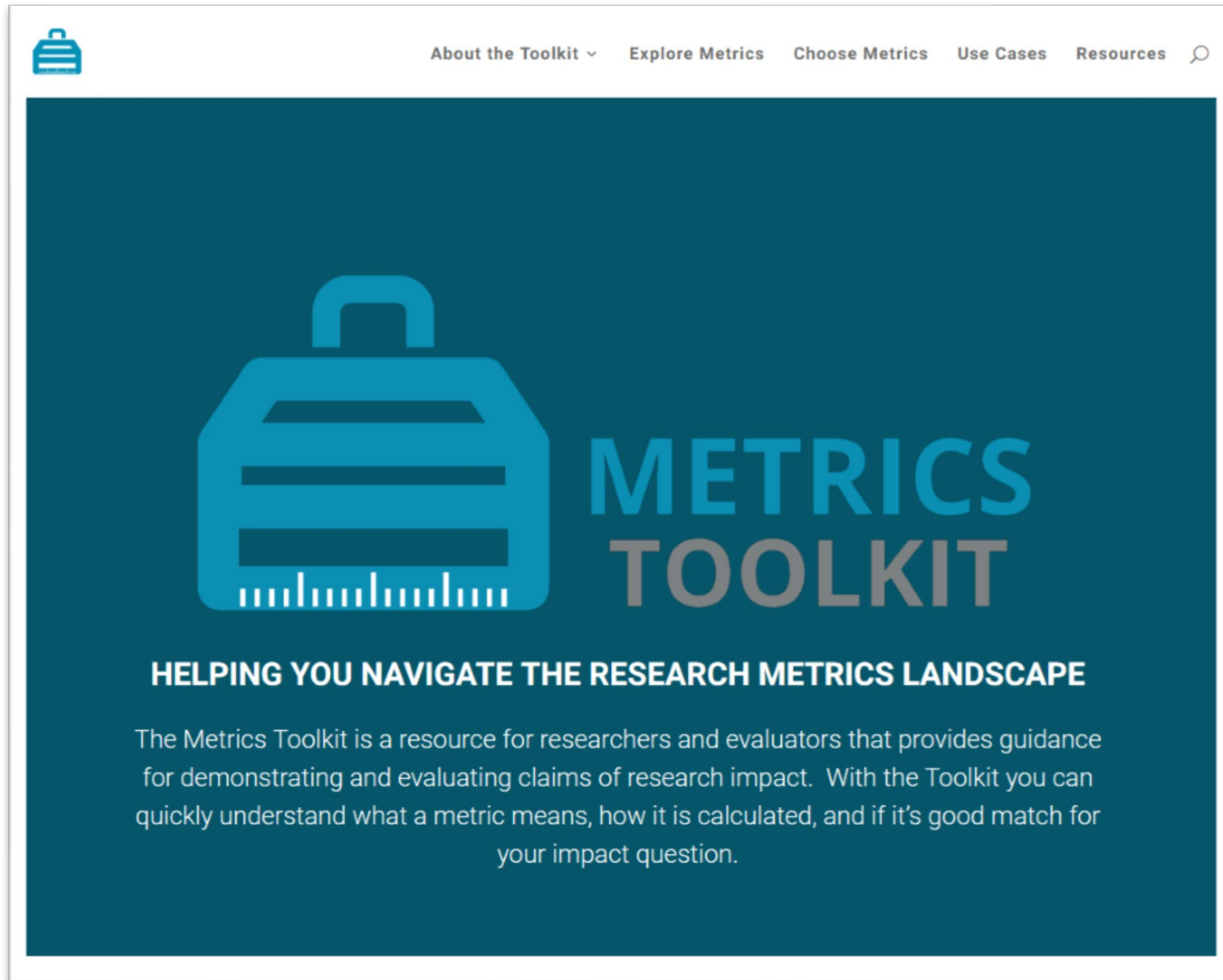
# THE TRAINING

- 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





The screenshot shows the homepage of the Metrics Toolkit website. At the top, there is a navigation menu with the following items: "About the Toolkit", "Explore Metrics", "Choose Metrics", "Use Cases", and "Resources". A search icon is located to the right of the menu. The main content area has a dark teal background. On the left, there is a large blue icon of a toolbox. To the right of the icon, the text "METRICS TOOLKIT" is displayed in a large, bold, sans-serif font. Below this, the subtitle "HELPING YOU NAVIGATE THE RESEARCH METRICS LANDSCAPE" is written in a smaller, bold, white font. A paragraph of text follows: "The Metrics Toolkit is a resource for researchers and evaluators that provides guidance for demonstrating and evaluating claims of research impact. With the Toolkit you can quickly understand what a metric means, how it is calculated, and if it's good match for your impact question."

<http://www.metrics-toolkit.org/>



The book cover features a close-up photograph of an abacus with wooden beads on a grid. The title "MEASURING RESEARCH" is printed in large, white, bold, sans-serif capital letters on a blue background with a halftone dot pattern. Below the title, the subtitle "WHAT EVERYONE NEEDS TO KNOW" is written in smaller, white, bold, sans-serif capital letters. At the bottom, the authors' names "CASSIDY R. SUGIMOTO and VINCENT LARIVIÈRE" are listed in white, bold, sans-serif capital letters on a black background.

<http://www.worldcat.org/oclc/1027811013>

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IUPUI University Library

# IMAGE ATTRIBUTION

- Noun Project
  - Mindmap Diagram
  - Clock
  - Group
  - Scale