

Department of Statistics

Annual Evaluation Standards and Procedures

Approved by Faculty Relations on 5/7/2012 for first use in the 2012-2013 academic year

The purpose of this document is to provide standards associated with the criteria regarding annual evaluations in the Department of Statistics. Annual Evaluations will be based only on those areas in which there is an assigned percentage of time.

In each area listed below points will be awarded for activities related to that particular category. Scaling will be done in each area to adjust for differential assignments so that everyone is on a 0.44, 0.44, and 0.12 percentage assignment for Teaching, Research and Service, respectively. To avoid the possibility of one area having excessive influence on the overall score, any individual area score of 36 or more will be truncated to 36. The overall score will be obtained from a weighted average of the point totals from Sections I to III.

I. Teaching

For each course taught, points will be awarded based on the following:

- quality of the syllabus – 0 to 2 points
- quality of the course-related materials – 0 to 2 points
- amount of statistical software implementation – 0 to 2 points
- course-related webpage (if applicable) – 0 to 2 points
- laboratory activities (if applicable) – 0 to 2 points
- student evaluations – 0 to 2 points
- peer evaluations (when available) – 0 to 2 points

Additionally, for each new course developed, each course taught for the first time or each course involving a significant revision, points will be awarded based on the following:

- level (lower division, upper division, graduate) – 1 to 3 points
- time and effort – 0 to 2 points

Additionally, for each research report supervised points will be awarded as follows:

- originality of methodology – 0 to 2 points
- likelihood of refereed publication – 0 to 2 points

Additionally, for each thesis supervised points will be awarded based on the following:

- originality of methodology – 0 to 2 points
- likelihood of refereed publication – 0 to 2 points
- potential for future research – 0 to 2 points

Additionally, 2 points will be given for each supervisory committee of which you are a member.

Additionally, 2 points will be given for each independent study, internship established or intern supervised.

Additionally, 2 points will be given for each GTA mentored where the GTA is assigned as the teacher of record for a section of a course with an STA prefix.

Additionally, 2 points per 10 students assigned will be given for those involved in advisement.

The score for this area, X_I , will be computed by defining p_I as the assigned percentage for Teaching and multiplying the total points by $0.44/p_I$ to put everyone on an equivalent scale. A rating will be assigned according to the following ranges for X_I :

| Rating | Range |
|--------------------|-----------------------|
| Outstanding | $24 \leq X_I \leq 36$ |
| Above Satisfactory | $16 \leq X_I < 24$ |
| Satisfactory | $10 \leq X_I < 16$ |
| Conditional | $4 \leq X_I < 10$ |
| Unsatisfactory | $X_I < 4$ |

II. Research

For each paper presented at a state, regional or national conference, points will be awarded based on the following:

- stature of conference – 1 to 3 points
- nature of participation (contributed versus invited) – 1 to 2 points

Additionally, 0 to 2 points will be given for each paper presented at the Department's or another research institution's weekly colloquium based on the quality and originality of the research.

Additionally, for each paper submitted to a refereed journal or refereed conference proceeding points will be awarded based on the following:

- quality of journal (see Appendix) – 0 to 2 points
- stature of conference – 0 to 2 points
- number of coauthors – 0 to 2 points

Additionally, for each article accepted by a refereed journal or refereed conference proceeding points will be awarded based on the following:

- quality of journal (see appendix) – 0 to 4
- stature of conference – 0 to 4
- originality of methodology – 0 to 4
- potential for future research – 0 to 4
- number of coauthors – 0 to 4

Additionally, for the production or revision of graduate level textbooks or influential upper division textbooks points will be awarded based on the following:

- their adoption at other universities – 0 to 4
- their influence as measured by citation indexes– 0 to 4
- their recommendation as a reference textbook by professional societies – 0 to 4

Additionally, for each grant proposal submitted points will be awarded based on the following:

- the stature of the funding agency – 0 to 2
- the amount of funding – 0 to 2
- the level of participation (PI, co-PI, biostatistician) – 0 to 2

Additionally, for each newly funded grant proposal points will awarded based on the following:

- the stature of the finding agency – 0 to 4
- the amount of funding
 - strictly less than \$10K – 4 points
 - \$10K to \$50K – 6 points
 - over \$50K – 8 points
- the level of participation – 0 to 4

Additionally, for participation on a previously funded grant points will be awarded based on the following for the evaluation year:

- the amount of expenditure
 - strictly less than \$10K – 2 points
 - \$10K to \$50K – 3 points
 - over \$50K – 4 points
- the level of participation – 0 to 2

Additionally, 1 point will be given for every 10 citations from refereed papers not co-authored by the person under review in the timeframe of evaluation. For self-citations in the timeframe of review, only 1 point will be awarded for 10 or more such citations.

The score for this area, X_{II} , will be computed by defining p_{II} as the assigned percentage for Research and multiplying the total points by $0.44/p_{II}$ to put everyone on an equivalent scale. A rating will be assigned according to the following ranges for X_{II} :

| Rating | Range |
|--------------------|--------------------------|
| Outstanding | $24 \leq X_{II} \leq 36$ |
| Above Satisfactory | $16 \leq X_{II} < 24$ |
| Satisfactory | $10 \leq X_{II} < 16$ |
| Conditional | $4 \leq X_{II} < 10$ |
| Unsatisfactory | $X_{II} < 4$ |

III. Service

For each committee on which there is active membership points will be awarded based on the following:

- departmental committee – 2 points
- college committee – 4 points
- university committee – 6 points
- committee chair – 4 points

Additionally, 1 to 4 points will be given for each paper refereed based on the stature of the journal.

Additionally, for each editorial board of a refereed journal on which there is active membership points will be awarded as follows:

- top-tier journal (see Appendix) – 6 points
- middle-tier journal – 4 points
- lower-tier journal – 2 points
- editor – 6 points

Additionally, for each external committee or board on which there is active membership points will be awarded as follows:

- state level – 2 points
- regional level – 4 points
- national or international level – 6 points
- committee chair – 4 points

Additionally, 0 to 4 points will be given for public relation activities related to the mission of UCF.

Additionally, for each workshop or conference organized points will be awarded based on the following:

- State level – 2 points
- Regional level – 4 points
- National level – 6 points
- Fewer than 400 participants – 2 points
- Over 400 participants – 4 points

Additionally, 2 points will be awarded for every 5 consulting projects.

Additionally, 5 points will be awarded for service as undergraduate coordinator for the statistics program.

Additionally, 10 points will be awarded for service as graduate coordinator.

The score for this area, X_{III} , will be computed by defining p_{III} as the assigned percentage for Service and multiplying the total points by $0.12/p_{III}$ to put everyone on an equivalent scale. A rating will be assigned according to the following ranges for X_{III} :

| Rating | Range |
|--------------------|---------------------------|
| Outstanding | $24 \leq X_{III} \leq 36$ |
| Above Satisfactory | $16 \leq X_{III} < 24$ |
| Satisfactory | $10 \leq X_{III} < 16$ |
| Conditional | $4 \leq X_{III} < 10$ |
| Unsatisfactory | $X_{III} < 4$ |

IV. Other University Duties

Other university duties are occasionally assigned for activities such as administration, sabbatical leave or other special projects. The nature of these assignments is variable and these assignments occur infrequently. Nevertheless, these activities will be evaluated as to their quality and in proportion to the total amount of time specified on the annual assignment form.

Overall

An overall score, Y , will be obtained from a weighted average of the scores from Section I to III for which there was a nonzero percent effort assigned. Appropriate adjustments to the formula below will be made whenever duties are assigned in Section IV. The formula is given by

$$Y = p_I \min \left[\left(\frac{p_I}{0.44} \right) X_I, 36 \right] + p_{II} \min \left[\left(\frac{p_{II}}{0.44} \right) X_{II}, 36 \right] + p_{III} \min \left[\left(\frac{p_{III}}{0.12} \right) X_{III}, 36 \right]$$

A rating will be assigned according to the following ranges:

| Rating | Range |
|--------------------|---------------------|
| Outstanding | $24 \leq Y \leq 36$ |
| Above Satisfactory | $16 \leq Y < 24$ |
| Satisfactory | $10 \leq Y < 16$ |
| Conditional | $4 \leq Y < 10$ |
| Unsatisfactory | $Y < 4$ |

Appendix

Top-tier Journals:

The premier journals in statistics include:

- *Annals of Statistics*
- *Annals of Probability*
- *Annals of Applied Probability*
- *Applied Statistics*
- *Biometrics*
- *Biometrika*
- *Biostatistics*
- *Canadian Journal of Statistics*
- *Econometrica*
- *Journal of Computational and Graphical Statistics*
- *Journal of Multivariate Analysis*
- *Journal of Statistical Planning and Inference*
- *Journal of the Royal Statistical Society (Series A and B)*
- *Journal of the American Statistical Association*
- *Statistical Science*
- *Statistics in Medicine*
- *Technometrics*

These are the topped ranked journals among North American statisticians (see *The American Statistician*, 57:115-124, 2003). Their overall acceptance rate is low and they are read by all serious researchers in statistics. In general, articles in these journals can be considered to be first class publications.

Middle-tier Journals:

Middle-tier journals among North American statisticians which are viable alternatives to those listed above include:

- *Advanced Applied Probability*
- *American Journal of Epidemiology*
- *Annals of the Institute of Statistical Mathematics*
- *Computational Statistics and Data Analysis*
- *International Statistical Review*
- *Journal of Applied Probability*
- *Journal of Applied Statistics*
- *Journal of Business and Economic Statistics*
- *Journal of Econometrics*
- *Journal of Quality Technology*

- *Psychometrika*
- *Sankhya (Series A)*
- *Scandinavian Journal of Statistics*
- *Statistica Sinica*
- *Statistics and Probability Letters*
- *The Statistician*

These journals are respectable outlets for publications and by no means should they be considered second-rate.

Journals Requiring Judicious Assessment:

Some other fairly well-known statistical journals may provide a suitable outlet for certain contributions. *Communications in Statistics* (several series) was originally founded by Marcel Dekker to achieve rapid publication of results. Articles in *Communications* need scrutiny by the Chair, as these journals are not tied to any professional society and submissions are made directly to Associate Editors. The Associate Editor and reviewers are usually identified at the end of articles.

The American Statistician is affiliated with the American Statistical Association and has “research” articles. However, these articles tend to be more of a pedagogical nature and rarely provide breakthroughs in statistics. Occasionally, articles in this journal receive widespread recognition for their research content. Articles in this journal may be more properly considered under the heading of Teaching, although a case by case consideration is appropriate.

Many other statistics journals have emerged recently and it is probably best to consider the contributions on an individual basis since important results can be found in these publications. These include: *Journal of Statistical Computation and Simulation*, *Statistics and Computing*, *American Journal of Mathematical and Management Sciences* and *Data Mining Knowledge and Discovery*.

Articles in conference proceedings that are peer reviewed are considered equivalent to refereed journal articles. Articles in conference proceedings that are reviewed by the editor or an editorial panel are typically of lesser value and need scrutiny by the Chair.

It is common and indeed desirable for statistics faculty to collaborate with researchers in other disciplines and generate articles which naturally appear outside the usual set of statistical journals. Such contributions represent a viable addition to the faculty member’s research record provided the statistical content is of high quality, pushing the state of the art of the discipline or in some cases, developing new statistical methodology as an outgrowth to the solution of a real problem. Publications in journals such as *Nature*, *Science*, or the *Proceedings of the National Academy of Sciences* are deemed as outstanding outlets of research. Publications in flagship journals in other disciplines are also recognized as significant (e.g., *Bulletin of the American Meteorology Society*, *Ecology*, etc.).

Case-by-case assessment is required to differentiate between true research publications and accounts of statistical consulting of a routine nature. Occasionally, statisticians are asked to provide a “seal-of-approval” to a procedure extracted from a statistics textbook by someone in another discipline. Activities along these lines are best associated with service activity.