

Final Report of the Institute for Astronomy Faculty Review Committee (FRC2011)

To Josh Barnes
Date 2 August 2011
From FRC2011 - (Members) Josh Barnes, Fabio Bresolin, Shadia Habbal (Chair), Klaus Hodapp, Lisa Kewley, Alan Tokunaga

Note: Fabio Bresolin and Shadia Habbal were appointed by the Director while the other four members were elected by secret ballot of the bargaining unit 07 (BU07) faculty.

Procedures

The FRC disseminated instructions and guidelines to the BU07 faculty on 2011 February 23, with a deadline for the receipt of FRC documents on 2011 April 8. Requests for late submission by those traveling and under other obligations were received and accepted.

The call for FRC material is at
http://www.ifa.hawaii.edu/faculty/sanders/FRC/FRC_2011_CALL.htm

and the FAQ list is at
http://www.ifa.hawaii.edu/faculty/sanders/FRC/FAQ_2011.html

As in previous years, FRC forms were judged within four categories – Research (**R**), Teaching (**T**), Service (**Se**) and Support (**Su**). Grading was done independently by the 6 FRC members using a 0-10 (10=best), uniform scale.

The FRC avoided potential conflicts of interest through the following steps: (1) No FRC member graded their own submission. (2) To avoid peer pressure within the committee, grades for everybody, except the FRC Chair, were collected by the FRC Chair and tabulated in a form stripped of the identities of the graders. Grades for the FRC Chair were collected by Fabio Bresolin and delivered to the Chair stripped of the identities of the graders.

This Report

Table 1 lists the 56 members of BU07 (as of 2011 May) who were asked to submit forms. Those who submitted forms are marked “YES”. 49/56 (87%) of the BU07 members participated in FRC2011. Participation in FRC2011 for TT faculty was 36/41 (88%), compared to 13/15 (87%) for non-TT faculty.

Starting this year, following the strong recommendation of previous FRCs, the committee strongly encouraged the IfA Director to urge every member of BU07 to participate in the FRC process. The committee extended the deadline to accommodate travel schedules and other conflicting commitments, and continued to provide links to on-line resources that could be used to compile Research, Teaching and Service data.

The raw grades are given in Table 2 for each BU07 faculty member, listed alphabetically. The grades for each person have been rank-ordered for convenience. Also listed are the means and standard errors on the means within each of the categories **R**, **T**, **Se**, **Su**.

TABLE 1 Members of BU07 (2011, July)

NAME	TT / R *	Submitted?
caa@ifa.hawaii.edu (Aspin, Colin) (Hilo)	TT	YES
barnes@ifa.hawaii.edu (Barnes, Joshua)	TT	YES
bresolin@ifa.hawaii.edu (Bresolin, Fabio)	TT	YES
sjb@ifa.hawaii.edu (Buss, Bobby)	TT	YES
chambers@ifa.hawaii.edu (Chambers, Kenneth)	TT	YES
lcieza@ifa.hawaii.edu (Cieza, Lucas)	R	YES
mchun@ifa.hawaii.edu (Chun, Mark) (Hilo)	TT	YES
gruff@ifa.hawaii.edu (Coleman, Paul)	TT	YES
msc@ifa.hawaii.edu (Connelly, Michael)	TT	YES
acowie@ifa.hawaii.edu (Cowie, Antoinette)	TT	NO
cowie@ifa.hawaii.edu (Cowie, Lennox)	TT	NO
ebeling@ifa.hawaii.edu (Ebeling, Harald)	R	YES
ftaclas@ifa.hawaii.edu (Ftaclas, Christ)	TT	YES
rgal@ifa.hawaii.edu (Gal, Roy)	R	YES
shadia@ifa.hawaii.edu (Habbal, Shadia)	TT	YES
naderh@hawaii.edu (Haghighipour, Nader)	R	YES
hall@ifa.hawaii.edu (Hall, Donald) (Hilo)	TT	NO
heasley@ifa.hawaii.edu (Heasley, James)	TT	YES
henry@ifa.hawaii.edu (Henry, Patrick)	TT	YES
hodapp@ifa.hawaii.edu (Hodapp, Klaus) (Hilo)	TT	YES
dhope@ifa.hawaii.edu (Hope, Doug)	R	NO
hu@ifa.hawaii.edu (Hu, Esther)	TT	NO
jedicke@ifa.hawaii.edu (Jedicke, Robert)	TT	YES
stuartj@ifa.hawaii.edu (Jefferies, Stuart) (Maui)	R	YES
joseph@ifa.hawaii.edu (Joseph, Robert)	TT	YES
kaiser@ifa.hawaii.edu (Kaiser, Nicholas)	TT	YES
keane@ifa.hawaii.edu (Keane, Jacqueline)	R	YES
kewley@ifa.hawaii.edu (Kewley, Lisa)	TT	YES
kud@ifa.hawaii.edu (Kudritzki, Rolf)	TT	YES
kuhn@ifa.hawaii.edu (Kuhn, Jeffrey)	TT	NO
lin@ifa.hawaii.edu (Lin, Haosheng) (Maui)	TT	YES
mliu@ifa.hawaii.edu (Liu, Michael)	TT	YES
nlugaz@ifa.hawaii.edu (Lugaz, Noé)	R	YES
eugene@ifa.hawaii.edu (Magnier, Eugene)	R	YES
mclaren@ifa.hawaii.edu (McLaren, Robert)	TT	YES
meech@ifa.hawaii.edu (Meech, Karen)	TT	YES
mendez@ifa.hawaii.edu (Mendez, Roberto)	TT	YES
morrison@ifa.hawaii.edu (Morrison, Glen) (Waimea)	R	YES
owen@ifa.hawaii.edu (Owen, Tobias)	TT	YES
raja@ifa.hawaii.edu (Raja, Narayan)	R	YES
rayner@ifa.hawaii.edu (Rayner, John)	R	YES
reipurth@ifa.hawaii.edu (Reipurth, Bo)	TT	YES
phr@ifa.hawaii.edu (Rhoads, Pui Hin)	R	YES

TABLE 2. FRC2011 Scores: MEANS \pm error on mean

NAME	R(mean)	T(mean)	Se(mean)	Su(mean)
Josh Barnes	7.20\pm0.45	8.00\pm1.00	9.20\pm0.84	0.00\pm0.00
Global	5.85 \pm 0.35	4.85 \pm 0.39	5.70 \pm 0.28	3.34 \pm 0.54

Key to Table 2:

R=Research **T**=Teaching **Se**=Service **Su**=Support

The listed numbers are the means and errors on the means of the raw scores supplied by each of the 6 members of FRC2011. “Global” gives the mean score (and error on the mean) in each category for all 49 responsive members of BU07.

Rank Histograms and Cumulative Distribution Plots:

Figure 1 presents histogram plots of the means for **R, T, Se, Su, max(Se,Su)** and an equal weight combination of [**R, T, max(Se,Su)**]. Above each plot are the mean scores in boldface for all 49 BU07 faculty who submitted reports.

Figure 2 shows the cumulative distributions of the grades assigned for **Research, Teaching, and max(Service,Support)** for the 49 responding BU07 faculty, regardless of time of service, rank, or job description. The respective means and standard deviations in the means are **5.85 \pm 0.35**, **4.85 \pm 0.39**, and **6.60 \pm 0.27**.

Discussion:

Unlike in 2008 FRC, the FRC2011 committee decided **not** to fill forms for “non-responsive” faculty who chose not to submit their reports.

Although the 4-category grading system was originally designed to capture the activities carried out by the faculty as a whole, some categories may not apply to individual faculty (e.g. Support faculty who do not teach or carry out independent P.I. research projects, R/I faculty who have no support duties, non-TT faculty who do not teach, new hires who have yet to teach, etc). As the process stands, there is no applicable classification for most people paid for **Support**.

In years past, as with this year, the committee found it relatively easy to assign grades for performance in the **R** and **T** categories but had more trouble with grading performance in **Se** and **Su**. The current FRC process does not provide means to quantitatively assess the quality of services and support rendered. Because some specialists also provided some **Service**, and some faculty still provided **Support**, the **max(Se:Su)** was adopted as an indicator of non-**R,T** duties, and it is this quantity that is used along with **T** and **R** in the cumulative distribution plots shown in Figure 2.

Several factors contributed to the dispersion in the grades of individual faculty as given by members of the FRC. Listed below are some reasons that could be identified:

- Some elements of efforts, e.g. teaching, research, .. were ‘scaled’ by some depending on the % effort established in the respective category by the individual faculty,
- Dispersion in the weighting factors given to first-authored papers,
- Dispersion in the assessment of the personal effort of individuals in large projects, and involvement in large projects, e.g. COSMOS, naturally leading to a significantly enhanced publication record,
- Dispersion in the evaluation of instrumentation work,
- Dispersion due to the ill-defined separation between services to the IfA and to the community at large outside the IfA,
- Dispersion in evaluating talks (e.g. colloquia, seminars, public lectures, ...) given as part of outreach, and those given as scientific contributions.

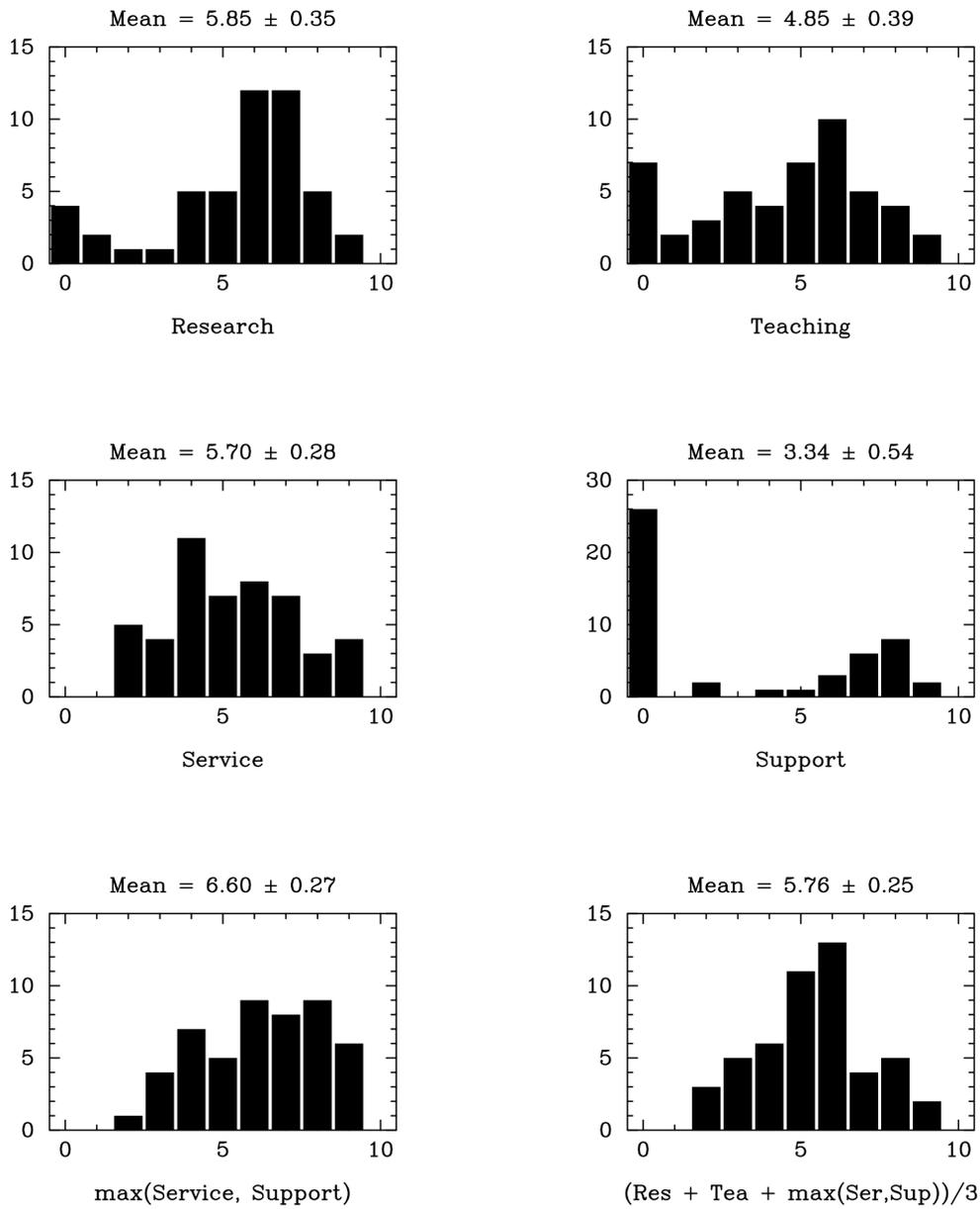


Figure 1. Histogram plots of the mean scores assigned to each of the 49 responding BU07 faculty, for **R**, **T**, **Se**, **Su** and **max(Se:Su)** and 1:1:1 combination of [**R:T:max(Se:Su)**]. The group mean and the standard error on the mean for each histogram are listed above the plots.

FRC 2011: All Faculty

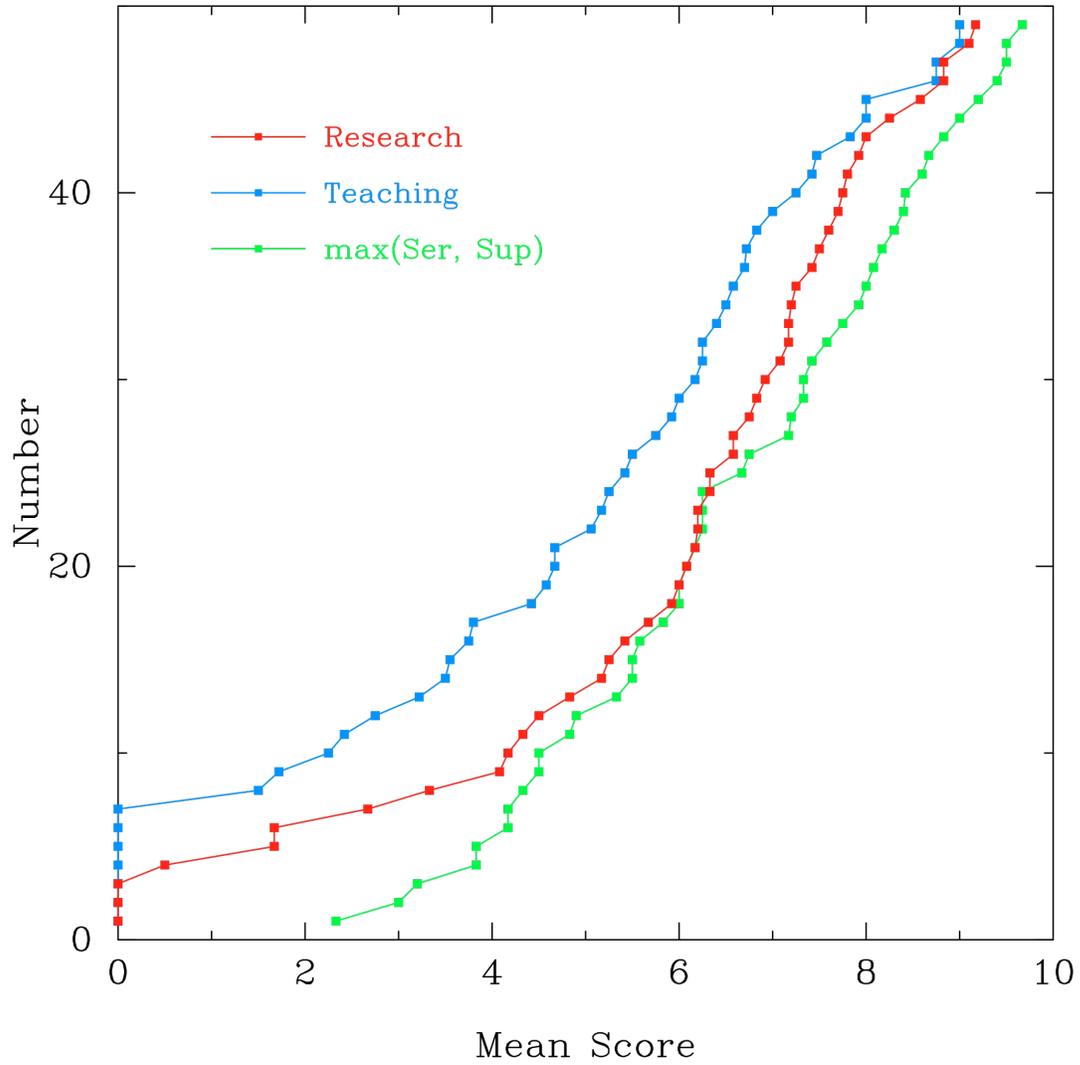


Figure 2. Cumulative distributions of the grades assigned for **Research**, **Teaching**, and **max(Service,Support)**. The respective means and standard deviations in the means for the 49 responding BU07 faculty are **5.85±0.35**, **4.85±0.39**, and **6.60±0.27**.

Recommendations adopted for FRC2010:

The FRC2008 was unanimous in its opinion that the FRC process remains a healthy and useful one for the IfA, and strongly endorses its continuation in future years. The committee offered the following recommendations for continuing to improve the FRC process:

1. Submission of FRC reports to become a mandatory requirement,
2. FRC reports to be submitted every 2 years, with a call for reports issued early in the Fall semester of every even year with a due date toward the end of the Fall semester. The FRC will present its results to the IfA Director by the end of January,
3. The IfA Director commits to meeting with every member of the BU07 faculty to discuss her/his report, preferably during the months of Feb-Mar of each odd year.
4. FRC forms to be modified to allow inclusion of data up to the due date of the report.
5. FRC form to be redesigned to make it easier to enter data as a form fillable .pdf template.

New Recommendations for FRC2012:

Among the recommendations of the FRC2008, the following were **not** implemented as of 2010:

1. Submission of the FRC reports was requested by the director but did not become a mandatory requirement. Some faculty continued to object to it, as seen by the fact that 5 tenured and 2 non-tenured faculty did not submit reports.
2. The FRC form had not been redesigned, for example as a form fillable .pdf template, in time to make it easier to enter data.

In 2011, the call for FRC reports was delayed by about 6 months because of the change in IfA Director.

The FRC2011 committee strongly endorses the following recommendations:

1. Submission of FRC reports to continue and to be made mandatory every two years.
2. The director to meet with each faculty to discuss her/his performance
3. Redesign the form, as a form fillable.pdf template
4. Clearly identify and separate activities that fall under **Service** versus **Support**. This will resolve the ambiguity with faculty whose responsibilities are mostly in the **Support** category.
5. Considerations for grading by FRC members:
 - a. Determine if % activities should be factored into the grading, and if they should, then define how to do so.
 - b. Define the weight carried by citations and Hirsch indices for past work
 - c. Identify the weight given to contributions in large surveys
 - d. Determine whether 'named' fellowships should be included under the supervising faculty's grants
 - e. Develop a metric to assess instrumentation work
 - f. Separate individual research support from institutional grants
6. Resolve the problem of faculty who do not have opportunities to teach