

College RSCA Metric Report  
Spring 2016

San Jose State University (SJSU) is committed to providing research, scholarship and creative activity (RSCA) opportunities to both faculty and students. The outcomes of our RSCA engagements move disciplines forward, improve quality of life on local and global levels, provide experiences for students that support retention, build the reputation of our institution and bring in resources from outside agencies. We seek to invest strategically in our faculty and students by developing discipline specific metrics to measure products and outcomes.

Measuring RSCA outcomes is complex and nuanced even within a single discipline as it includes such varied outcomes as journal articles, presentations at professional conferences, book publications, creative works and many other results. It becomes more complicated when comparing activities from disparate disciplines. Accordingly, SJSU charged the colleges with developing quantitative metrics of RSCA that are appropriate to their disciplines as a condition for an allocation of RSCA funding in 2015-16. The metrics developed are a reflection of the range of disciplines. Along with the development of these new metrics, a more systematic reporting process will be available with FACULTY180, a new software package that will enable faculty to report both internally-funded and externally-funded RSCA activity.

When the process of developing metrics began in 2015-16, some colleges already had systems in place that could be used or adapted. For example, the Lucas College and Graduate School of Business has developed a point system to measure “faculty qualification and engagement” as part of their accreditation process, and the Charles W. Davidson College of Engineering has a point system used in its “Faculty Research Support Guidelines” found [here](#). A number of the colleges used the developed metrics to emphasize goals or values to be attained, for instance, acknowledging direct impact on student engagement, connections with the community, seeking and obtaining external funding, collaborations, interdisciplinary ventures, and international outreach.

It is clear that the fruits of the current RSCA fund allocations will not be evident immediately; often the significance of scholarly work, especially highly original work, is not fully appreciated for years or even decades. While a metric can capture RSCA product quantity and type, quality is much harder to measure. However, it is our expectation that progress in these metrics over a reasonable timeframe within a college could be used as a determinant of any future central allocations in support of RSCA.

The importance of sustaining the financial investments from external sources is paramount to continued success. Along with the allocation of funds to colleges to support and incentivize RSCA, central funds were deployed to enhance faculty capacity to seek and win external funding. One strategic investment was the University Grants Academy that provided wrap-around internal and external services to faculty cohorts to create proposals, with 22 of the 25 faculty completing proposals for submission to funding agencies. Importantly, a number of the RSCA metrics assigned credit for both submission and award of external funding. To maintain and grow our investment in faculty and student RSCA, it is critical to garner external funds where possible.

There are two basic methods that were used for the allocation distributions among the colleges. One method is based on completed RSCA products as evaluated by established metrics. Three colleges used this method for the RSCA Infusion funding. Two of these colleges have a history of using college-established RSCA metrics for allocating college-level funding. The other method used metrics based on

promised or potential RSCA products associated with articulated college-specific values and goals. These colleges did not have a history of established RSCA metrics. We provide here a summary of impacts based on RSCA Infusion funding to the colleges and the library as viewed by discipline-specific lenses.

As the [SJSU RSCA Plan](#) was developed, faculty in town hall meetings emphasized the need for time for RSCA as part of the academic assignment, and this expressed need is incorporated into Goal 1 of the SJSU RSCA plan with a stated objective of attaining a 9/9 unit load for RSCA-active faculty. It is noteworthy that the majority of the College-level RSCA Infusion funds (Figure 1) were spent for 115 faculty members, or almost 19 percent of the tenured and tenure-track faculty, to receive 0.2 assigned time or summer salary. Further, the awarding of time for RSCA was either based on “RSCA performance” as determined by college-specific metrics or based upon “RSCA promise” as determined by college-specific metrics. An additional critical need funded was for travel to conferences where faculty and/or students presented their RSCA results or for travel to archives. With about \$1,000 provided per faculty member, 108 awards were funded. Another 25 percent was spent on operating expenses (study funds, student research assistants and other investments), impacting a total of 175 faculty members and associated students. In total, there were 306 awards or almost half of the regular faculty received some type of award. A small number of lecturers also received some RSCA Infusion funding.

Figure 1. Summary of College-level RSCA Infusion funding\*

Type of awards	# of awards	TOTAL funds	% of funds
0.2 assigned time	89	\$ 527,200	51.3%
Summer salary (5K)	26	\$ 132,000	12.8%
Study funds & student assistants	48	\$ 130,576	12.7%
Travel	108	\$ 103,249	10.1%
Grant incentives	16	\$ 12,492	1.2%
Other investments	19	\$ 121,832	11.9%

\*The breakdown by college of “Type of awards” can be found in Appendix A.

It is important to submit and obtain external grant funding to maintain and expand the funding base for RSCA activity at SJSU. Thus, metrics that acknowledge external funding are essential to the overall wellbeing of RSCA Infusion funding. But note in the Figure 1, “Grant incentives” accounted for only 1.2% of the total investments of the funds. (The category includes either rewarding those who submitted proposals or received awards for external grants by receiving an additional stipend.) The need for external funding must be encouraged and incentivized where possible.

With the establishment of College-specific RSCA metrics, we have the ability to evaluate the impact of RSCA investments and determine by college, thresholds for defining RSCA-active faculty. This accomplishment is a necessary step toward our goal of providing RSCA-active faculty assigned time to devote to RSCA.

## Appendix A

### Summary of RSCA Infusion funding by college and type of funding

College	Type of awards	# of awards	unit cost	TOTAL
CASA	0.2 assigned time	16	5,717	\$ 91,472
LCoB	0.2 assigned time	16	5,717	\$ 91,472
LCoED	0.2 assigned time	-		\$ -
DCoEng	0.2 assigned time	17	5,717	\$ 97,189
H&A	0.2 assigned time	6	varies	\$ 47,274
CoS	0.2 assigned time	24	5,717	\$ 142,623
CoSS	0.2 assigned time	11	5,717	\$ 62,887
MLK Library	0.2 assigned time	-		\$ -
<b>Total</b>	<b>0.2 assigned time</b>	<b>89</b>		<b>\$ 527,200</b>

College	Type of awards	# of awards	unit cost	TOTAL
CASA	Summer salary (5K)	6	5,000	\$ 30,000
H&A	Summer stipend single PI	15	5,000	\$ 75,000
H&A	Summer stipend inter-disciplinary co-PIs	2	6,000	\$ 12,000
CoSS	Summer salary (5K)	3	5,000	\$ 15,000
<b>Total</b>	<b>Summer salary (5K)</b>	<b>26</b>		<b>\$ 132,000</b>

College	Type of awards (Study funds & student assistants)	# of awards	unit cost	TOTAL
CASA	Study funds/materials/travel (up to 5K)	9	varies	\$ 34,440
CASA	NCFDD FSP boot_camp*	4	3,250	\$ 13,000
LCoB	Student research assistants (83 hours worked)	285	12	\$ 3,420
LCoED	Study funds/materials/travel (up to 5K)	6	5,000	\$ 30,000
LCoED	Student research assistants	10	1,000	\$ 10,000
CoSS	Study funds/materials (up to 1.5K)	12	varies	\$ 13,891
<b>Total</b>	<b>Study funds &amp; student assistants</b>	<b>48</b>		<b>\$ 130,576</b>

\*National Center for Faculty Development and Diversity ([NCFDD](#)) Faculty Success Program (FSP) “methods taught to improve research productivity through intense accountability, coaching and peer support”

College	Type of awards (Travel)	# of awards	unit cost	TOTAL
LCoED	Student attendance at conferences	1	225	\$ 225
DCoEng	Conference attendance	8		\$ 14,383
H&A	Travel or subvention	34	750	\$ 25,500
H&A	Additional travel or subvention	17	650	\$ 11,050
CoSS	Travel for presentations/research	34	varies	\$ 33,000
Library	Professional travel	14		19,091
<b>Total</b>	<b>Travel</b>	<b>108</b>		<b>\$ 103,249</b>

College	Type of awards (Grant incentives)	# of awards	unit cost	TOTAL
LCoED	Stipend for funded external proposal - single PI	3	1,000	\$ 3,000
LCoED	Stipend for funded external proposal – co-PIs	3	500	\$ 1,500
H&A	Incentives for \$15K+ external grant apps	1		\$ 342
CoSS	Incentives for \$15K+ external grant apps	6	500	\$ 3,000
Library	Grant application incentive	3		\$ 4,650
<b>Total</b>	<b>Grant incentives</b>	<b>16</b>		<b>\$ 12,492</b>

College	Type of awards (other investments)	# of awards	unit cost	TOTAL
LCoB	RSCA technical support for faculty			\$20,971
LCoED	Start-up funds	3		\$ 28,000
CoS	Just-in-time grant funds*	15		\$ 59,530
CoSS	0.6 RSCA Director	1	34,302	\$ 34,302
<b>Total</b>	<b>Other investments</b>	<b>19</b>		<b>\$ 142,803</b>

\*Faculty submitted proposals with a budget describing the need for research funding. CoS faculty review committee evaluated and recommended to the Dean.