

## The System

**Faculty achievement data systems**  
Reporting on the academic triad: research, teaching, and service

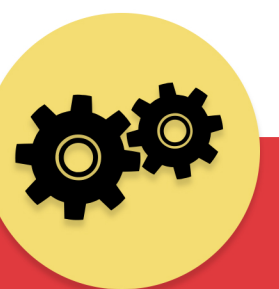
**Most common uses**  
**FAR Report:** annual activity report  
**Accreditation:** annual activity data can be resused to support accreditation packages  
**Promotion and tenure dossiers:** system-generated CV along with supporting materials

System data can be used to dynamically populate faculty web profile pages and inform expertise databases at an institutional level

**Example systems**




## How did the system evolve at UMD?



**Initial system built in-house to meet institutional reporting requirements**

*Great for faculty use but no ability to reuse data for other reporting needs*




**Partnered with start-up to replace the system**

*Great potential for data reuse in reporting, dossier creation, CV needs*

*Cleaning data was time consuming*

*Catastrophic platform performance that led to partnership cancellation*



**A fresh start to development**

*Consulted with peer institutions*

*Maximized data integration from relevant enterprise systems*

*Focused on ease of use*

*Balanced with institutional reporting interests*

*Stage 1 rolled out to 1500 tenure and tenure track faculty*

*Stage 2 expanded to 5000*

## What are the benefits?

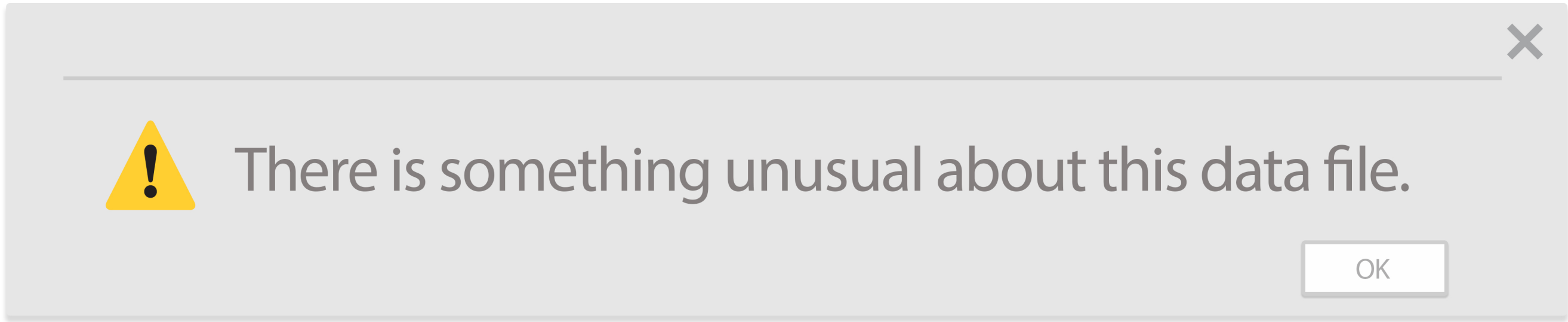
- Provost's Office Perspective**
1. Involving the library in faculty data system implementation ensures that their views and knowledge are brought to bear in all phases of implementation: from platform selection to deployment.
  2. Broad stakeholder involvement improves transparency throughout the institution, bolsters success, considers stakeholder interests, and builds long-term relationships.
  3. Librarians bring unique knowledge of citation management and guide the implementation team in evaluating options.
- Inform** publication data discussion and implementation with recommendations for cleaning migrated historical data and citation tools
- Partner** in developing supporting materials and workshops on citation tools and import methods
- Collaborate** on communication and outreach within the faculty community to bring a faculty-centered experience that gives faculty confidence in a unified publication management approach

**UMD Libraries**  
The libraries have benefited from inclusion in procurement and implementation.

- Relationship Building**  
Regular communication with Faculty Affairs, Division of Research, and Division of IT that has created opportunities for library representation in groups such as Research Technology Working Group and the Search Committee for Dean of the Libraries.
- Workshop and Training Material Development**  
Workshops allow librarians to demonstrate their expertise to faculty at the point of need, but are also available for other user groups, expanding impact beyond Digital Measures. Additional topics have been identified through these discussions, including a new Research Impact workshop hosted in Spring 2019.
- Career Development**  
**Exposes** new professionals to higher ed systems and structures that may not be covered in the MLIS program, thus better preparing new grads for a career in academic libraries
- Helps** faculty and grad students curate their scholarly presence online
- Builds** skills by developing learning outcomes, assessment measures, and teaching Google Scholar and ORCID workshops, platforms integrated into Digital Measures.

## What are the challenges?

- Our main challenges focus on the library participation process.**
1. Digital Measures is being applied to the whole University, leading to significant diversity in faculty research output format and numerous potential sources for publication with no one-size-fits-all resource.
  2. Historical data is unwieldy and difficult to parse into the Digital Measures format. UMD metadata specialists suggested automated approaches but significant manual work was required.
  3. Despite platforms offering varying levels of integration with Digital Measures, many did not meet faculty expectations due to lack of a single publication import option, frequent errors, and unexpected behavior.



## Recommended Reading

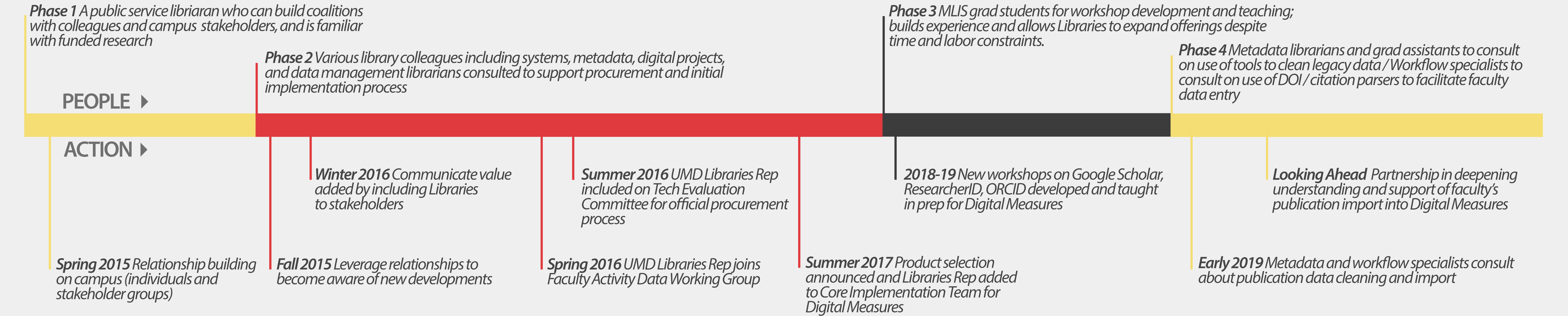
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Shanks, J., & Arlitsch, K. (2016). Making Sense of Researcher Services. *Journal of Library Administration*, 56(3), 295–316. <https://doi.org/10.1080/01930826.2016.1146534>

Wesolek, A. (2014). Bridging the Gap Between Digital Measures and Digital Commons in Support of Open Access: Or, How I Learned to Stop Worrying and Love Human Mediation. *Collection Management*, 39(1), 32–42. <https://doi.org/10.1080/01462679.2014.860856>

## How do you make your case?



**ACTION** ▶