

Policy Statement on Performance Metrics

Performance metrics include, but are not limited to, the application of quantitative analysis and statistics to **assess the effectiveness of teaching, research, creative activities, service and professional practice of academic staff members. These metrics are applied to** publications such as books, journal articles, and conference proceedings to assess the impact and quality **of works of scholarship, research and creative works, by** including factors such as number and size of research grants or funding, citation counts, and ranking in journal publications. **Utilization of these** performance metrics are subjective and often misleading.

Academic work is best assessed through peer review and not by performance metrics. Reliance on performance metrics can violate academic freedom, interfere with collegial governance, hiring, **performance assessment**, tenure and promotion decisions, compensation, working conditions, **as well as** ~~and~~ disciplinary **and termination** actions.

Measuring ~~research,~~ **teaching, research, creative activities, service, and/or professional practice** ~~output~~ with an exclusive or excessive emphasis on performance metrics neglects the diversity and totality of scholarly activity.

1

Performance metrics can especially disadvantage Aboriginal scholars, members of equity-seeking groups, those publishing or disseminating knowledge in languages other than English, those who are on non-traditional career paths, as well as those who conduct unconventional **teaching, research, creative activities, service, professional practice, and/or** ~~research. and/or use non-traditional research methods~~

2

If an academic staff member choses to provide ~~When performance metrics are chosen to be provided by the academic staff member,~~ such metrics should be subordinate to the peer review process in accordance with principles of academic freedom and collegial governance.

3

Faculty Academic Staff Associations are urged to bargain for language in their collective agreements that protects their members against the ~~perils~~ **inappropriate use of performance metrics.**

Approved by the CAUT Council, November 2018.

Revised by the CAUT Librarians' and Archivists' Committee, August 2019.

Draft revision approved by the CAUT Executive Committee, September 2019.