

Model Clause on Performance Metrics

1

Performance metrics¹ shall not be used as a means to measure the performance of or budget allocations to academic departments, units, and individual staff members.²

2

Notwithstanding 1, where it is documented that performance metrics are required by the external accreditation bodies for the purpose of program accreditation, such metrics shall be used only for assessment and evaluation of those programs.

**New draft model clause approved by the CAUT Collective Bargaining and Economic Benefits Committee; March 2018;
New draft model clause approved by the CAUT Executive Committee, April 2018.**

Endotes

1. Performance metrics include, but are not limited to, the application of quantitative analysis and statistics to publications such as books, journal articles, and conference proceedings to assess the impact and quality of research, including factors such as number and size of research grants or funding, citation counts, and rankings in journal publications.
2. Also refer to CAUT Model Clauses on:
 - Evaluation of Research, Scholarship, and Creative Activities,
 - Evaluation of Teaching Performance
 - Service