Metrics for productivity in the area of unfunded creative activity:

Grants: effort up to the level for the % faculty salary on the grant.

Exceptions granted (pilots, center awards, grants with faculty salary not allowed), with the exception shared with the SADFAD.

Manuscripts

Manuscripts published as first or corresponding author (impact factor above 1; peer-reviewed; not directly tied to the aims of the funded projects): 5 – 10 %

Manuscripts submitted as first or corresponding author (impact factor above 1; peer-reviewed; not directly tied to funded projects; can only count new submission): 2 – 5% (credit can be given for more than one submission of a manuscript if multiple changes need to be made).

Book chapters, non peer-reviewed manuscript published: 5%

Manuscripts published as middle author (impact factor above 1; peer-reviewed; not directly tied to the aims of funded projects): 5 – 10 % *(note, effort is similar to first/senior author to recognize middle author publications often reflect new collaborations and thus a new direction for the faculty)*

Manuscripts submitted as middle author (impact factor above 1; peer-reviewed; not directly tied to the aims of the funded projects; can only count new submission): 2-3% (credit can be given for more than one submission of a manuscript if multiple changes need to be made).

Presentations/conferences **Note that presentations by lab members can be counted at the discretion of the chair (*effort is in recognition of the amount of work included in or leading up to these types of presentation*)

National/International conference oral Keynote/invited presentations: 5%
National/International conference oral presentations: 4%
National/International conference poster presentations: 3%
National/International conference attendance: 2%
Local conference oral presentations: 3%
Local conference poster presentations: 2%
Local conference attendance: 1%
Seminar and/or workshop presentations (non-local): 4%

Department presentations (chalk talks, grant group presentations): 3 – 5%

Development of research tools (website, data sets) can be credited at the discretion of the chair