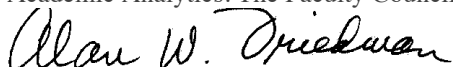


DOCUMENTS OF THE GENERAL FACULTY

**RESOLUTION ON ACADEMIC ANALYTICS FROM THE COMMITTEE OF COUNSEL ON
ACADEMIC FREEDOM AND RESPONSIBILITY**

On behalf of the Committee of Counsel on Academic Freedom and Responsibility, Brian L. Evans (Committee Chair and Professor, Electrical and Computer Engineering) submitted the following resolution to concerning Academic Analytics. The Faculty Council will act on the resolution at its meeting on January 22, 2018.



Alan W. Friedman, Secretary

General Faculty and Faculty Council

The University of Texas at Austin

Arthur J. Thaman and Wilhelmina Doré Thaman Professor of English and Comparative Literature

**RESOLUTION ON ACADEMIC ANALYTICS FROM THE COMMITTEE OF COUNSEL ON
ACADEMIC FREEDOM AND RESPONSIBILITY**

Faculty Council Resolution

The Faculty Council of The University of Texas at Austin strongly recommends that the University *not* adopt Academic Analytics, LLC as a faculty management tool.

Should the University, nonetheless, adopt Academic Analytics, the Faculty Council urges that

- 1) it make no use of data collected from Academic Analytics in allocating resources among individual faculty, department/programs, and colleges; nor in decisions affecting the composition of the faculty, graduate programs and fellowship allocation, and grant-writing;
- 2) it make no use of data generated by Academic Analytics in tenure and promotion decisions or other reviews, including hiring, Mid-Probationary, and Comprehensive Periodic Reviews; and that data collected from Academic Analytics not be used to determine salary raises for individual faculty members;
- 3) it make no use of any data generated by Academic Analytics to influence decisions concerning the graduate and undergraduate curricula;
- 4) it make all personal data available to faculty members no later than August 31, 2018, for their review, correction, and ratification, and that it be open for review thereafter.

Rationale:

We understand that the administration at The University of Texas at Austin has begun to consider Academic Analytics, LLC -- a data crawler and compiler -- as an analytic tool for the assessment of faculty productivity. The purpose of this resolution is to reiterate the directive from the UT System Faculty Advisory Committee resolution of March 2013, which called for “regular review and approval by campus faculty governance bodies” for any analytic tool for faculty assessment purposes [UTSysFAC 2013]. To date, UT faculty have played no role in deciding the appropriateness of using Academic Analytics to measure the productivity of individual faculty members or the performance of departments, programs, and colleges.

The methods and variables employed by Academic Analytics, LLC inadequately capture the extraordinary breadth, methodologies, and quality of scholarly inquiry on a university campus with a large number of colleges and departments.

Faculty have grave concerns about being denied access to the personal data collected by Academic Analytics, LLC, including the opportunity to verify the accuracy of the data.

Academic Analytics, LLC is based on a corporate model that is both poorly designed for the task of measuring the complexity of scholarly productivity on a university campus and intrudes negatively upon academic freedom, peer evaluation, and shared governance.

Academic Analytics, LLC fails to measure book chapters, book citations, book reviews, patents, federal funding as a co-investigator, funding from states, companies or foundations, art displays, or performances.

Academic Analytics, LLC fails to measure other important forms of academic activity by individual faculty and department/programs, including teaching, service, and community engagement/outreach.

The measures of books, articles published in peer-reviewed journals, conference papers, awards, grants, and citations are frequently inaccurate, and, in the case of citations, decontextualized, so that these data often misrepresent the achievements of both individual scholars and departments.

The parameters used by Academic Analytics, LLC to define “scholarly productivity” are likely to skew, redirect, narrow, and otherwise have an outsized influence on the type and quality of scholarship produced by UT Austin faculty. It is likely to encourage faculty to produce research only in forms that are quantifiable by Academic Analytics, LLC in order to obtain higher scores from the tool.

The data generated by Academic Analytics, LLC—however misleading and inaccurate— are likely to be used by administrators to pit faculty and departments against one another for limited resources, including salary increases.

References:

[AA 2016 Del] Lawrence Martin, Tricia Stapleton and Tynan Heller, “Academic Analytics: Strategic Analysis and Planning”, Presentation by Academic Analytics at University of Delaware, Sep. 29, 2016.

<https://www1.udel.edu/vp-sec/MeetingMaterials/09-29-30-2016/AcademicAnalytics.pdf>

[AAUP 2016] “Statement on ‘Academic Analytics’ and Research Metrics”, American Association of University Professors, March 22, 2016, https://www.aaup.org/file/AcademicAnalytics_statement.pdf

[Rutgers 2016] “Resolution to be considered by the Faculty of the Graduate School”, Rutgers University, New Brunswick, May 10, 2016. *Resolution passed 114 to 2*. <http://rutgersaaup.org/sites/default/files/images/AA-resolution-for-GSNB-10-May-2016.pdf>

[UTSysFAC 2013] “**Resolution** Faculty Analytic Tools to Executive Vice Chancellor of Health Affairs and the Executive Vice Chancellor of Academic Affairs“, UT System Faculty Advisory Committee Minutes, March 1, 2013, page 5. *Motion Unanimously Approved*. <https://utsystem.edu/sites/default/files/offices/academic-affairs/FAC%20Resolutions%202013.docx>

“Be it resolved that the implementation of any analytic tool (e.g. Academic Analytics, SciVal, MyEdu) either by System as a whole or by individual campuses for faculty assessment purposes shall be subject to regular review and approval by campus faculty governance bodies and/or by the System Faculty Advisory Council. Further, each campus Chief Academic Officers (or a designee) shall ensure that there will be a regular mechanism for improving the usage of these tools when these bodies or when individual faculty members reveal omissions, absences, and flaws in the analytics and/or raise issues with their usage.”