

# Measuring Staff Productivity



## OVERVIEW OF METHODOLOGY

# Review Period



- Academic Year 2007/08 to Academic Year 2013/14
- A study by the Strategic Transformation Team (2007) calculated per capita research output using the Departmental Reports.
- The data collection and collation started in AY 2007/08

# Data Sources



## Academic Output

- All Departmental Reports from 2007

List of staff from HR containing:

- Fund number (UGC and non-UGC)
- Faculty/Department
- Staff (name, job title, status, highest level of education, employment class, rank)

# Inclusion Criteria



- All full-time academic staff from the level of Assistant Lecturers up to Professors as well as Special Instructors, Adjunct Lecturers, Associate Lecturers and Deans.
- Funded by UGC funds
  - Institutes and Research Centres Funded by UWI Centre are EXCLUDED

# OPAIR Methodology



- Compilation of all publication types recorded in the annual departmental report (2007-2013).
- The data cleaned to remove publications which are reported in previous years.
- Beginning with the 2013-14 reports, peer-reviewed journal articles are now classified as local, regional, and international. The journal titles have been recorded and classified by region.
- All types of peer-reviewed publications are recorded for each member of staff.

# OPAIR Methodology (cont'd)



- The publication output is the sum of individual scholarship as a proportion of staff.
- The numerator and denominator include only full-time academic staff who meet the inclusion criteria.
- The per capita output is calculated and reported each year by Faculty.

# OPAIR Methodology (cont'd)



- Active researchers were identified by publishing at least one type of peer-reviewed publication for each academic year.
- A cohort analysis was performed on these researchers year over year by matching their names.
  - ID numbers will be used as matching variable in future analyses.
- Where a match occurred, these were recorded and summed over the relevant time period.

# OPAIR Data Set



- Merge HR data with productivity template to analyze output of individual members of staff.

Staff Data	Peer-Reviewed Pubs	Non-Peer Reviewed Pubs	Other Pubs	Presentations
Person 1				
Person 2				
Person 3				
Person 4				
Person 5				



# Scholarly Output Presented



- **Peer-reviewed Publications**
  - Journal Articles
  - Books and monographs
  - Book Chapters
- **Other Publications**
  - Technical Reports
- **Conference Presentations**

# Findings

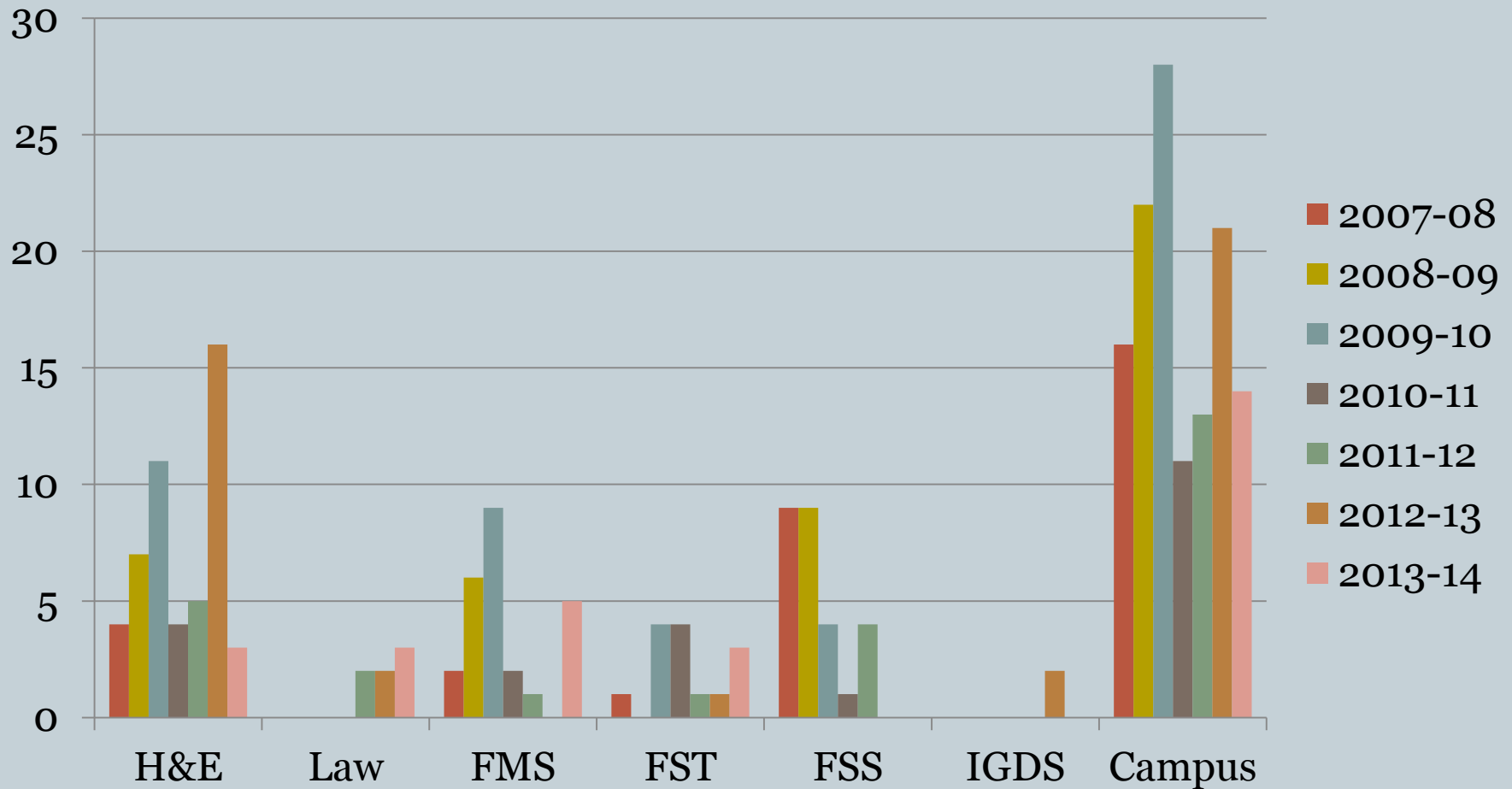


# Number of Full-Time Academic Staff

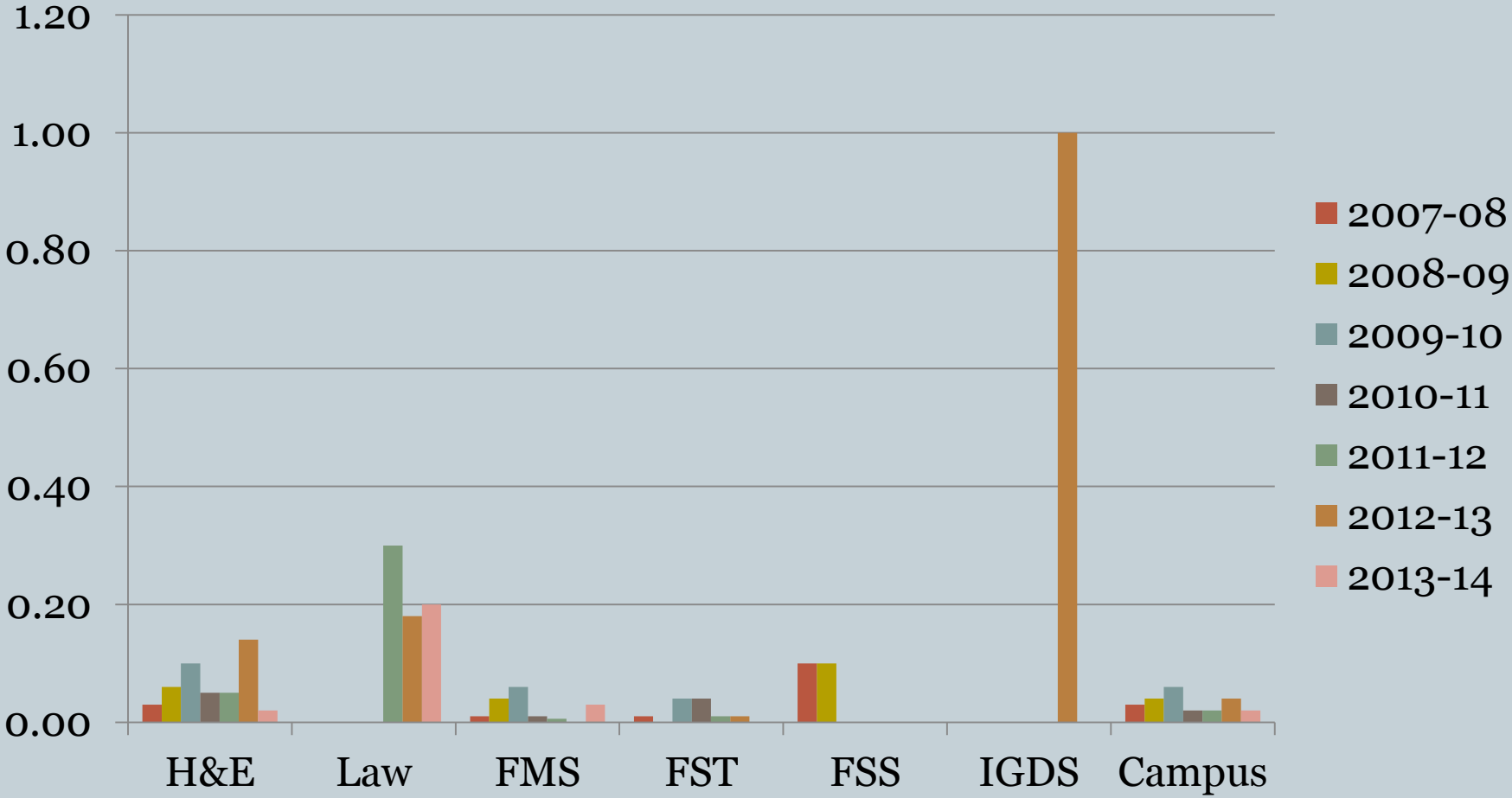


<b>Faculty</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
H&E	120	120	97	86	106	111	106
Law	na	na	na	na	8	11	13
FMS	166	169	163	158	161	163	164
FST	102	101	104	94	91	93	94
FSS	127	117	107	93	96	75	107
IGDS	3	3	3	3	3	2	2
Campus	518	510	474	434	465	455	486

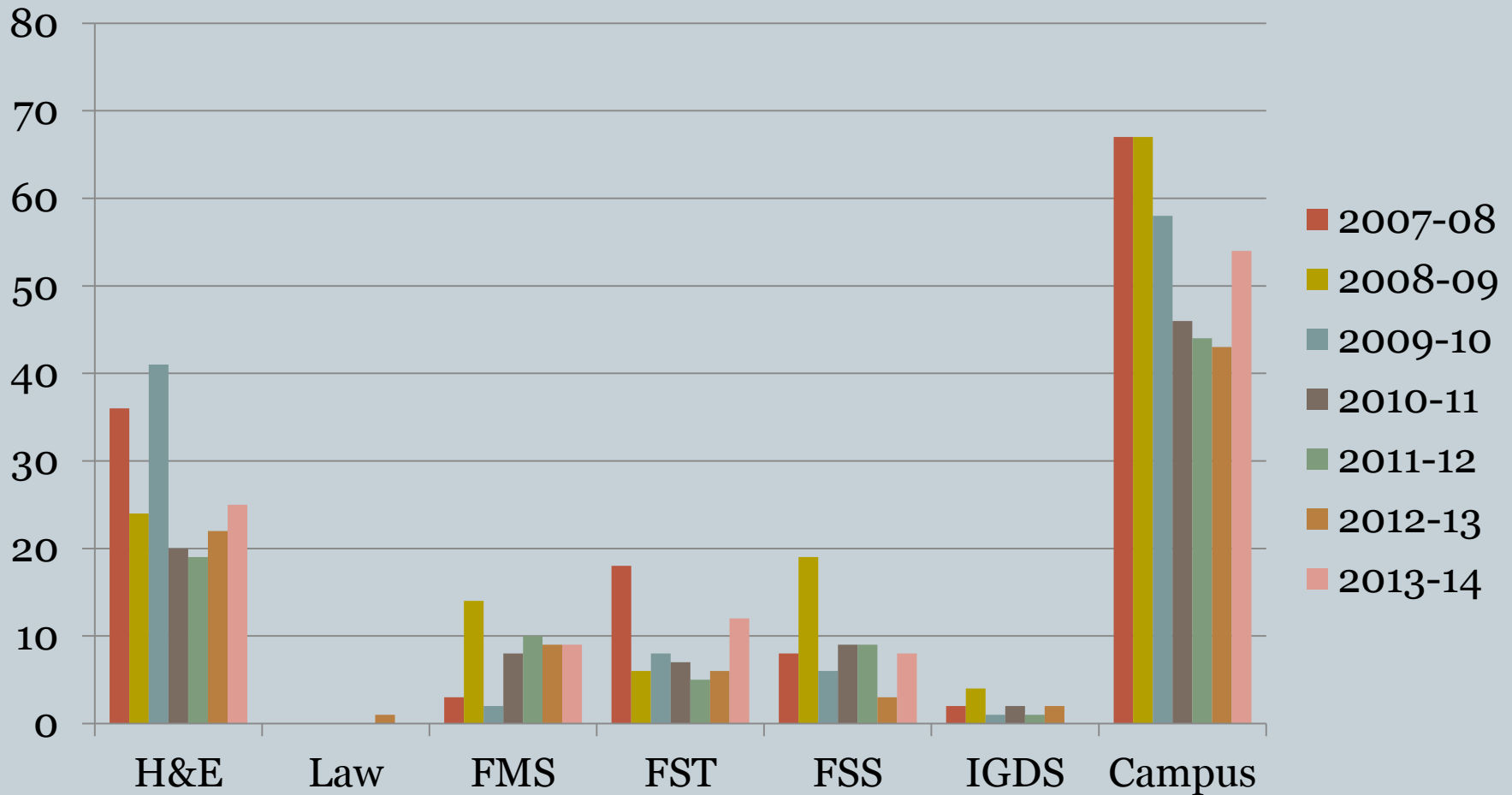
# Number of Monographs, 2007-2013



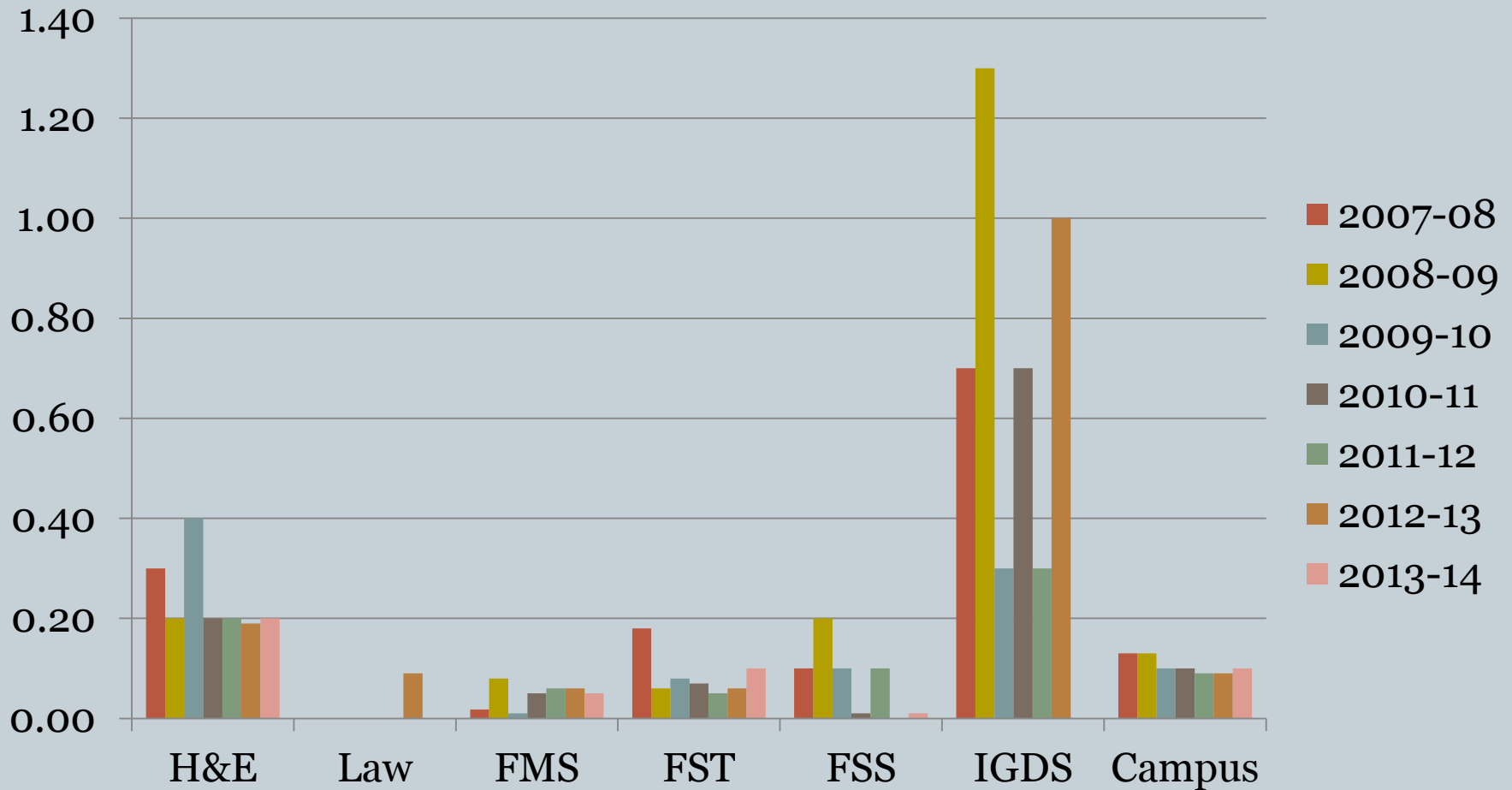
# Monographs, 2007-2013, Per Capita



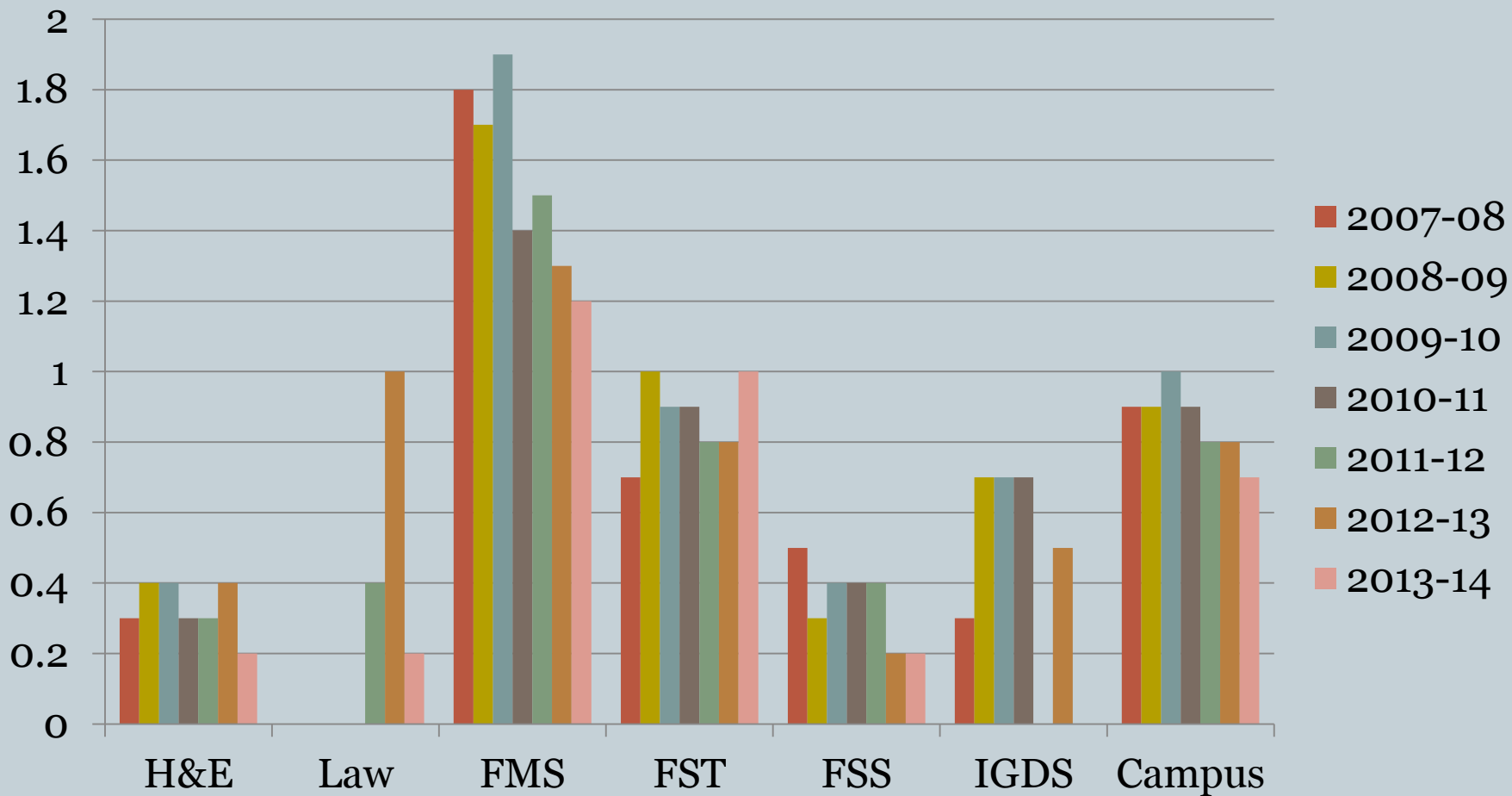
# Number of Book Chapters, 2007-2013



# Book Chapters, 2007-2013, Per Capita



# Peer-reviewed Journal Articles, 2007-2013 Per Capita



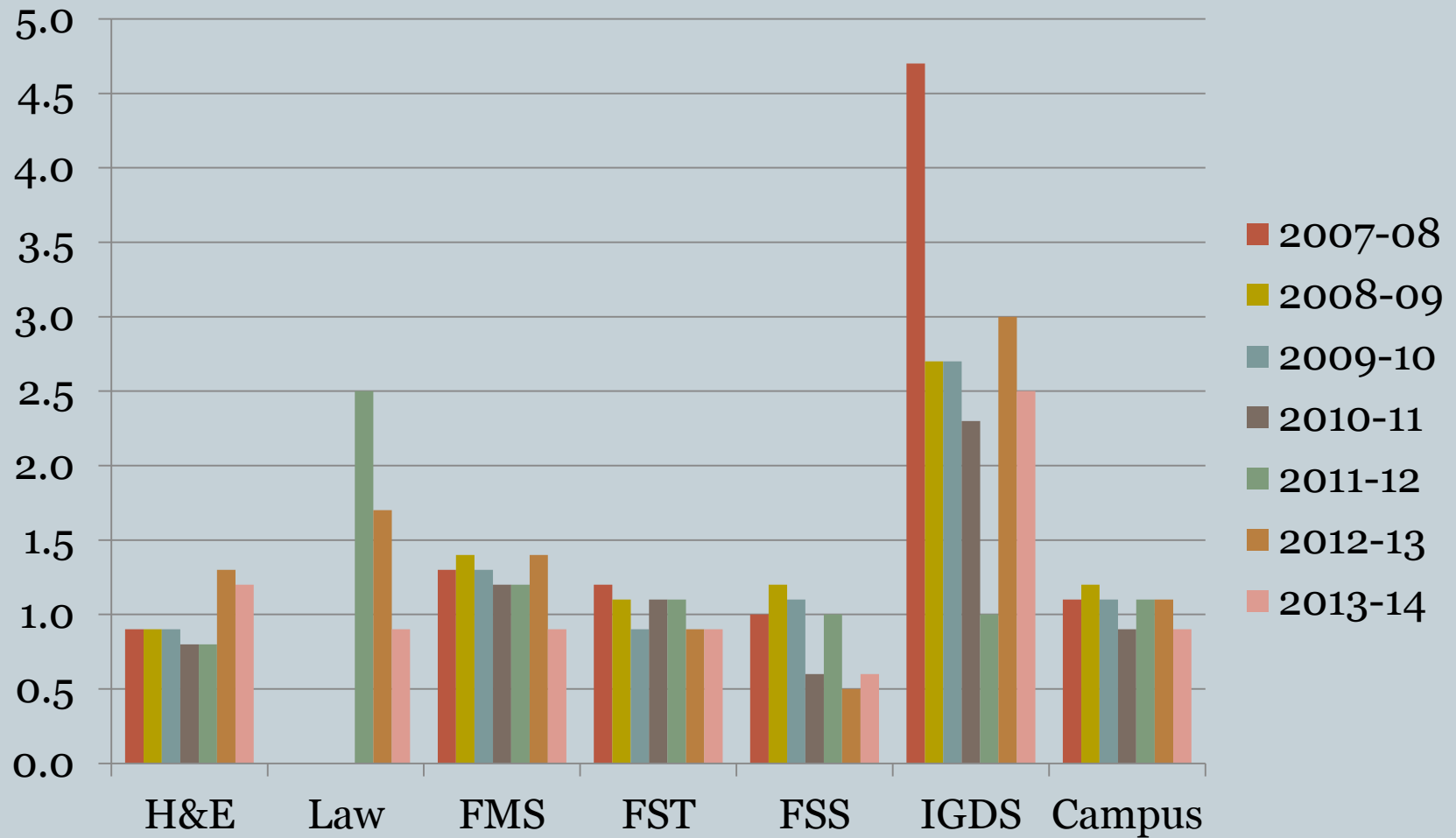


# Location of Peer-Reviewed Journal Articles

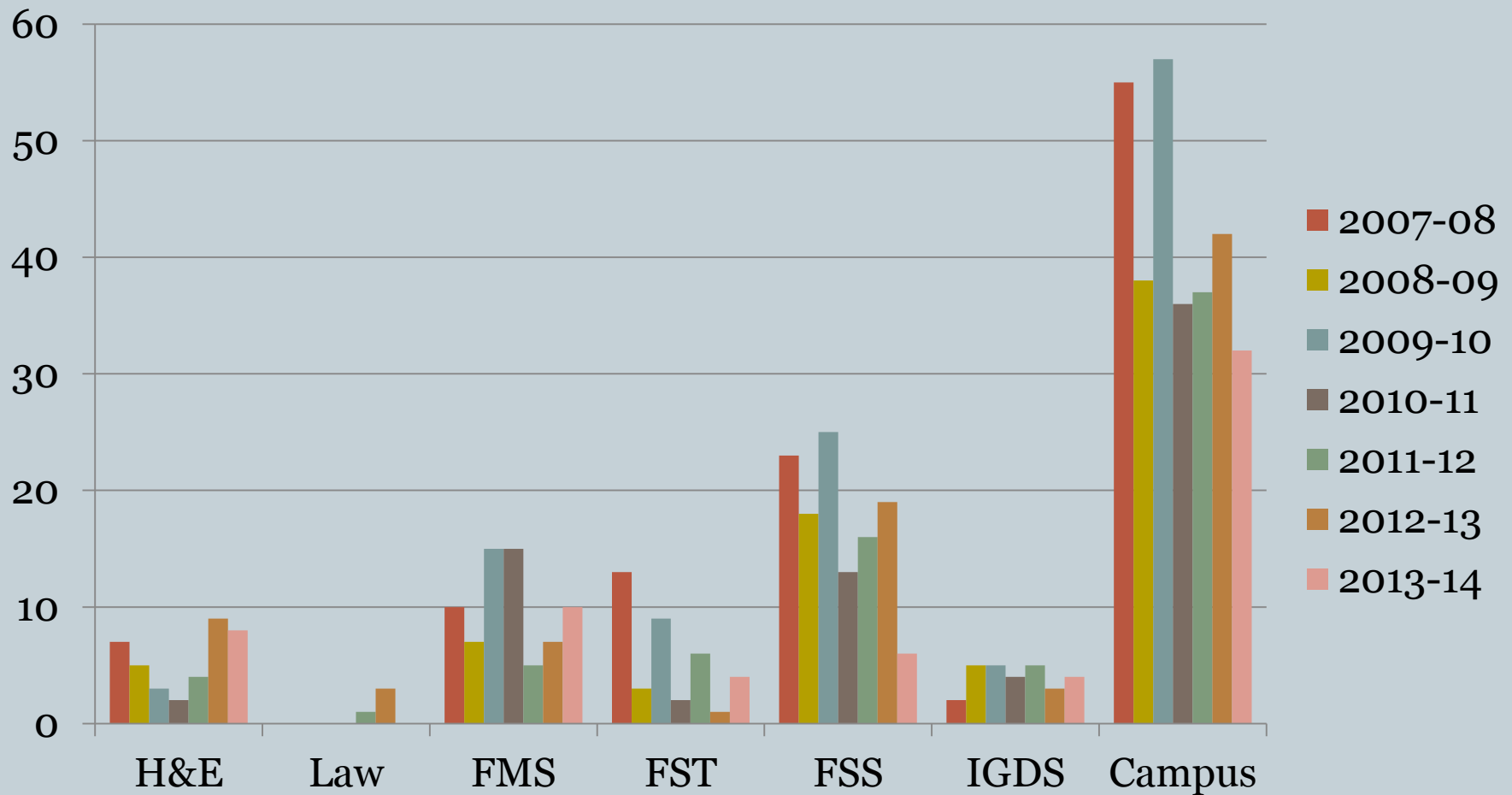


	2013-14			
	Total Articles	# Local	# Regional	# Intl
H&E	25	6	3	16
Law	2	0	0	2
FMS	199	73	0	126
FST	94	4	1	89
FSS	21	5	2	14
IGDS	0	0	0	0
Campus	341	88	6	247

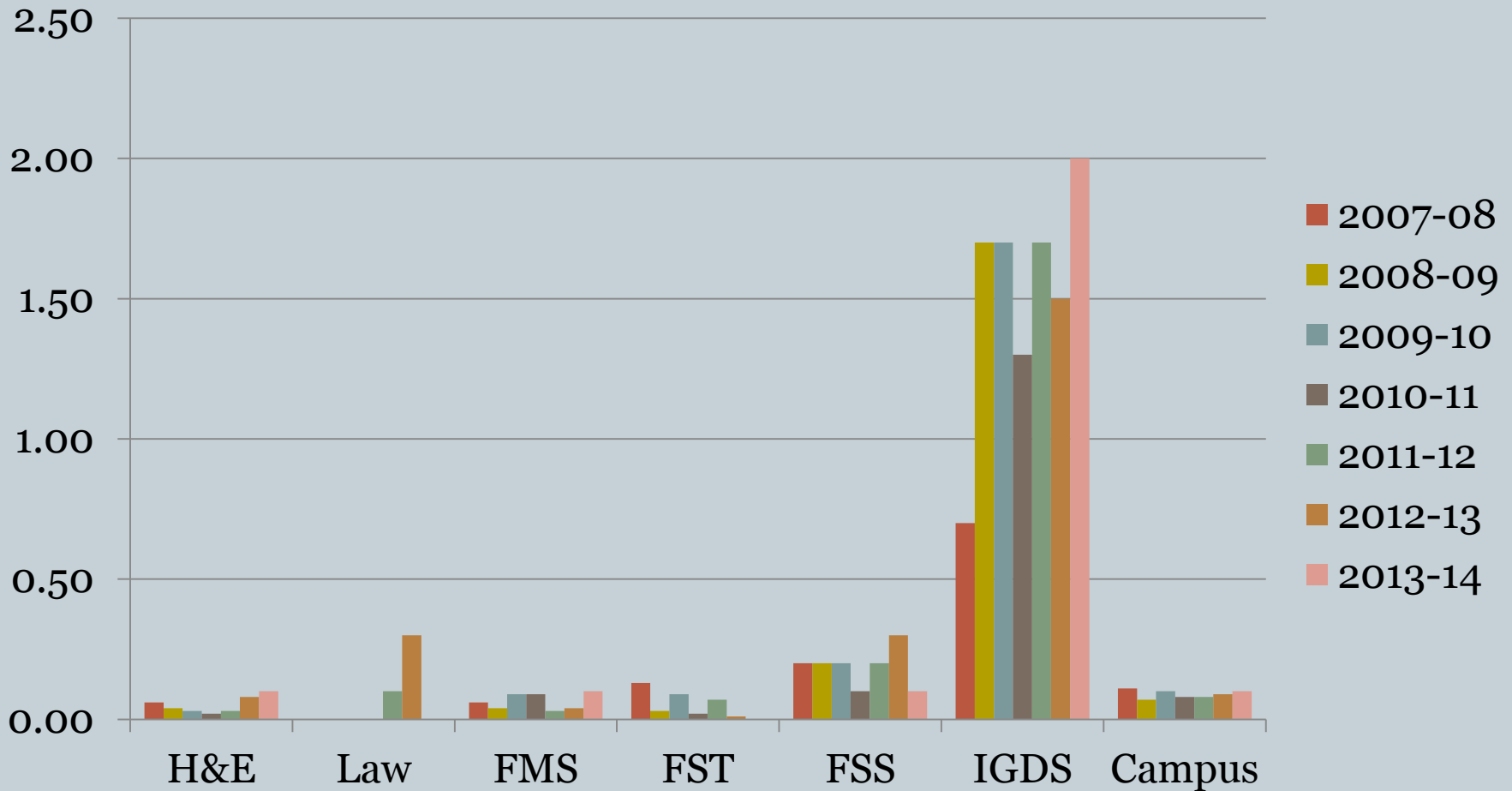
# Conference Presentations, 2007-2013 Per Capita



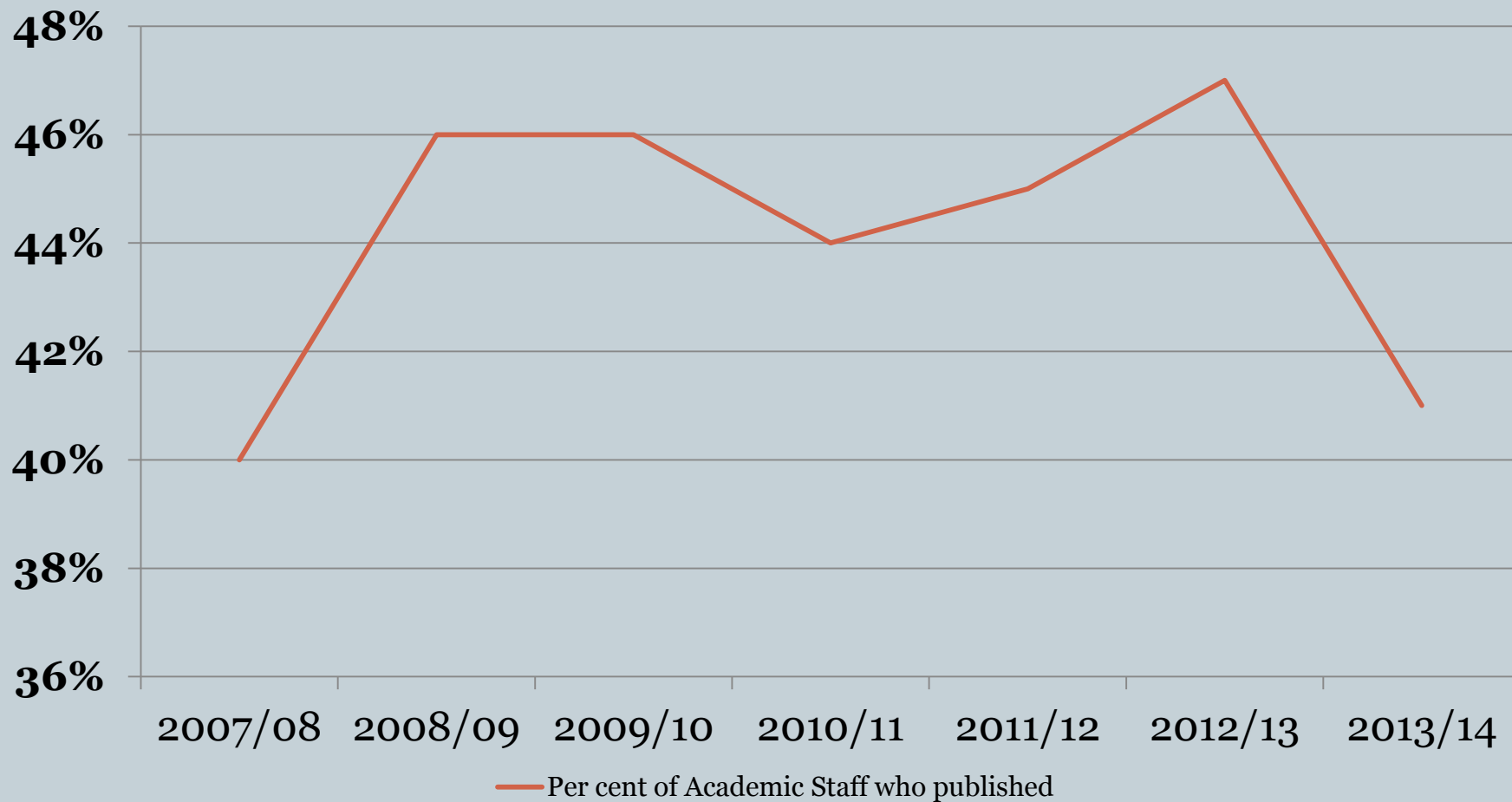
# Number of Technical Reports, 2007-2013



# Technical Reports, 2007-2013, Per Capita



# Per cent of Academic Staff Who Published (2007-2013)



# Who Is Producing Year to Year

2007-08		Active Instructors Producing the Following Year						2008-09 to
Total No. of UGC FT Academics	No. pubs	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2013-14
518	205 (40%)	138 (67%)	132 (64%)	106 (52%)	104 (51%)	104 (51%)	93 (45%)	35 (17%)
2008-09		2009-10 to					2013-14	
Total	No. pubs	2009-10	2010-11	2011-12	2012-13	2013-14	2013-14	
510	234 (46%)	141 (60%)	121 (52%)	121 (52%)	112 (48%)	100 (43%)	44 (19%)	
2009-10		2010-11 to				2013-14		
Total	No. pubs	2010-11	2011-12	2012-13	2013-14	2013-14		
474	220 (46%)	136 (62%)	135 (61%)	115 (52%)	107 (49%)	52 (24%)		
2010-11		2011-12 to			2013-14			
Total	No. pubs	2011-12	2012-13	2013-14	2013-14			
434	189 (44%)	122 (65%)	111 (59%)	104 (55%)	62 (33%)			
2011-12		2011-12 to						
Total	No. pubs	2012-13	2013-14	2013-14				
465	207 (45%)	137 (66%)	119 (57%)	93 (45%)				
2012-13		2012-13 to						
Total	No. pubs	2013-14	2013-14					
455	212 (47%)	131 (62%)	131 (62%)					
2013-14								
Total	No. pubs							
486	201 (41%)							

# Limitations of OPAIR Methodology



- Non-academic staff excluded (Senior Administrative and Professional staff e.g., Librarians, Scientific Officers)
- Non-UGC funded staff excluded (predominantly in UWISON)
- Part-time academic staff excluded (predominantly in Faculty of Medical Sciences) [183 Part-time Associate Lecturers with 25 peer-reviewed articles. Low per capita output 0.1]
- Centre Units excluded (SALISES, TMRI)
- Reliance on completeness and accuracy of Dept. Rep.

# Staff Survey on Academic and Administrative Processes



- OPAIR conducting “Staff Survey on Academic and Administrative Processes” which examines academic supervision and research, among other things.
- Findings may inform the interventions that are needed to increase staff productivity.