



Performance of Academic Staff at the UWI, Mona

2007-08 to 2011-12

Office of Planning and Institutional Research

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INTRODUCTION

In order to gauge the performance and competitiveness of academic staff at the UWI, Mona, a review of the annual Departmental Reports was undertaken for the past five academic years.

Information was compiled for five criteria: peer reviewed publications, non-peer reviewed publications, other publications, funded research, and public service activities.

The information gathered not only provides useful information on the output of academic staff, but also represents an economic and efficient means of obtaining data without the added response burden of a survey.

METHODOLOGY

After obtaining a list of academic staff for 2007-08 to 2011-12, a content analysis was undertaken of the Departmental Reports and information was gathered at the individual and departmental levels.

Other reports were also used to obtain information, such as a list of externally funded research from the Bursary, a list of Research Fellowships and New Initiative Funding from the Office of the Principal, and a list of recipients of the Principal's Research Day Awards.

After compiling information on the output of academic staff, a careful review of staff was undertaken to ensure that persons were assigned to a single department representing their primary or main job, and that staff were differentiated according to their job title and rank.

Staff was categorized into three groups comprising instructional staff, academic support staff, and other academic staff.

Performance indicators are presented only for full-time instructional staff which includes regular and temporary persons at the levels of director, dean, research or teaching fellow, professor, senior lecturer, lecturer, associate-, assistant-, and part-time lecturers, and instructors.

For the period under review, full-time instructional staff declined by 10 percent, from 518 members in 2007-08 to 466 members in 2011-12.

LIMITATIONS

This study is limited to Mona staff financed by fund 1100 and excludes staff from the UWI Centre, SALISES, TMRI/TMRU, the Hugh Wynter Fertility Management Unit, and the Mona School of Business. Staff from the Faculty of Law and the Western Jamaica Campus have been included for the period 2011-12.

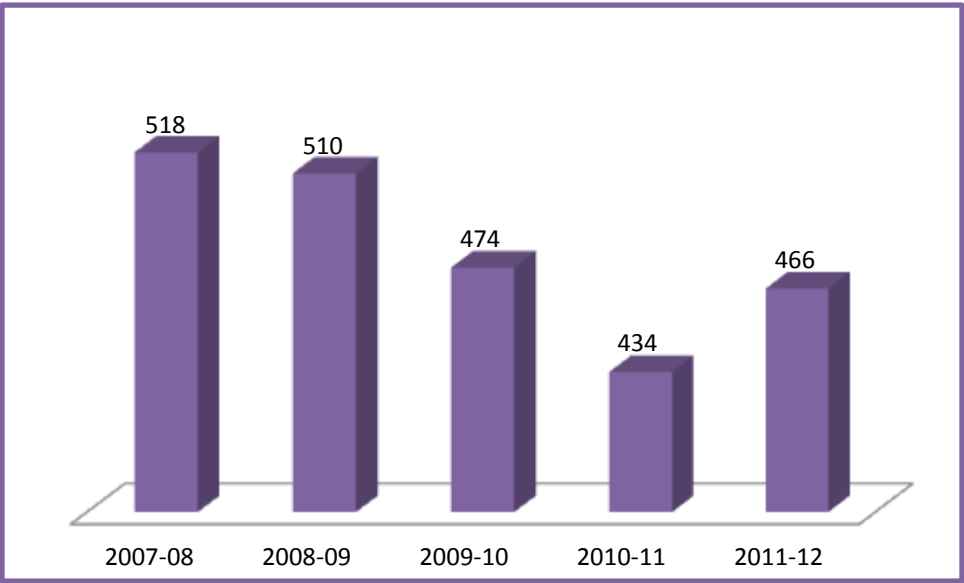
Staff publication and research output is based on individual output which is then aggregated for the faculty, department or unit. The per capita output includes multiple counts of a single publication that is authored by more than one contributor within and across departments and faculties.

FULL-TIME ACADEMIC STAFF AT THE UWI, MONA

Table 1: Full-Time Academic Staff by Faculty/Campus

Faculty	2007-08	2008-09	2009-10	2010-11	2011-12
Humanities & Education	120	120	97	86	106
Law					8
Medical Sciences	166	169	163	158	161
Science & Technology	102	101	104	94	91
Social Sciences	130	120	110	96	99
Western Jamaica Campus					1
UWI Mona	518	510	474	434	466

Figure 1: Total Full-Time Academic Staff at the UWI, Mona



PRESENTATION OF DATA

PEER REVIEWED PUBLICATIONS¹

Table 2. Per Capita Peer Reviewed Publications by Faculty

Faculty	2007-08	2008-09	2009-10	2010-11	2011-12
Hum. & Ed.	0.7	0.8	1.0	0.6	0.6
Law					0.6
Med. Sci.	2.2	2.8	2.8	2.2	2.6
Sci. & Tech.	0.9	1.2	1.1	1.1	1.0
Soc. Sci.	0.7	0.6	0.5	0.6	0.6
WJC					0.0
Total	1.2	1.5	1.5	1.3	1.4

Figure 2. Per Capita Peer Reviewed Publications for the UWI, Mona

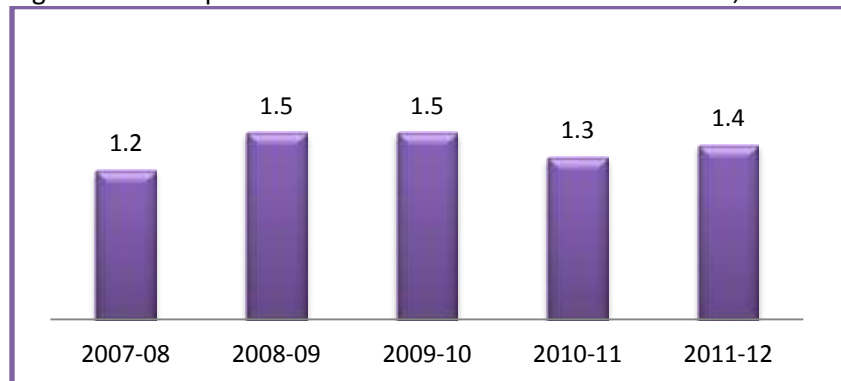


Table 3. Departments with the Highest Per Capita Peer Reviewed Publications

2007-08		2009-10		2011-12	
Dept.	No.	Dept.	No.	Dept.	No.
Obst., Gyn., Child Health	3.8	Medicine	5.7	Med. Sci. (Dean's Office)	4.7
Biotechnology	3.3	Surgery	3.9	Comm. Health	4.0
Comm. Health	3.1	Comm. Health	3.4	Surgery	4.0
Medicine	2.4	Obst., Gyn., Child Health	3.0	Child Health	3.7
Microbiology	2.4	Pathology	2.6	Obstetrics	3.4
ICS	2.4	BMS	1.9	Medicine	2.5
Surgery	1.9	Hist. & Arch.	1.9	Pathology	2.2
BMS	1.8	ICS	1.8	Life Sci.	1.8
Pathology	1.6	Maths	1.7	BMS	1.6
Lit. Eng.	1.3	Educ. Studies	1.6	S&T: Dean's Office	1.3

Note: Departments with 3 or more staff.

¹ Peer reviewed publications include edited and written monographs, book translations, edited journal issues, book chapters, journal articles, review articles, book reviews, and abstracts.

CONFERENCE PRESENTATIONS²

Table 4. Per Capita Conference Presentations by Faculty

Faculty	2007-08	2008-09	2009-10	2010-11	2011-12
Hum. & Ed.	0.9	0.9	0.9	0.8	0.8
Law					2.5
Med. Sci.	1.3	1.4	1.3	1.2	1.2
Sci. & Tech.	1.2	1.1	0.9	1.1	1.1
Soc. Sci.	1.1	1.2	1.1	0.7	1.0
WJC					3.0
Total	1.1	1.2	1.1	1.0	1.1

Figure 3. Per Capita Conference Presentations for the UWI, Mona

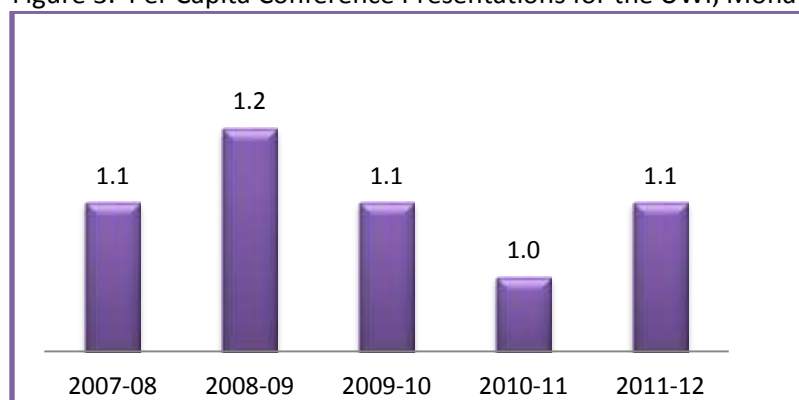


Table 5. Departments with the Highest Per Capita Conference Presentations

2007-08		2009-10		2011-12	
Department	No.	Department	No.	Department	No.
IGDS MU	4.7	Medicine	4.1	Child Health	3.7
Medicine	2.7	IGDS MU	2.7	Law	2.5
Geo. & Geol.	2.7	Computing	2.2	Surgery	2.3
Comm. Health	2.6	S&T (Dean's Office)	2.0	Life Sci.	1.8
Obstetrics	2.0	ICS	1.8	Geog. & Geol.	1.7
Surgery	1.8	Lit. Eng.	1.6	Medicine	1.5
ICS	1.8	Obstetrics	1.6	Pathology	1.4
Gov't	1.6	Hist. & Arch.	1.4	UWISON	1.4
Life Sci.	1.5	Pathology	1.4	Economics	1.4
Physics	1.5	Soc., Psy., SW	1.4	S&T: Dean's Office	1.3

Note: Departments with 3 or more staff.

² Conference presentations include attendance, and presentation of posters and papers, at conferences.

FUNDED RESEARCH³

Table 6. Per Capita Funded Research by Faculty

Faculty	2007-08	2008-09	2009-10	2010-11	2011-12
Hum. & Ed.	0.1	0.2	0.2	0.1	0.1
Law					0.0
Med. Sci.	0.2	0.3	0.2	0.3	0.3
Sci. & Tech.	0.4	0.5	0.4	0.3	0.3
Soc. Sci.	0.1	0.1	0.1	0.1	0.1
WJC					0.0
Total	0.2	0.3	0.2	0.2	0.2

Figure 4. Per Capita Funded Research for the UWI, Mona

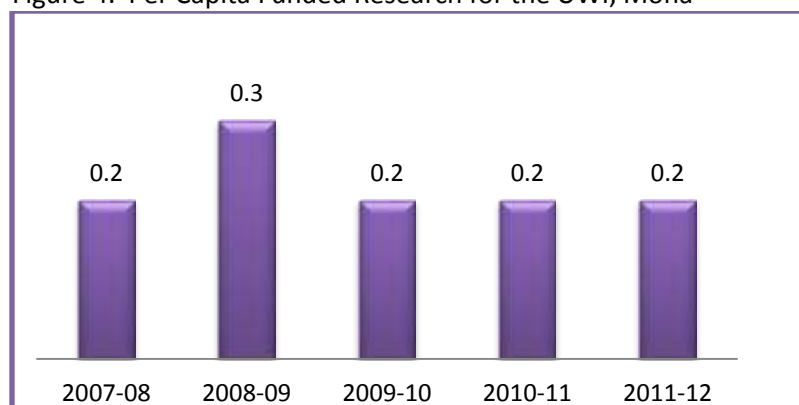


Table 7. Departments with the Highest Per Capita Funded Research

2007-08		2009-10		2011-12	
Department	No.	Department	No.	Department	No.
Biotechnology	1.3	S&T: Dean's Office	1.7	Child Health	1.4
Life Sci.	0.6	IGDS MU	1.0	Comm. Health	0.7
Geog. & Geol.	0.6	Life Sci.	0.8	UWISON	0.6
Obst., Gyn., Child Health	0.6	Obst., Gyn., Child Health	0.6	Physics	0.6
Chemistry	0.4	BMS	0.5	Life Sci.	0.5
CARIMAC	0.4	Geog. & Geol.	0.4	CARIMAC	0.4
BMS	0.4	Hist. & Arch.	0.4		

Note: Departments with 3 or more staff.

³ Funded research includes internal and external funded research from the UWI Research Fellowship Programme and the New Initiative Programme, the Campus Committee for Research and Publication and Graduate Awards, and external funding as reported by the Bursary (Special Projects) and in the Departmental Reports.

PUBLIC SERVICE⁴

Table 8. Per Capita Public Service by Faculty

Faculty	2007-08	2008-09	2009-10	2010-11	2011-12
Hum. & Ed.	0.8	1.2	1.8	1.4	1.3
Law					2.3
Med. Sci.	1.3	1.3	1	1.2	1.3
Sci. & Tech.	1.6	1.6	1.9	1.9	2.2
Soc. Sci.	1.0	1.3	1.2	0.9	1.1
WJC					0.0
Total	1.2	1.3	1.4	1.3	1.4

Figure 5. Per Capita Public Service for the UWI, Mona

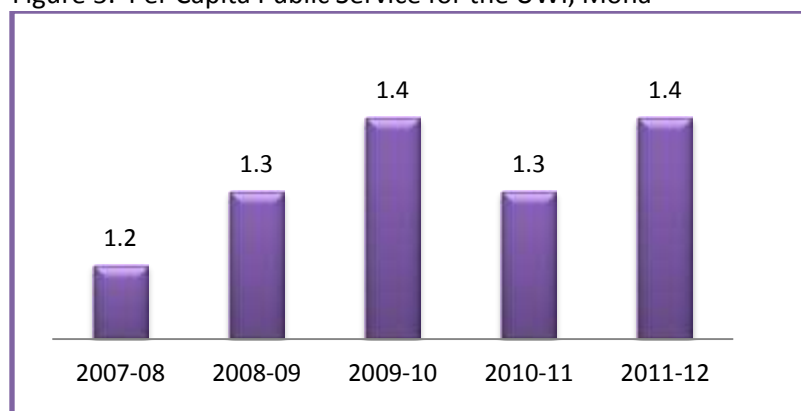


Table 9. Departments with the Highest Per Capita Public Service

2007-08		2009-10		2011-12	
Department	No.	Department	No.	Department	No.
Biotechnology	3.3	Lib. & Info. Studies	3.8	Life Sci.	3.6
Lib. & Info. Studies	3.1	Biotechnology	3.3	Child Health	3.4
Comm. Health	2.7	Hist. & Arch.	2.9	Physics	2.6
Obst., Gyn., Child Health	2.5	Chemistry	2.4	Obst. & Gyn.	2.5
Life Sci.	2.1	Geog. & Geol.	2.4	Hist. & Arch.	2.5
IGDS MU	2.0	Life Sci.	2.3	Chemistry	2.4
Geog. & Geol.	1.9	Medicine	2.2	CARIMAC	2.3
Gov't	1.8	Mod. Lang.	2.1	Law	2.3
Pathology	1.5	CARIMAC	2.0	Pathology	2.3
Physics	1.5	ICS	2.0	Geog. & Geol.	2.3

⁴ Public service includes memberships in associations; chairs/leaders of projects or programmes; editors/reviewers/readers of publications; judges for programmes or competitions; examiners; consultants; fellows of societies; representatives on committees; awards for research and service; and other public service activities.

HONOURS AND AWARDS⁵

Table 10. Number of Honours and Awards by Faculty

Faculty	2007-08	2008-09	2009-10	2010-11	2011-12
Hum. & Ed.	5	12	18	6	3
Law					3
Med. Sci.	23	28	12	9	12
Sci. & Tech.	23	18	18	11	15
Soc. Sci.	7	15	10	8	18
WJC					0
Total	58	73	58	34	51

Figure 6. Total Number of Honours and Awards for the UWI, Mona

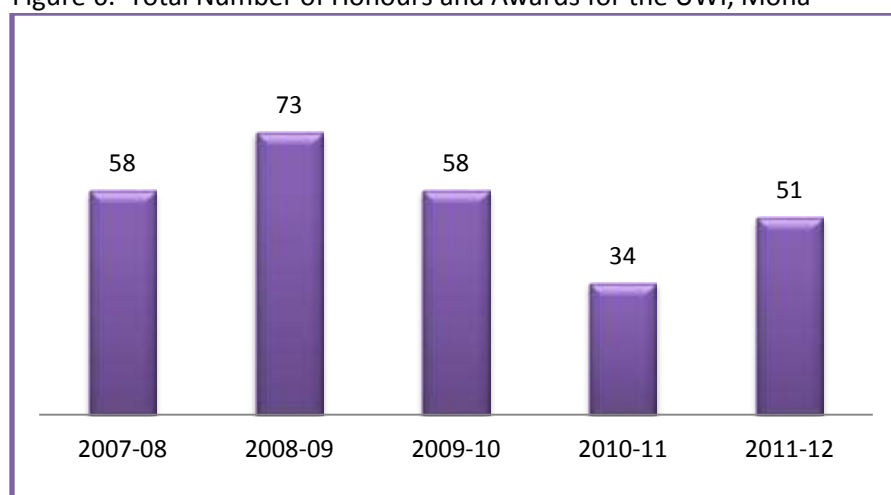


Table 11. Departments with the Highest Number of Honours and Awards

2007-08		2009-10		2011-12	
Department	No.	Department	No.	Department	No.
Chemistry	10	Lang., Ling., & Philosophy	11	Mgt. Studies	8
BMS	8	Chemistry	10	Child Health	5
Obst., Gyn., Child Health	7	History & Archaeology	5	Chemistry	5
Physics	6	Government	4	Economics	5
Comm. Health	5	Medicine	4		

Note: Departments with 3 or more staff.

⁵ Honours and awards include recipients of Research Day Awards, faculty awards, teaching awards, and awards bestowed by external institutions and organizations.

COMPARISON WITH U.S. INSTITUTIONS

Table 12. Average Number of Publications and Presentations in the Past 2 Years by Full-Time Instructional Staff

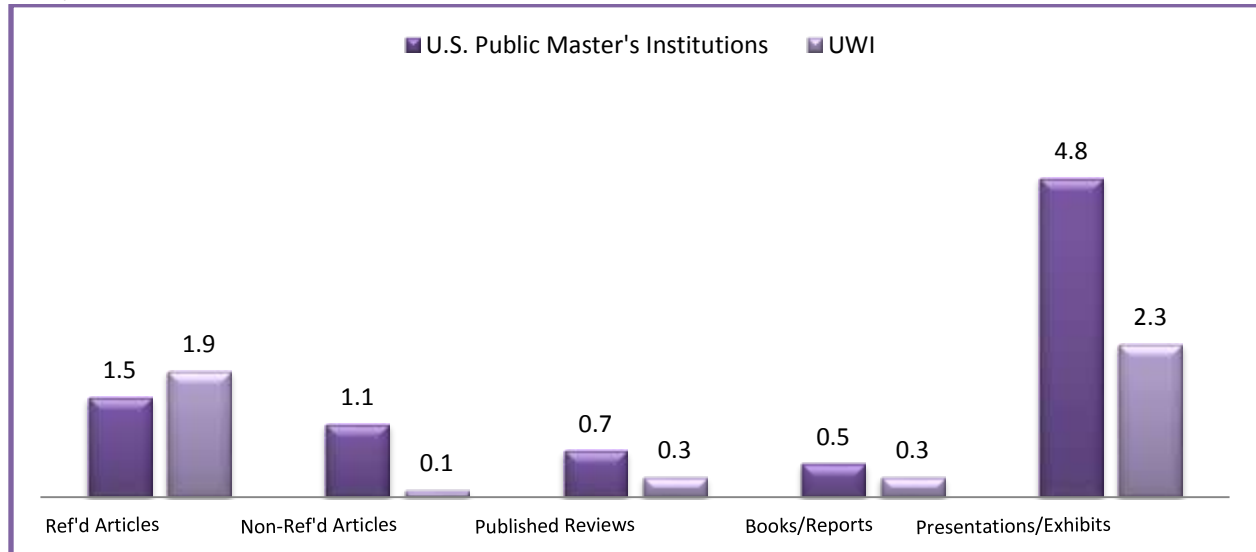
U.S. Institution Type	No. of Publications and Presentations				
	Ref'd Articles	Non-Ref'd Articles	Published Reviews	Books/ Reports	Presentations/ Exhibits
All U.S. Institutions	2.1	1.1	0.8	0.5	5.3
Public doctoral	3.6	1.5	1.0	0.6	6.8
Private not for profit doctoral	3.8	1.3	1.3	0.5	6.5
Public master's	1.5	1.1	0.7	0.5	4.8
Private not for profit master's	0.9	1.0	0.5	0.3	4.5
Private not for profit baccalaureate	0.9	0.8	0.6	0.4	4.1
Public associate's	0.2	0.5	0.3	0.3	2.9
Other	0.8	1.0	0.5	0.6	5.7
UWI Full-Time Instructional Staff	1.9	0.1	0.3	0.3	2.3

Note: U.S. reference year is Fall 2003, while UWI reference year is 2008-09 and 2009-10.

Source: U.S. Department of Education, National Center for Education Statistics, 2004 National Study of Postsecondary Faculty (NSOPF:04).

Note: Data reflect two years' output for each member of staff.

Figure 7. Per Capita Output of Full-Time Instructional Staff at U.S. Public Master's Institutions and the UWI, Mona



Note: U.S. reference year is Fall 2003, while UWI reference year is 2008-09 and 2009-10.

Source: U.S. Department of Education, National Center for Education Statistics, 2004 National Study of Postsecondary Faculty (NSOPF:04).

Note: Data reflect two years' output for each member of staff.

OUTPUT OF FULL-TIME INSTRUCTIONAL STAFF OVER THEIR ENTIRE CAREER⁶

Table 13. Per Capita Output of Full-Time Instructional Staff in 2009-10 Spanning Their Entire Career

Faculty	Papers	Citations	Active Years	Citations per Year	Citations per Paper	Citations per Author	Papers per Author	Authors per Paper
Hum. & Ed.	9.0	30.1	12.4	1.3	1.2	25.6	7.7	0.9
Med. Sci.	18.0	97.9	15.1	4.1	3.3	28.5	6.5	2.9
Sci. & Tech.	21.7	135.2	16.1	5.6	4.5	62.6	11.7	2.3
Soc. Sci.	9.2	54.2	13.6	1.9	2.4	31.7	6.4	1.5
Total	15.3	85.4	14.5	3.5	3.0	39.2	8.4	2.0

- Staff members in Humanities and Education and Social Sciences are more likely to publish book chapters and monographs reducing the number of publications per annum. These staff are also more likely to publish alone than with collaborators.
- Staff in the Faculties of Medical Sciences and Science and Technology are more likely to publish journal articles with many collaborators. These members have a longer period of activity than the other faculties.
- With the exception of Science and Technology, the average number of papers per author is approximately 6 to 7 over the period.

Table 14. Number of Full-Time Instructional Staff in 2009-10 by Citations Over Their Entire Career

No. of Citations	FHE	FMS	FST	FSS	Total
>999	0	3	0	0	3
500 to 999	0	3	3	0	6
100 to 499	9	27	26	15	77
75 to 99	0	10	7	2	19
50 to 74	5	12	6	3	26
25 to 49	6	17	11	9	43
10 to 24	10	21	8	10	49
5 to 9	7	12	5	12	36
1 to 4	15	20	8	17	60
0	45	38	30	42	155
Total Staff	97	163	104	110	474

⁶ The overall output of full-time instructional staff in 2009-10 was compiled using *Publish or Perish* software which is based on the *Google Scholar* search engine. Research output is based on the period 1960 to 2011.