Metrics

Department of Information Technology

ADVANCE IT

2023-06-08

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How to read and understand this document

Associated with the Goals and Strategies document for the department of Information Technology, we set up department metrics in this document. We will monitor these metrics to see how we develop through the process of working with our goals and strategies. The metrics will be computed at least yearly in the annual report.

The listed metrics in this document should be seen as a starting point, other metrics will potentially be added and others removed. The intention with the metrics is to start monitoring the department from different perspectives. We are aware of the risk of using metrics to a too large extent and to let them rule our activities in an undesired manner. Hence, the intention is *not* to maximize any of the metrics, but rather to use them as a basis for more informed decisions. We will carefully follow the process of using these metrics such that they will serve the department's development in a positive manner.

Department metrics

Work environment

Number and length of sick leaves

Recruitment

Application numbers to all positions by division
Applicants with a national/international degree by division
Recruited with a national/international degree by division
Gender of applicants by division
Gender of recruited by division
Time from search group is formed to the recruited staff member starts
Value of start-up packages offered to recruits by division and position type
Number of positions announced on LinkedIn

Equal opportunities

Statistics (gender and national/international degree) by position, year, division and the whole department
Task/appointments (% and number) per staff member, by gender and division
% of allocation of faculty funding by gender, position, division, and year
Number of training events in equal opportunities, code of conduct, and how to work against harassment and discrimination organised per year
Number of participants in the above events

Inter-divisional work

Number of events/applications from Arenas
Number of papers with authors from multiple divisions
Number of grants with PI and co-PIs from multiple divisions
Number of UPPMAX users at the IT department
Number of courses using UPPMAX resources
Infrastructure satisfaction

Education

Number of pedagogical grant applications (e.g. TUFF and PUMA)
Number of distinguished teacher applications
Number of pedagogical events organised by the department
Attendance at pedagogical events organised by the department
Amount of experimentation with teaching methods
Attendance at test lectures and docent lectures
Overall grades in course evaluations
Response rates in course evaluations
Number of in-house/academic master and bachelor theses
Number of industry master and bachelor theses
Number of internal PhD applications
Number of didactics publications

Number of courses taught by faculty in multiple divisions

Research

Number of research projects with sustainable-development goals
Balance between faculty funding for research and education
Applications for research funding and success rate for different funding bodies

PhD studies

Number of PhD students studying *Social Consequences of Technology and Trustworthy IT*
Number of PhD students that spend at least 3 months in another research lab or a company
Numbers of PhD students that plan to have an academic position vs non-academic position after PhD
Number of PhD students advised by people in multiple divisions

Outreach – popular science

Number of presentation slides of staff members
Number of popular science presentations to general public and schools
Number of views of our popular-science presentations
Number of school class visits
Number of downloads and reported uses of our open-source materials

Outreach – industry

Number of dialogues with companies
Amount of no-strings-attached donations from industry
Number of retweets etc (depending on what we have in our social media strategy)

Outreach - alumni

Number of alumni joining PhD alumni network
Number of alumni joining student alumni network
Number of alumni activities, such as guest lectures
Amount of no-strings-attached donations from alumni

Outreach - other

Number of seminars, workshops, tutorials,… with and without external partners organised by the department
Number of participants per event
Number of guest lectures from industry open for all students
Number of external visits lasting more than two weeks

Ranking

The annual rankings