



## PRO: Professional Record Online

### Steering Committee Minutes

February 27, 2013

Steering Committee Members Present: Mary Lee Hummert, chair; Ben Eggleston, Diane Goddard, Roy Lytle, Linda Mannering, Sara Rosen, Deb Teeter, Rodolfo Torres, Steve Warren

Invited Guests: Chris Drahozal, Associate Dean, School of Law; Doug Houston, Associate Dean, School of Business; Bob Walzel, Dean, School of Music

Committee members were provided minutes from the December 11th meeting. Changes to the minutes should be sent via email to Linda Mannering.

Approximately 40 minutes were allowed for invited guests to comment on their experiences with and faculty feedback for using PRO this first year.

Chris Drahozal made the following comments:

- School of Law faculty want to continue using their own CVs because of what they see as limitations in style and presentation in the PRO-generated vita. Law faculty need a different arrangement of information on their professional vita for various purposes.
- PRO works for annual reporting, but not so much for shorter timeframes as faculty may only completely update activity as they prepare their annual reports. Publications are dated with a year only so trying to track publications in throughout a year by date isn't possible. Another related limitation is the inability to run a report showing changes/additions to the PRO database. Linda has investigated that Digital Measures maintains internal date stamping of record changes, but doesn't currently offer reporting on changes to the database to clients. An alternative is to run reports at various intervals and compare them using the "document compare" feature in MicroSoft Word, but it is clumsy and time consuming. [Note: Linda is working on an 'audit' changes report using the data warehouse back-up of PRO.]
- PRO offers improved access to information for administrative purposes and public relations purposes.
- PRO is designed for primarily internal use, but improvements and developments need to continue. May 1, 2013 is the due date for annual reports and they will be generated from PRO [then edited as Word docs] and submitted in PRO.

Doug Houston made these observations about PRO implementation in the School of Business:

- For annual reporting this spring, the School opted for a parallel process where faculty updated activity in PRO and generated annual reports both using PRO and the 'old' format. The evaluation committee is comparing old and new reports and will provide feedback.
- The School of Business currently maintains files on what faculty are doing so PRO did not tell us anything that we don't already know.



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- Faculty have asked how PRO is to be used and if it will help market their 'brand.'
- School of Business is looking at PRO as 'less is more' because the screens and database are fairly complex and perhaps 'too flexible.' Why include all the details? Could the data collection and reporting be more succinct?
- The uniformity of the reports and data are useful for making comparisons down to the user level.
- There is some skepticism with making outside comparisons, but comparisons [Academic Analytics] have proven useful. They see the connection between collecting activity in PRO and making outside comparisons. This matters because the comparisons of faculty research outcomes are believed to affect our access to resources and greater prestige—for individuals, departments, and the School.
- For the 2013 annual report cycle, PRO will be used as the primary source for annual reports. Five years from now, the AACSB reporting can use PRO.
- "Who you are" → is through PRO

Bob Walzel for the School of Music:

- Annual reports were delayed from February 1 to February 4 to accommodate the use of PRO.
- PRO is a cultural change that supports an electronic approach to assembling information for reviews next year. Currently, faculty are directed to present materials in folders among other things, the annual report, copies of music programs, copies of publications, and so on. The evaluation committee is carefully reviewing the process and will suggest improvements for next year.
  - The number of artistic work categories will be reduced
  - The number of categories for presentations will be reduced
- 65% of faculty in the School of Music are in sub-disciplines that are not traditional academic areas. Trying to get their information into standard categories that are 'harvestable' is a challenge.
  - Dean Walzel is in conversations with Music Deans/schools around the country to initiate/build uniformity. UNL (University of Nebraska – Lincoln) plans to implement Digital Measures next year and will look to KU's implementation as a guide.
- One of the reasonable complaints from the faculty is that the CV doesn't conform to the format needed for grants/professional organizations. Faculty prefer to use their own CVs or only a professional bio on their web pages. [Note: The Schools/College will decide the options for PRO information that feeds faculty web pages.]
- PRO gives us the opportunity to look at ourselves (as a School) and for the faculty to look at themselves.

There was some discussion about how to interpret the level of 'prestige' of a performance/event. Self-rating was mentioned as an option recognizing that there is always the potential for over- or under-rating of one's work.



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Linda Mannering did a briefing regarding progress in the keying vitae in CLAS units. All units will be updated with 2012 information by the PRO team. Training for CLAS faculty is being planned for fall 2013. There was an update on progress in downloading publications from various online indexes sources. Any publications downloaded to PRO will be verified against the hard copy vitae provided to the PRO Data Entry team.

Linda mentioned that functional requirements for linking PRO to faculty web pages have been delivered to the IT Web Team along with the editorial style rules for putting publications up on the web pages. The IT team was commended for their work and coordination with the PRO team in keeping this project moving forward.

Minutes by Linda Mannering  
February 27, 2013