

## **Biogeochemistry group – Al, Kate, Jim**

### **1. One sentence description**

*Biogeochemistry at ESF is a collaborative research program that expands our understanding of element cycling in ecosystems through basic and applied research disseminates this knowledge and trains new researchers.*

### **2. Rank goals**

Funding

New Knowledge (research)

Secure 50K in funding from competitive funding sources (e.g. NSF)

Ensure that our researchers are “World Class” (how?)

### **3. Key Processes - Not completed**

Grant Writing: process

World Class: recruiting

### **4. Self Assessment - Not completed**

#### **5.0 Performance Criteria**

##### **5.1**

# Graduated students/yr.

\$ in grants/yr./person

#presentations/yr./person

Publishable research projects/yr./person

##### **5.2 Things we are not**

Not service oriented

Not undergraduate education

##### **5.3 Characteristics of quality**

Top tier

Prolific

Produce high quality research

Produce high quality graduates

Good working environment

##### **5.4 Check for characteristics not listed in 5.3**

Conduct cutting edge research

Technological innovators

Innovative

Stay current in field

Multidisciplinary, collaborative products

##### **5.5 Rank top ten qualities for future design**

**1. Conduct cutting edge research**

**2. Publishing in 5 best journals**

**3. Win competitive grants**

4. Produce high quality research

5. Produce high quality graduate researchers

**Not ranked:**

Prolific - publications

Researchers stay current in field

Good working environment  
Multidisciplinary, collaborative products  
Innovative  
Technological innovators

**5.6 Select Critical areas for measuring**

Top three from 5.5.

**5.7 Clarify the areas of quality as statements (performance criteria)**

1. Department engages in cutting edge research
2. Department publishes regularly in 5 best journals
3. Departments submits proposals for and wins competitive national grants

**5.8 Factor**

Number of faculty engaged in cutting edge research  
Number of papers citing ESF publications  
Number of articles in Science

Number of articles published in Science, Ecology, Nature, Biogeochemistry, etc.

Number of faculty winning competitive grants