## LAS Access to Excellence

<table>
<thead>
<tr>
<th>Excellent Faculty</th>
<th>Diverse Urban Students</th>
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<tbody>
<tr>
<td>Top-ranked departments</td>
<td>No majority among races / ethnicities</td>
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<tr>
<td>Award winning</td>
<td>Higher % of Pell Grant recipients than peer institutions and CIC</td>
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- Declining Resources
  - Reduction of administrative staff by 10% ($968K)
  - Reduction in state support
  - Reduction in faculty FTE by 15% over the last 5 years

[DOING MORE WITH LESS]
Research in LAS

- 63% increase in research expenditures from external grants FY 08 – FY 11

<table>
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<tr>
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<th>FY 08</th>
<th>FY 09</th>
<th>FY 10</th>
<th>FY 11</th>
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<tbody>
<tr>
<td>In millions</td>
<td>$20.0</td>
<td>$22.6</td>
<td>$27.5</td>
<td>$32.7</td>
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<tr>
<td>Increase</td>
<td>12%</td>
<td>22%</td>
<td>19%</td>
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LAS Research Advances Student Success

- Learning Sciences Research Institute (LSRI): Total grants in force is $37.6 million
  - Improving reading and science education at all levels
  - Working with CPS on curriculum design

  - Only officially designated institution to serve Asian American and Native American Pacific Islander student population in the Midwest
  - Funds intended for student success--including $1 million in scholarships

- Social and Emotional Learning (SEL): Developing fundamental social and emotional competencies for K-12 students and beyond
New Development and External Sources of Revenue

- FY 11: $10 million in cash gifts – highest annual total ever

- NoVo Foundation (a Warren Buffet Family Foundation)
  - Chair in Social and Emotional Learning: $2 million

- Two Hejna Chairs in Polish Studies (History and Slavic):
  - $10 million

- Thaden Chair in Russian and East European History (forthcoming): $2 - $3 million

- $6 million (since July of 2010) in royalties from an AIDS drug developed by a UIC chemist
Joint hires:
- Argonne National Laboratory
- Fermi National Accelerator Laboratory (Fermilab)
- Brookhaven National Laboratory

Central China Normal University and Brookhaven National Lab: $1 million funding for junior faculty member

The Field Museum: Joint post-docs in Anthropology
Percent Enrolled UIC Undergraduate Students from Underrepresented Groups: Fall 2006 – Fall 2010

The percent of undergraduate students from underrepresented groups at the University of Illinois at Chicago is higher than the peer average.
Fall 2011: LAS Undergraduates

- African American: 8.6%
- Asian American: 23.1%
- Hispanic: 23.3%
- White/other: 45.0%
Recruitment and Admission

- LAS Viewbook and Video
- Faculty committee to advise the College
- Guaranteed transfer admission program with Chicago City Colleges
- Early admissions program for UIC College Prep
- Access Illinois Initiative: targeting scholarship funds for need-based awards
- Collaboration with Campus Support Networks
LAS Freshman Applicants: 10,117

- White/other: 3,814 (37.7%)
- African Am: 1,720 (17.0%)
- Asian Am: 1,872 (18.5%)
- Hispanic: 2,711 (26.8%)

LAS Freshman Class: 2,190

- White/other: 800 (37%)
- African Am: 203 (9%)
- Asian Am: 598 (27%)
- Hispanic: 589 (27%)
Case Study: African American Students

- Had we recruited 1/3 of 439 who chose not to enroll → percentage of African American in Freshman class: 16%

9% of Freshman class
Financial Support for Underrepresented Students

- President’s Award Program (PAP)
  - Increase to $5,000 per year / student

- The PAP Honors Scholars
  - Tuition plus $10,000 annually for 4 years
  - Living Community in Stukel Towers
  - Summer College

Fall 2011: PAP recipients

- UIC: $3,983,240, 1,133 recipients
- LAS: $2,692,449, 763 recipients
Financial Support for Undergraduate Students

- Access Illinois – Presidential Scholarship Initiative
  - Securing UG financial aid funding while increasing philanthropic support for students
  - Pell-eligible students
  - 1:1 Financial Aid match to donor money up to $5,000 per student
  - LAS increased the number of scholarships by 25% over last 3 years
Full-Time LAS Freshmen
Six-Year Graduation Rates by Race / Ethnicity

Graduated thru Sum 08
Fall 2002
Graduated thru Sum 09
Fall 2003
Graduated thru Sum 10
Fall 2004
Graduated thru Sum 11
Fall 2005

Asian American
White
Cohort Total
Hispanic
African American

54.3%
48.8%
45.4%
36.7%
26.5%

57.8%
55.2%

66.0%
55.2%
45.2%
33.8%
20.0%
25.0%
30.0%
35.0%
40.0%
45.0%
50.0%
55.0%
60.0%
65.0%
70.0%
Student Success: Measures for Improvement

- Campus initiatives:
  - New money for Financial Aid
  - Intervention study
  - Pre-College Summer College
  - $1 million in recurring funds in advising
    - Assigned advisors
    - Mandatory Freshman and Transfer advising
    - Better students - advisor ratio

- LAS initiatives:
  - Pre-professional workshops
  - Mandatory Junior advising
  - Increased tutoring
  - LSRI applied research
  - Flexible allocation of additional instructional funds
  - Reinstituting Freshman Seminar
Additional Programs for Student Success

- The Global Learning Community Campus Certificate
  - Full cohort of 100 Freshmen Fall 2011
  - Projected to increase to several hundred students over the next several years

- Undergraduate Research
  - LAS Undergraduate Research Initiative (LASURI)
  - The Undergraduate Research Experience (URE)
  - The Chancellor’s Undergraduate Research Award (CURA)
  - UIC Student Research Forum

- LAS Internship Program
  - Increased by 53% since 2009
University of Illinois at Chicago has a higher percent of tenure system faculty from underrepresented groups than its peer average.
Recruitment and Retention Efforts of Underrepresented Faculty

- Chancellor’s Cluster Hiring Program
- President’s IDEA program
- Underrepresented Faculty Recruitment Program (UFRP)
- Required training of search committees
- College diversity officer and College diversity committee
- Additional funding for bringing underrepresented candidates to campus

FY 11: 33% of all LAS tenure-system hires were underrepresented

21 proposals total, 14 from LAS
Sample titles:
- Middle East and Muslim Societies
- Global Urban Immigration
- Integrative Neuroscience Initiative
- Social Justice and Human Rights
- Violence Prevention and Treatment
- Energy Sustainability
*Economics joined in FY 09 (15.5 FTE)
LAS Tenure-System FTE and Salary
>20 Years of Service

- >40: $1.1M
- 36-40: $.9M
- 31-35: $.8M
- 26-30: $2.8M
- 21-25: $2.2M
- Total >20: $7.8M
Strategic Investment Processes and Evaluation of Reinvestment

- Reduction of administrative staff by 10% ($968K)
- Elimination of 9 academic majors, minors or grad tracks, suspension of 11 (since 2005)
- Revision of 11 graduate and undergraduate programs (since 2011)

- Faculty committees charged with reviewing academic programs and budget allocations
  - Educational Policy Committee meets bi-weekly
  - Executive Committee meets bi-weekly
  - Ad-hoc committees as appointed
    - LAS Priorities Task Force (included alumni / business leaders)
    - Ad-hoc teaching policies committee
    - Ad-hoc committee on contingent faculty
Considerations for Allocation and Investment

- Strength of research, scholarship, teaching: Academic Analytics; national ranking; student achievement; ability to create partnerships; prizes and awards; ability to bring in external funds
- Centrality to liberal education and job preparedness
- Student demand
- Centrality to mission of College and University
- Diversity
- Supporting emerging disciplines
- Strategic interdisciplinary, inter-unit hiring
Models for Allocation

- Consolidation: School of Literatures, Cultural Studies, and Linguistics
- Cross-departmental and cross-college programs to strengthen both individual departments and interdisciplinary programs
  - Learning Science Research Institute (LSRI)
  - Neuroscience
    - Opportunities for undergraduate research
    - Potential for patents and grants
    - Mission of health and community service
LAS Strategic Investment

- Faculty Accomplishments
- Student Access to Excellence
- Commitment to Diversity

Strength Through Targeted Investments