

Reported to the Board of Trustees
September 10, 2015

University of Illinois at Chicago

Analysis of Dashboard Indicators

FACULTY AND SCHOLARSHIP UPDATES BY:
University Office for Planning and Budgeting
JULY 29, 2015

REPORTED BY:
CHANCELLOR MICHAEL D AMIRIDIS
SEPTEMBER 10, 2015

Areas Exceeding Expectations



URBAN RESILIENCE AND SOCIAL JUSTICE

Tamar Heller, Professor and Head, College of Applied Health Sciences, has defined the shape and future for those in the field of developmental disabilities. She has developed public policy and programmatic intervention programs to enhance the lives of adults with disabilities, implemented train-the-trainer programs to spread the lifestyle intervention programs to ethnically diverse communities, and created novel ways of helping through the creation of the national Sibling Leadership Network. She has created infrastructures to sustain family support programs and has worked on Federal and State levels to develop and evaluate new models of care.

PHYSICS AND PEDAGOGY

Dirk Morr, Professor, College of Liberal Arts and Sciences, has defined many of the fundamental parameters and concepts that now dominate research in the area of condensed matter physics, including high temperature superconductivity, quantum critical points in metallic and magnetic materials, and nanoscale phenomena. His work has been funded continuously by grants from the Department of Energy. Moreover, he teaches numerous highly-praised courses at UIC, provides high-impact science outreach education within the community and via public media, and is dedicated to mentoring numerous Ph.D. students and postdoctoral research associates, both at UIC and elsewhere.

Areas Exceeding Expectations



HEALTH DISPARITIES

Tonda Hughes, Professor, College of Nursing, has conducted paradigm-changing research that challenges the understanding of the health of Lesbian, Gay, Bisexual, Transgender, and Queer individuals and communities. The depth and breadth of her data on sexual minority women's health is unsurpassed. She has identified numerous risk factors associated with sexual-minority women's poorer health status, including obesity and substance abuse, both ultimately linked to issues of stigma and discrimination as underlying causes. For her work, she has received more than \$20 million in grant funding from various institutes within NIH and numerous awards including, most recently, induction into the Nurse Researcher Hall of Fame.

BIOMEDICAL DISCOVERY

Douglas Lewandowski, Professor, College of Medicine, has pioneered an approach to monitoring metabolic rates and transport systems that detect the intracellular space of the functioning heart muscle. He has identified key metabolic mechanisms that promote recovery of contractile function in the heart following acute myocardial infarction. He has also pioneered cardiac metabolism with gene therapy to counter maladaptive changes in diseased heart models. He has been continuously funded by NIH for over 20 years and is a Fellow and an established investigator with the American Heart Association. He is a current recipient of the MERIT Award from the NIH Heart Lung and Blood Institute.

Areas Exceeding Expectations



BIOMEDICAL DISCOVERY

Edwin Cook, Professor, College of Medicine, has been a leader in genetics research for the past 20 years, which began with documenting the first molecular genetic association of the dopamine receptor gene in Attention Deficit Hyperactivity Disorder. Dr. Cook's pioneering work in genome-based epigenetic factors for serotonin and GABA transporter-associated linkages to autism have led to advances in pharmacotherapy and drug discovery. He currently oversees one of six research centers funded by NIH, which focuses on interdisciplinary and translational research, from gene to biochemistry to neurophysiology to behavior. Thanks in large parts to his efforts, scientists can now point to at least 27 genetic mutations marked as risk factors for autism.

Areas Meeting-to-Exceeding Expectations



Research

- Robust faculty research performance, with expenditures exceeding \$348 M

Tenure Faculty

- More tenure system faculty members than peer median
- National Academy members on par with peer median

Diversity

- Higher percentage of tenure system faculty members from underrepresented groups than peer median

Student-Faculty Engagement

- Student to faculty ratio remains lower than its peer median
- Undergrads have opportunity to engage with faculty in research and scholarly activities

Areas Needing Improvement



- Faculty involvement in student success initiatives and professional development opportunities for teaching are nascent
- Faculty teaching excellence expectations and values need to be increased uniformly across colleges and departments
- Campus-level faculty diversity programs are needed to recruit and retain underrepresented faculty
- Faculty new to or interested in administrative roles lack ongoing campus-level programming to improve leadership-succession planning
- Capacity of administrative units that support faculty research and productivity has suffered due to budget cuts

Strategies for Improvement



Center for Advancement Teaching Learning Communities (TLC)

- Develop a faculty center for teaching excellence (TLC, in progress) to increase faculty involvement in student success initiatives and professional development opportunities for teaching are nascent
- Expectations and value for faculty teaching excellence will be emphasized through TLC programming and by members of the campus Promotion and Tenure committee

Faculty Diversity Enrichment Programs

- Develop strategic partnerships to develop campus-level faculty diversity enrichment programming
- This is necessary to recruit and retain underrepresented faculty and essential in expanding the professional development of all faculty

Strategies for Improvement



Leadership-Succession Planning

- Develop a campus-level monthly brown-bag leadership seminar series to improve leadership-succession planning

Research

- Continue to increase research expenditures by sustaining expectations and value for faculty research excellence through existing college mentoring programs
- Continue efforts by Office of the Vice Chancellor for Research seed programs and agency specified mentoring

Fundraising

- Fundraise to create more named professorships in specific areas to recruit and retain our highest performing faculty members

Areas We Are Watching



State and Federal Budget

- Ability of the State of Illinois to fund UIC researchers who are state funded or seeking state funding
- Fractious budgetary situation affecting faculty and staff morale
- Changes in federal funding trends and initiatives affecting research performance

Faculty Retention

- Retention of faculty in general, and particularly those from underrepresented groups, in light of ongoing budgetary and climate challenges

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Standard Peer Group



University of Illinois at Chicago

Florida State University

Temple University*

University of Alabama at Birmingham

University of Arizona - Tucson

University of California - Irvine

University of Cincinnati

University of Colorado Denver*

University of New Mexico - Albuquerque

University of South Florida - Tampa

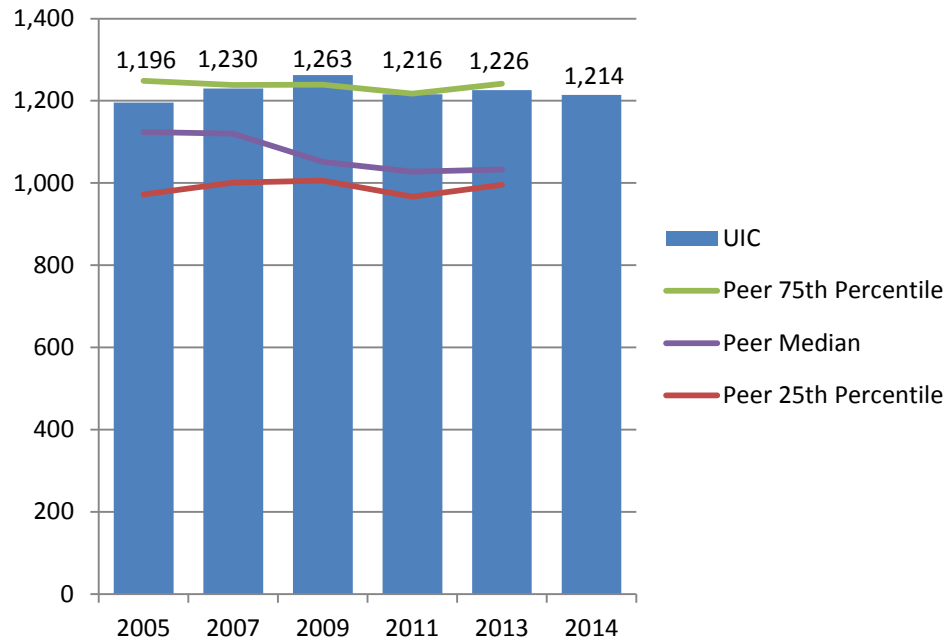
Virginia Commonwealth University

Wayne State University

* State-related research institution

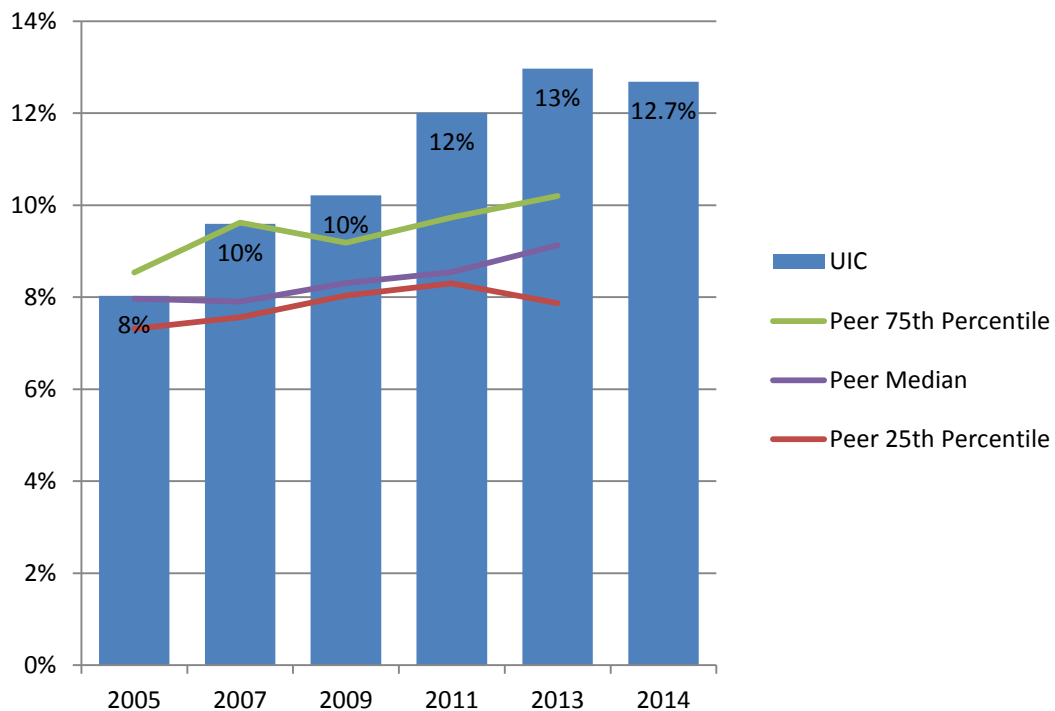
UIC and Standard Peer Group

Number of Tenure System Faculty: Selected Fall Terms



UIC and Standard Peer Group

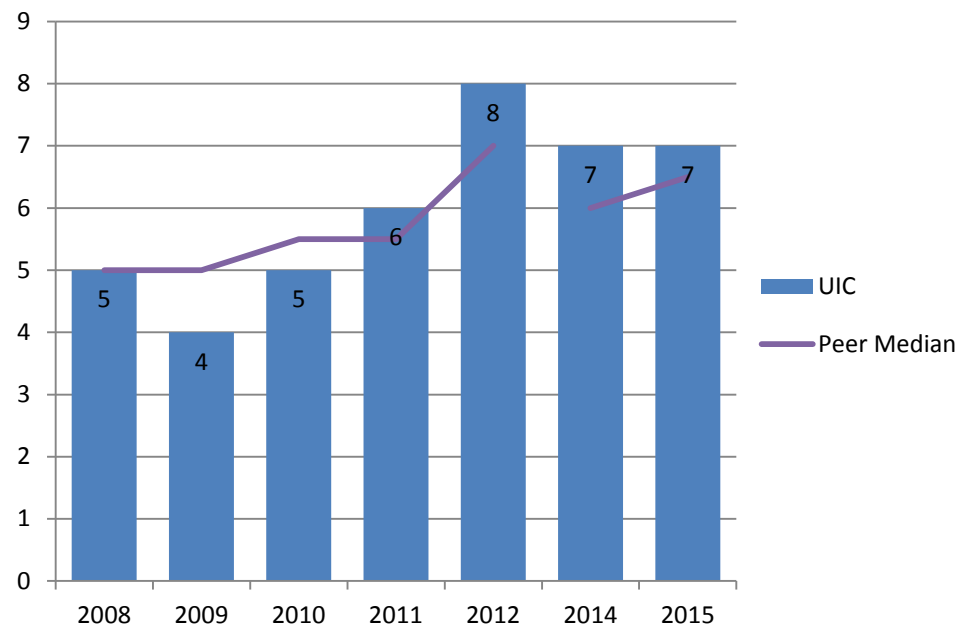
Percent Tenure System Faculty from Underrepresented Groups: Selected Fall Terms



* Includes Black, Hispanic, American Indian, Native Hawaiian/Other Pacific Islander, and multi-racial faculty.

UIC and Standard Peer Group

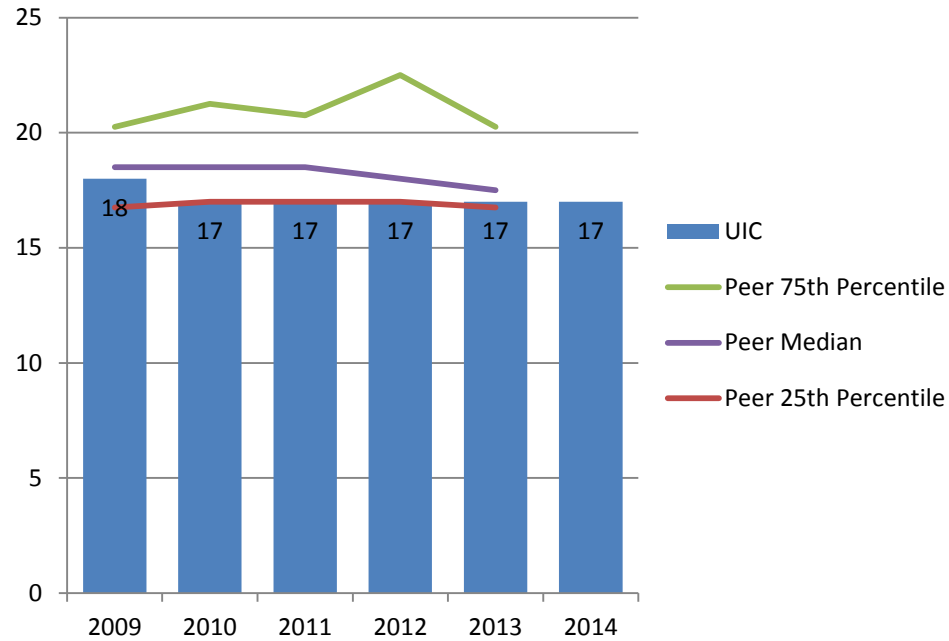
National Academy Memberships: FY 2008 – FY 2012 and FY 2014 – FY 2015



* FY 2008-FY 2012 data from <http://mup.asu.edu>; FY 2014-FY 2015 data from member search on National Academies websites.

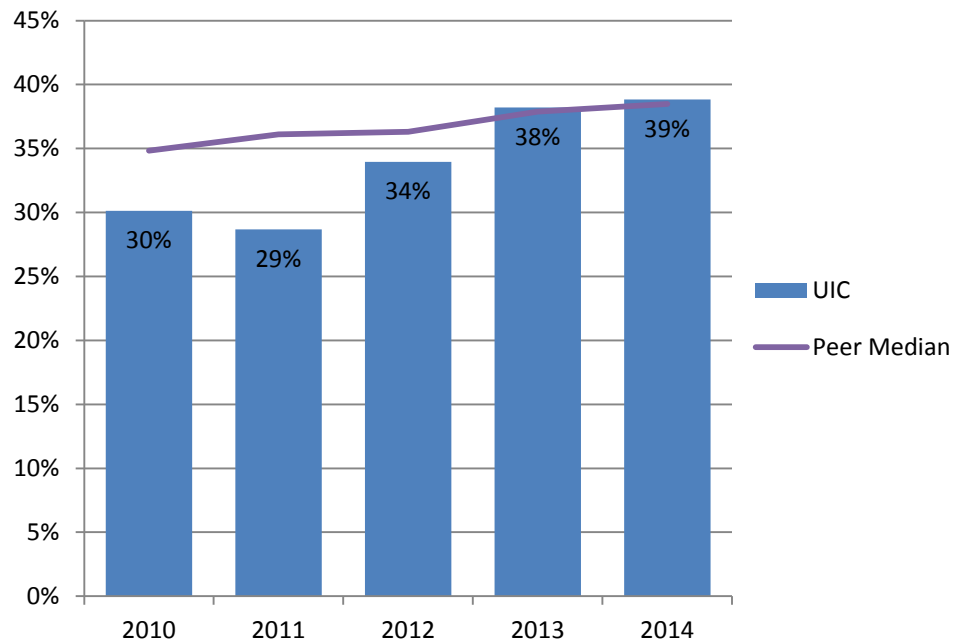
UIC and Standard Peer Group

Student to Faculty Ratios: Fall 2009 – Fall 2014



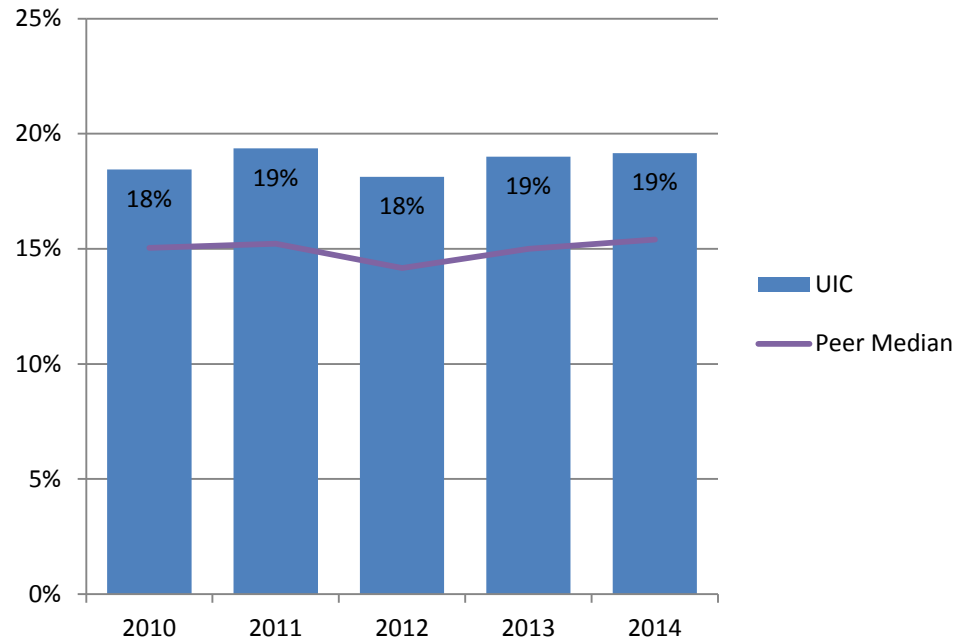
UIC and Standard Peer Group

Percent Undergraduate Class Sections with Less Than 20 Students: Fall 2010 – Fall 2014



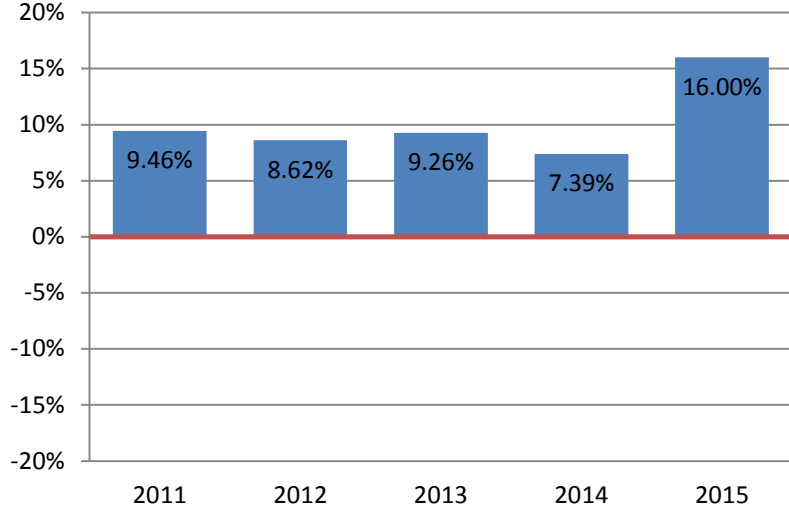
UIC and Standard Peer Group

Percent Undergraduate Class Sections with More Than 50 Students: Fall 2010 – Fall 2014



UIC and Standard Peer Group

Faculty* Salary - Difference from Peer Median: FY 2011 – FY 2015



* Includes full-time instructional faculty who are benefit eligible and excludes medical/clinical and library faculty and those on leave without pay.

Faculty Migration

FY 2010 – FY 2014

Tenure System Faculty Receiving Firm Offers

Decision	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Stay	11	13	25	16	32
Resign	19	28	41	28	33
Leave without Pay	0	0	0	0	2
Pending	0	0	0	0	0
Total Offers	30	41	66	44	67

Counter Offers	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Counter Offers Made	11	10	22	19	35
Counter Offers Accepted	11	9	14	16	29
Percent of Counter Offers Accepted	100%	90%	64%	84%	83%