

University of Illinois at Springfield

Analysis of Dashboard Indicators

Faculty and Scholarship Updates

PRESENTED BY:

CHANCELLOR SUSAN J. KOCH

September 11, 2014

Reported to the Board of Trustees
September 11, 2014

Areas Meeting or Exceeding Expectations

- High proportion of tenure-system faculty.
- Limited faculty migration to other institutions.
- Percent of undergraduate class sections with more than 50 students remains low.

Accomplishments

- Improvement in faculty salary competitiveness.
- Enhanced visibility of Springfield campus across Illinois.
- Increase in enrollment.

Areas Needing Improvement

- Continued improvement in faculty salary competitiveness.
- Percent of tenure-system faculty from underrepresented groups.
- Student-to-faculty ratio.

Strategy to improve **Faculty salaries**

- Actions:
 - Talent acquisition and retention continues to be one of three strategic priorities.
 - Continue to provide campus salary program.
 - Convene Faculty Compensation Review Committee.

Strategy to improve **Percent of tenure-system faculty from underrepresented groups**

- Actions:
 - Convene new Chancellor's Task Force on Diversity and Inclusion.
 - Contract with Peoplefluent to create specific plans to achieve diversity goals in targeted areas.

Strategy to improve **Student-to-faculty ratio**

- Actions:
 - Growth in enrollment continues to be one of three strategic priorities.
 - Enhance strategic marketing to bolster continued growth in enrollment.
 - Create new academic programs in high-demand areas.

Areas we are watching

- Transfer and freshman enrollment.
- Graduate enrollment.
- Class size.
- Faculty salaries.

University of Illinois at Springfield

Dashboard Indicators

**FACULTY AND SCHOLARSHIP UPDATES BY:
UNIVERSITY OFFICE FOR PLANNING AND BUDGETING
AUGUST 8, 2014**

**PRESENTED BY:
CHANCELLOR SUSAN J. KOCH
SEPTEMBER 11, 2014**

Peer Groups



University of Illinois at Springfield

Auburn University-Montgomery (AL)

Clark University* (Worcester, MA)

College of Charleston (SC)

Georgia College and State University (Milledgeville, GA)

Iona College* (New Rochelle, NY)

Lake Superior State University (Sault Ste. Marie, MI)

Marist College* (Poughkeepsie, NY)

Northern Michigan University (Marquette, MI)

Shippensburg University of Pennsylvania

State University of New York at Brockport

Trinity University (San Antonio, TX)*

Union College (Schenectady, NY)*

University of South Dakota

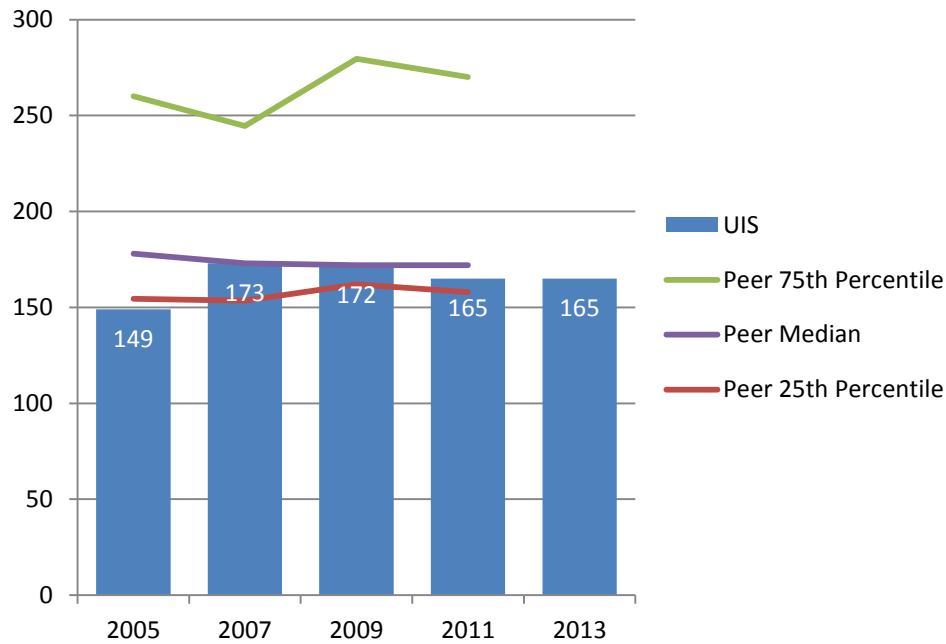
University of Wisconsin-Green Bay

* Private Institution

Faculty and Scholarship

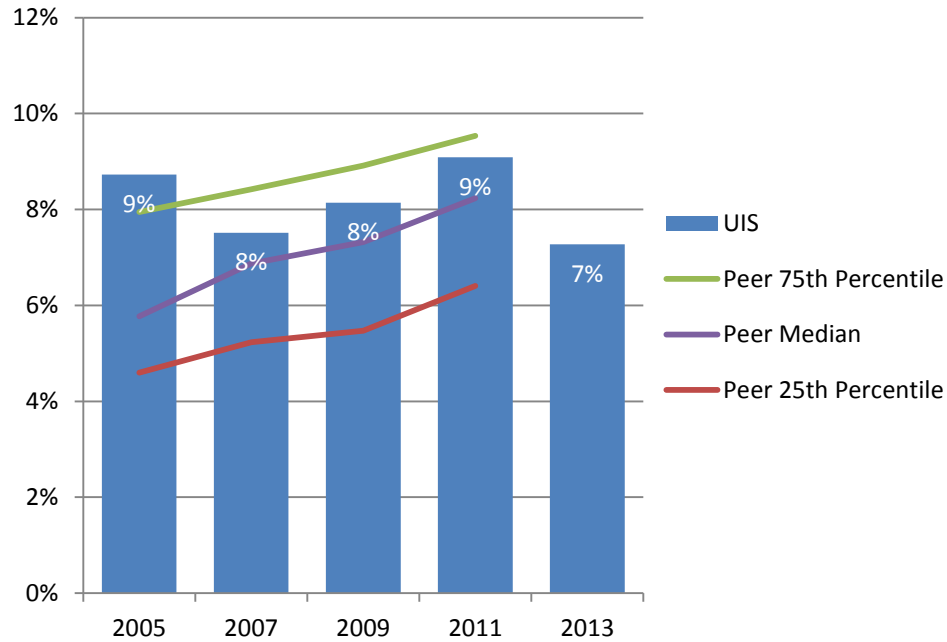


Number of Tenure System Faculty Selected Fall Terms



Except for 2005, the number of tenure system faculty at the University of Illinois at Springfield is on par with its peer median.

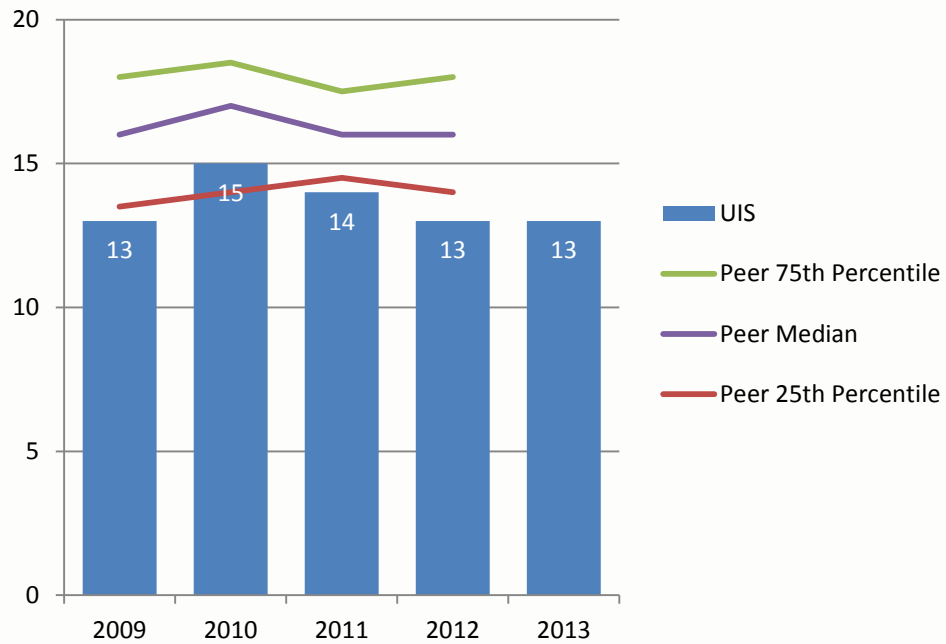
Percent Tenure System Faculty from Underrepresented* Groups Selected Fall Terms



University of Illinois at Springfield has a higher percent of tenure system faculty from underrepresented groups than its peer median.

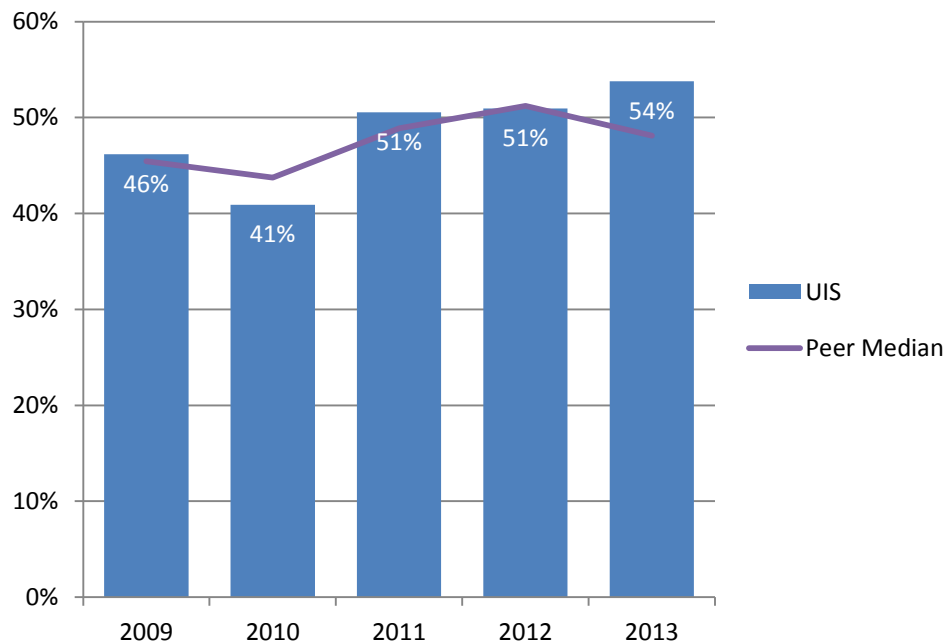
* Includes Black, Hispanic, American Indian, Native Hawaiian/Other Pacific Islander, and multi-racial faculty.

Student to Faculty Ratios Fall 2009 – Fall 2013



University of Illinois at Springfield has a lower student to faculty ratio than its peer median.

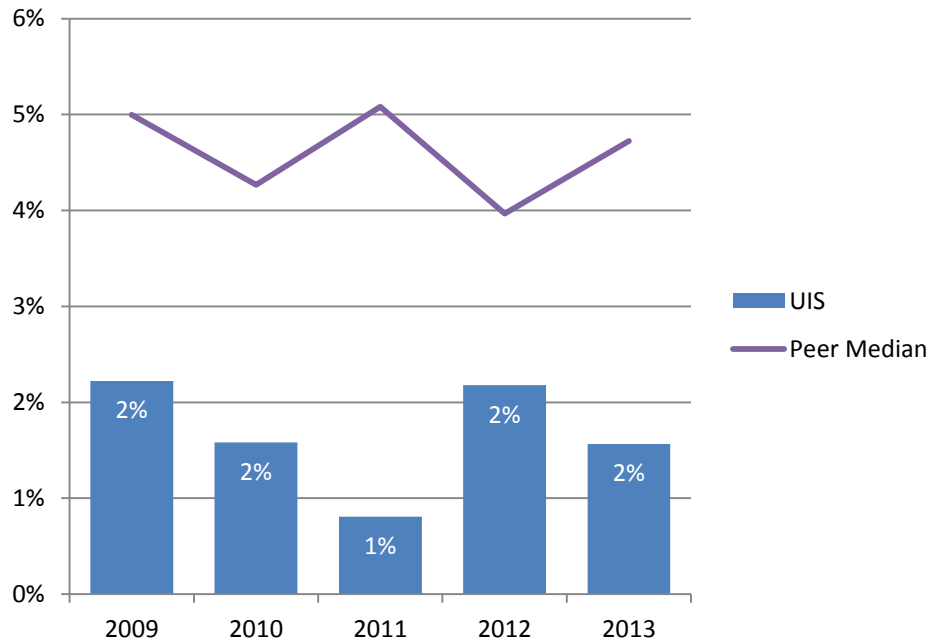
Percent Undergraduate Class Sections with Fewer Than 20 Students Fall 2009 – Fall 2013



The percent of classes with fewer than 20 students at the University of Illinois at Springfield is on par with its peer median.

Note: Excludes Iona College due to lack of available data.

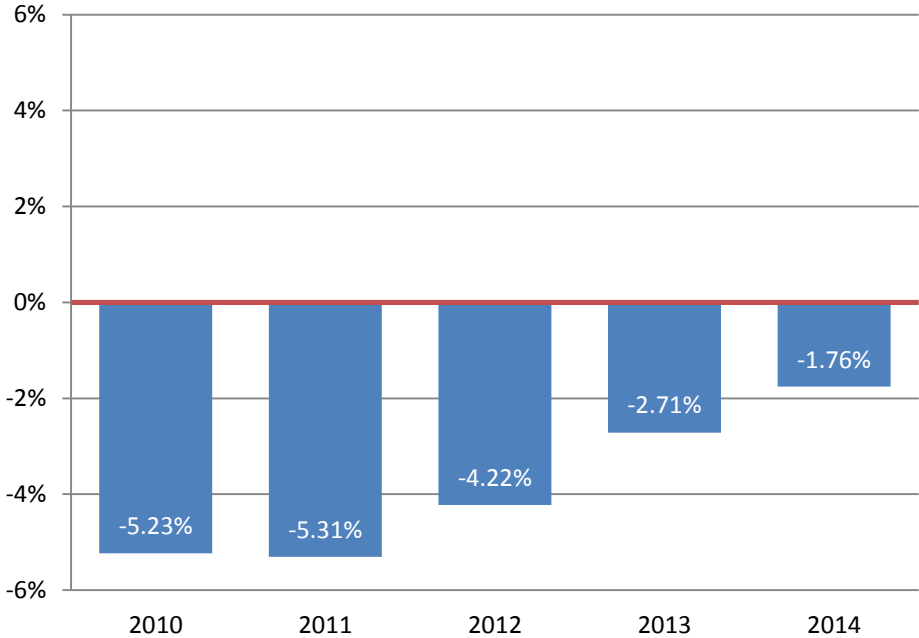
Percent Undergraduate Class Sections with More Than 50 Students Fall 2009 – Fall 2013



The percent of classes with more than 50 students at the University of Illinois at Springfield is less than its peer median.

Note: Excludes Iona College due to lack of available data.

Faculty* Salary - Difference from Peer Median FY 2010 – FY 2014



Average faculty salary at the University of Illinois at Springfield is lower than its peer median.

* Includes full-time "Instructional" faculty and excludes clinical faculty.

Faculty Migration FY 2010 – FY 2013

Tenure System Faculty Receiving Firm Offers

Decision	FY 2010	FY 2011	FY 2012	FY 2013
Stay	1	1	0	0
Resign	10	5	10	6
Leave without Pay	0	0	0	0
Pending	0	0	0	0
Total Offers	11	6	10	6

The number of outside offers made to tenure system faculty at the University of Illinois at Springfield decreased in FY 2013.

Counter Offers	FY 2010	FY 2011	FY 2012	FY 2013
Counter Offers Made	1	1	0	0
Counter Offers Accepted	1	1	0	0
Percent of Counter Offers Accepted	100%	100%	N/A	N/A

Faculty and Scholarship: Goals



- Campus goal
- Campus goal

Action Items



- Campus action item
- ★ Campus action item

- time-frame (1-2 year)
- ★ time-frame (3-5 year)

Questions?

