Areas of Strength

• Highly accomplished and internationally renowned faculty

• Faculty hiring (over 150 new tenure-system faculty)

• Increased diversity of faculty body (e.g., steady progress on hiring under-represented faculty and record number of new female faculty hired in Engineering, about 50% of new hires)
Accomplishments

• Launching of Cluster Hiring program

• Increased National and International Recognition of our Faculty
  • 5 Guggenheim Fellows
  • 3 American Academy of Arts and Sciences Members
  • National Academy of Engineering Member elected - Gary Eden (Electrical & Computer Engineering)
  • Humboldt Prize - Naira Hovakimyan (Mechanical Science & Engineering)
  • Howard Hughes Medical Institute (HHMI) Professor – Jeff Moore (Chemistry)
  • Presidential Early Career Award for Scientists and Engineers (PECASE) - Lane Martin (Materials Science & Engineering)
  • 3 Sloan Research Fellowships
  • 4 American Association for the Advancement of Science Fellows
  • Association for Education in Journalism and Mass Communication Distinguished Teaching Award in the Advertising Division - Peter Sheldon (Advertising)

• New employment and promotion guidelines for Specialized Faculty (non-tenure-system faculty)
Area for Improvement

- Faculty retention and mentoring
Faculty retention and mentoring

**Actions**

- Aggressive and rapid response to competitive offers or attempts to recruit top faculty
- Hiring of Dual Career coordinator to help partners with employment opportunities inside and outside the university
- Efforts to help grow job opportunities in the community
- Work in progress on a mentoring Provost Communication (university-wide guidelines on mentoring faculty at different stages of their careers)
Areas to Watch

• Faculty salaries and benefits
• Faculty membership in national academies
Peer Groups

University of Illinois at Urbana-Champaign*
University of California - Berkeley*
University of California - Los Angeles
University of California - San Diego
University of Michigan - Ann Arbor
University of North Carolina - Chapel Hill**
University of Texas - Austin***
University of Washington
University of Wisconsin - Madison
University of Virginia

* No medical center.
** Medical center affiliated with the university, but owned by the state.
*** Construction of affiliated medical center slated for late 2014.
Faculty and Scholarship
University of Illinois at Urbana-Champaign has about the same number of tenure system faculty as its peer median.

Note: Excludes University of Washington-Seattle due to lack of available data.
Compared to its peer median, the University of Illinois at Urbana-Champaign has a higher percent of tenure system faculty from underrepresented groups.

* Includes Black, Hispanic, American Indian, Native Hawaiian/Other Pacific Islander, and multi-racial faculty. Excludes University of Washington-Seattle due to lack of available data.
University of Illinois at Urbana-Champaign has fewer National Academy memberships than its peer median.
University of Illinois at Urbana-Champaign has a higher student to faculty ratio than its peer median.
The percent of classes with less than 20 students at the University of Illinois at Urbana-Champaign is less than its peer median.
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 Urbana-Champaign is on par with its peer median.
Average faculty salary at the University of Illinois at Urbana-Champaign is lower than its peer median.

* Includes full-time instructional faculty and excludes clinical faculty.
Faculty Migration
FY 2010 – FY 2013

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

Tenure System Faculty Receiving Firm Offers

<table>
<thead>
<tr>
<th>Decision</th>
<th>FY 2010</th>
<th>FY 2011</th>
<th>FY 2012</th>
<th>FY 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stay</td>
<td>35</td>
<td>41</td>
<td>67</td>
<td>32</td>
</tr>
<tr>
<td>Resign</td>
<td>38</td>
<td>38</td>
<td>38</td>
<td>30</td>
</tr>
<tr>
<td>Leave without Pay</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Pending</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total Offers</strong></td>
<td><strong>74</strong></td>
<td><strong>81</strong></td>
<td><strong>107</strong></td>
<td><strong>68</strong></td>
</tr>
</tbody>
</table>

Counter Offers

<table>
<thead>
<tr>
<th>Counter Offers</th>
<th>FY 2010</th>
<th>FY 2011</th>
<th>FY 2012</th>
<th>FY 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counter Offers Made</td>
<td>23</td>
<td>17</td>
<td>43</td>
<td>29</td>
</tr>
<tr>
<td>Counter Offers Accepted</td>
<td>19</td>
<td>11</td>
<td>33</td>
<td>23</td>
</tr>
<tr>
<td><strong>Percent of Counter Offers Accepted</strong></td>
<td><strong>83%</strong></td>
<td><strong>65%</strong></td>
<td><strong>77%</strong></td>
<td><strong>79%</strong></td>
</tr>
</tbody>
</table>
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)