Peer Groups

University of Illinois at Springfield
Clarion University of Pennsylvania
Emporia State University
Framingham State University
Georgia College
Rutgers University-Camden
University of Baltimore
University of Michigan-Flint
University of Nebraska at Kearney
University of Southern Maine
University of Texas at Tyler
Faculty and Scholarship
The number of full-time tenure system faculty at the University of Illinois at Springfield is lower than its peer median.

Note: Faculty counts exclude library faculty, those not benefit eligible and other part-time faculty.
Percent of Full-Time Tenure System Faculty from Underrepresented* Groups
Fall 2013 – Fall 2018

The University of Illinois at Springfield has a lower percent of full-time tenure system faculty from underrepresented groups than its peer median since Fall 2015.

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

Excludes Framingham State University and University of Texas at Tyler due to lack of available data.
Student to Faculty Ratios*
Fall 2013 – Fall 2018

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

* Excludes graduate students and faculty who teach primarily graduate programs.
The percent of classes with fewer than 20 students at the University of Illinois at Springfield is higher than its peer median.

Note: Excludes University of Baltimore due to lack of available data.
The percent of classes with more than 50 students at the University of Illinois at Springfield is less than its peer median.

Note: Excludes University of Baltimore due to lack of available data.
Average faculty salary at the University of Illinois at Springfield is higher than its peer median.

* Includes full-time instructional faculty who are benefit eligible and excludes library faculty and those on leave without pay. Faculty salaries are adjusted for regional cost of living.
In FY 2018, the number of outside offers made to tenure system faculty at the University of Illinois at Springfield is similar to last fiscal year.

### Tenure System Faculty Receiving Firm Offers

<table>
<thead>
<tr>
<th>Decision</th>
<th>FY 2014</th>
<th>FY 2015</th>
<th>FY 2016</th>
<th>FY 2017</th>
<th>FY 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stay</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Resign</td>
<td>5</td>
<td>3</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Leave without Pay</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Pending</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Offers</strong></td>
<td><strong>7</strong></td>
<td><strong>3</strong></td>
<td><strong>5</strong></td>
<td><strong>5</strong></td>
<td><strong>5</strong></td>
</tr>
</tbody>
</table>

### Counter Offers

<table>
<thead>
<tr>
<th>Counter Offers</th>
<th>FY 2014</th>
<th>FY 2015</th>
<th>FY 2016</th>
<th>FY 2017</th>
<th>FY 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counter Offers Made</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Counter Offers Accepted</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Percent of Counter Offers Accepted</strong></td>
<td><strong>67%</strong></td>
<td><strong>NA</strong></td>
<td><strong>NA</strong></td>
<td><strong>0%</strong></td>
<td><strong>0%</strong></td>
</tr>
</tbody>
</table>
University of Illinois at Springfield

Performance Metrics Analysis

Faculty and Scholarship Updates

REPORTED BY:
CHANCELLOR SUSAN J. KOCH
September 19, 2019
Areas Meeting or Exceeding Expectations

• Percentage of undergraduate class sections with more than 50 students remains low -- UIS is the public liberal arts university for Illinois. As such, having few courses with more than 50 students aligns with our core values.

• Faculty salaries – recent increased salaries have made us more competitive in comparison to peers
Accomplishments

• Limited faculty migration to other institutions

• Continued progress in faculty salary competitiveness

• Created Faculty Development Resource Office to support innovative approaches to teaching and learning
Areas Needing Improvement

• Percent of full-time tenure system faculty from underrepresented groups

• Percent of undergraduate class sections with fewer than 20 students
Strategy to improve Percent of Tenure-system Faculty from Underrepresented Groups

• Actions:
  o Continue our doctoral dissertation fellows program to attract diverse faculty candidates
  o Improve the HR faculty hiring process to look for ways to make our “time to Hire” more efficient and, therefore, more competitive
Strategy to improve
Percent of Undergraduate Class Sections with Fewer than 20 Students

• Actions:
  o Continue to deploy and integrate EAB Navigate (Student Success package)
  o Utilize the UIS course enrollment tracker report to allow administrators to monitor course enrollments and cancel low enrollment sections when necessary
  o Refine guidelines for course capacity
Areas we are watching

• Proportion of Tenure-system Faculty

• Class Size

• Faculty Diversity