University of Illinois at Urbana-Champaign

Performance Metrics

FACULTY AND SCHOLARSHIP UPDATES BY:
UNIVERSITY OFFICE FOR PLANNING AND BUDGETING
JULY 24, 2017

REPORTED BY:
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SEPTEMBER 7, 2017
Peer Group

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.
Faculty and Scholarship
Number of Full-Time Tenure System Faculty
Fall 2011 – Fall 2016

The number of full-time tenure system faculty at the University of Illinois at Urbana-Champaign is on par with the peer median.
Compared to its peer median, the University of Illinois at Urbana-Champaign has a higher percent of full-time 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.

* Excludes graduate and professional students and faculty who teach primarily graduate and professional programs.
The percent of classes with fewer than 20 students at the University of Illinois at Urbana-Champaign is less than its peer median.
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 who are benefit eligible and excludes medical/clinical and library faculty and those on leave without pay.
Faculty Migration
FY 2012 – FY 2016

The number of outside offers made to tenure system faculty at the University of Illinois at Urbana-Champaign increased in FY 2016.

### Tenure System Faculty Receiving Firm Offers

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</thead>
<tbody>
<tr>
<td>Stay</td>
<td>67</td>
<td>32</td>
<td>32</td>
<td>26</td>
<td>43</td>
</tr>
<tr>
<td>Resign</td>
<td>38</td>
<td>30</td>
<td>38</td>
<td>46</td>
<td>67</td>
</tr>
<tr>
<td>Leave without Pay</td>
<td>2</td>
<td>4</td>
<td>7</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Pending</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>8</td>
<td>8</td>
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<tr>
<td><strong>Total Offers</strong></td>
<td><strong>107</strong></td>
<td><strong>68</strong></td>
<td><strong>78</strong></td>
<td><strong>83</strong></td>
<td><strong>120</strong></td>
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### Counter Offers

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<tbody>
<tr>
<td>Counter Offers Made</td>
<td>43</td>
<td>29</td>
<td>38</td>
<td>31</td>
<td>59</td>
</tr>
<tr>
<td>Counter Offers Accepted</td>
<td>33</td>
<td>23</td>
<td>24</td>
<td>20</td>
<td>35</td>
</tr>
<tr>
<td><strong>Percent of Counter Offers Accepted</strong></td>
<td><strong>77%</strong></td>
<td><strong>79%</strong></td>
<td><strong>63%</strong></td>
<td><strong>65%</strong></td>
<td><strong>59%</strong></td>
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Areas of Strength/Accomplishments

• Top-ranked Research University
  • Ranked 10th nationally among public universities
  • Ranked 36th among world universities
  • 50+ programs ranked among top 10 by US News

• Excellent Faculty
  • Award winning faculty include: National Academy members, National Medal of Science, Guggenheim Fellows, MacArthur Fellows, Nobel Prize, Draper Prize, etc.
  • Faculty at Illinois have been at the forefront of world-changing achievements, discoveries, and creations, such as disability support, computer languages, LED, and MRI.
  • Faculty at Illinois have earned more NSF grants than faculty at any other one University.

• Interdisciplinary Work
  • Faculty research issues from several different perspectives at some of the leading institutes of their types, such as Illinois Program for Research in the Humanities, Carl R. Woese Institute for Genomic Biology, Beckman Institute, National Center for Supercomputing Applications.
  • Faculty teach from an multidisciplinary perspective through programs such as the Grand Challenge Learning initiative and the forthcoming Design Center.

• Faculty hiring programs
  • Targets of Opportunity (TOP) program allows the campus to increase diversity.
  • Dual Career program provides opportunities for families to live and work in the same community.
Areas for Improvement

• Review departments to guide future direction and priorities
• Address faculty hiring and retention
• Improve research and instructional facilities
• Strengthen infrastructure for faculty research and teaching collaboration
• Continue to engage in and explore new innovative pedagogy strategies
• **Strategic Planning** underway on campus to identify additional ways to improve

• **Review departments to guide future direction and priorities**
  - Promote goal setting within the department as well as across departments
  - Identify areas for improvement and development in part by using metrics and external reviews
  - Discover potential opportunities to redirect existing resources or to generate resources

• **Address faculty hiring and retention**
  - 60 new faculty hired for AY16-17; About 70 anticipated hires for AY17-18
  - Improve retention efforts by continuing to monitor faculty offers from other institutions

• **Improve research and instructional facilities**
  - The Instructional Space Improvement (ISI) initiative started in FY 2012 and has since addressed 166 classrooms at a value of $58M

• **Strengthen infrastructure for faculty research and teaching collaboration**
  - Illinois Research Connections allows researchers to find potential collaborators across campus and showcase our campus’ research expertise.
  - Planning for the Illinois Design Center continues to move forward to harness the potential of design thinking and learning to bring together faculty and students from all disciplines

• **Continue to engage in and explore new innovative teaching strategies**
  - Illinois Flexible Learning Experiences (iFLEX) is a new kind of classroom that promotes active learning by enhancing opportunities for information sharing and collaboration.
Areas to Watch

• Uncertainty about **state funding** continues

• Need to provide **competitive salaries and benefits** to recruit and retain strong faculty

• **Procurement and compliance costs** have an impact on research and faculty retention

• Program reviews have pointed to the importance of **facilities upgrades** in several departments