

Reported to the Board of Trustees
September 7, 2017

University of Illinois at Urbana-Champaign

Performance Metrics

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

**REPORTED BY:
CHANCELLOR ROBERT J. JONES
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.

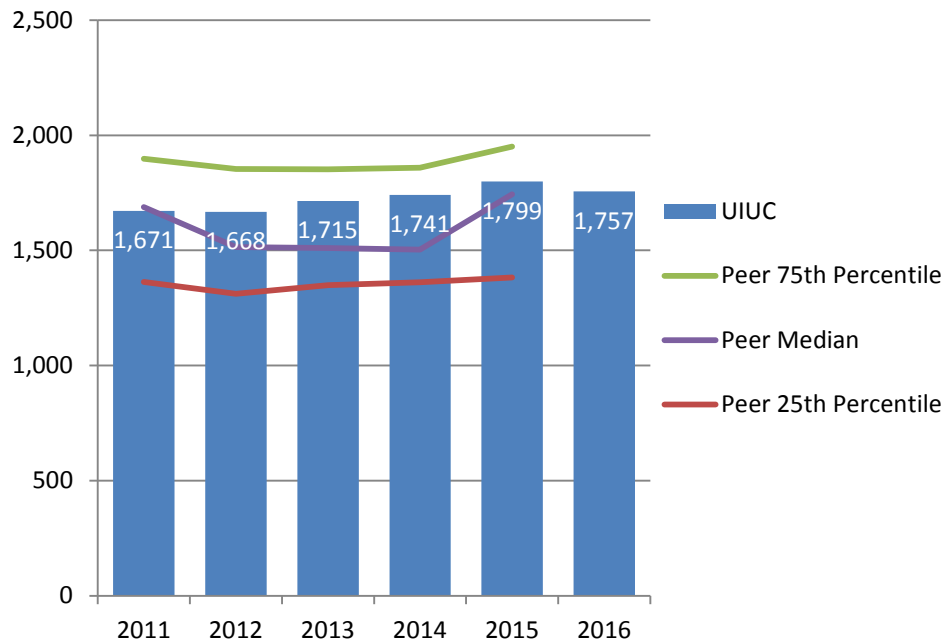
** Medical center affiliated with the university, but owned by the state.

Faculty and Scholarship





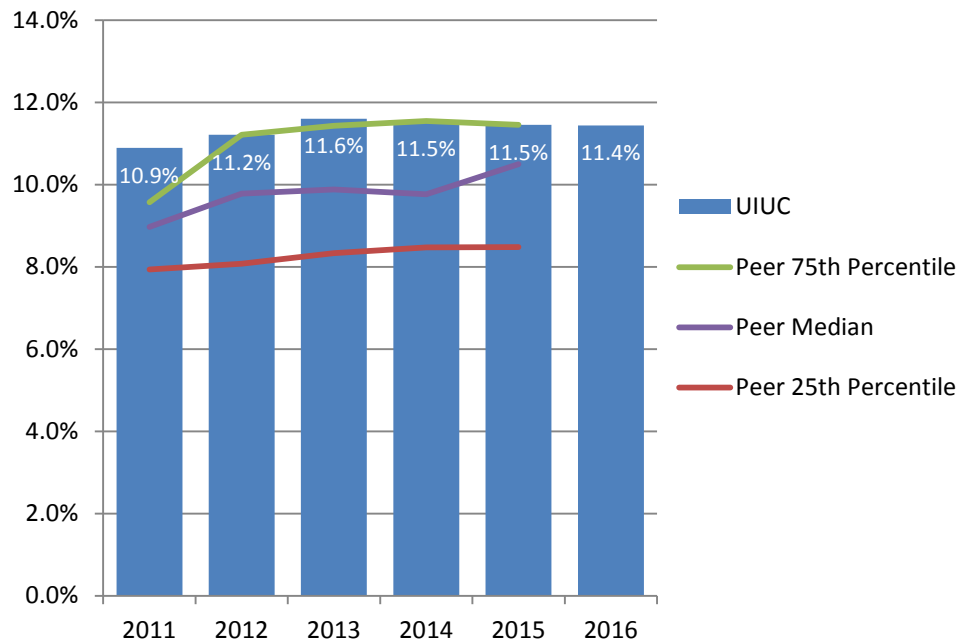
Number of Full-Time Tenure System Faculty Fall 2011 – Fall 2016



The number of full-time tenure system faculty at the University of Illinois at Urbana-Champaign is on par with the peer median.



Percent Full-Time Tenure System Faculty from Underrepresented* Groups Fall 2011 – Fall 2016



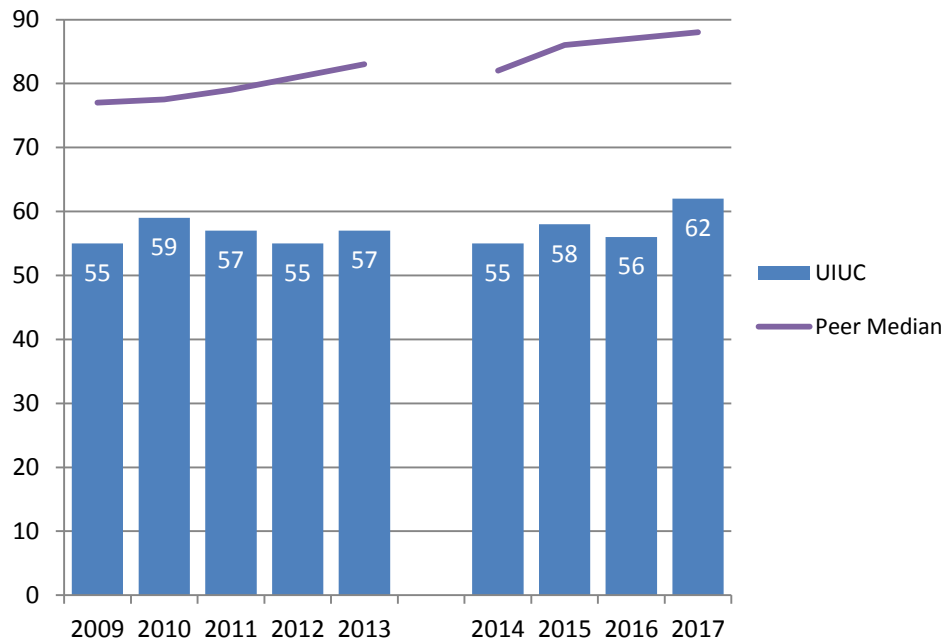
Compared to its peer median, the University of Illinois at Urbana-Champaign has a higher percent of full-time tenure system faculty from underrepresented groups.

* 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.



National Academy Memberships*

FY 2009 – FY 2017



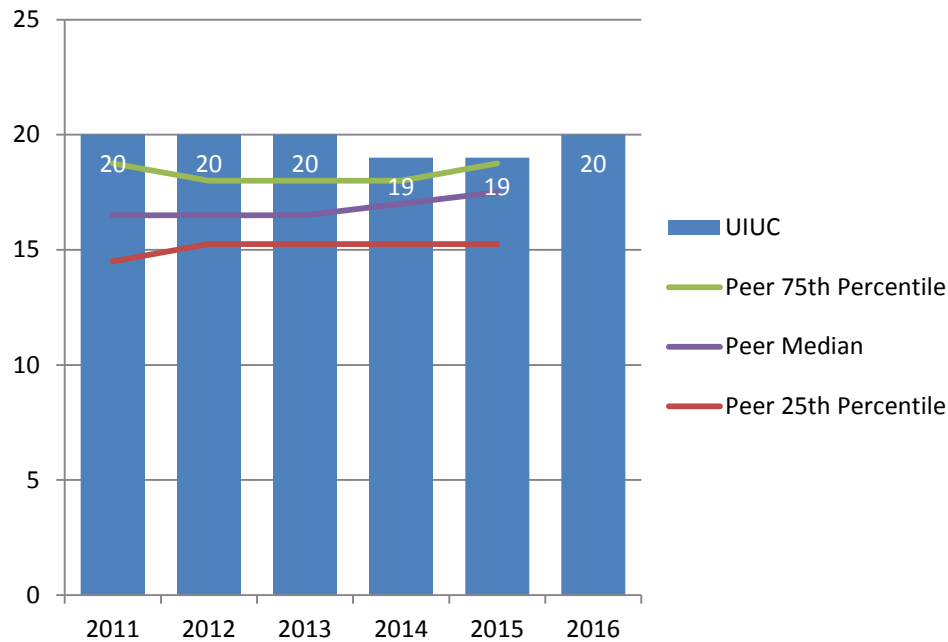
University of Illinois at Urbana-Champaign has fewer National Academy memberships than its peer median.

* FY 2009-FY 2013 data from <http://mup.asu.edu>; FY 2014-FY 2016 data from member search on National Academies websites. Peer data for 2014 and 2015 is incomplete.



Student to Faculty Ratios*

Fall 2011 – Fall 2016

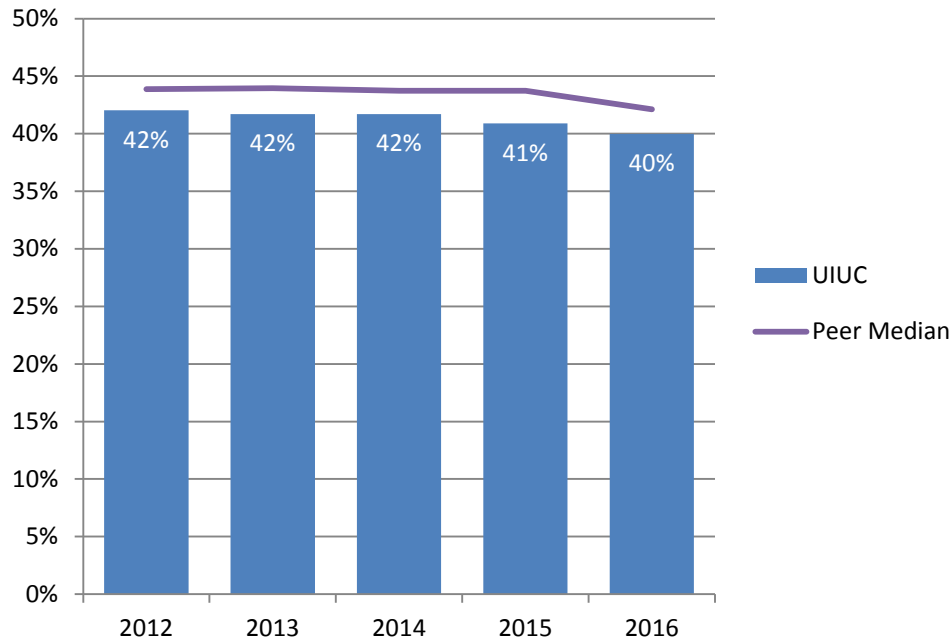


University of Illinois at Urbana-Champaign has a higher student to faculty ratio than its peer median.

* Excludes graduate and professional students and faculty who teach primarily graduate and professional programs.



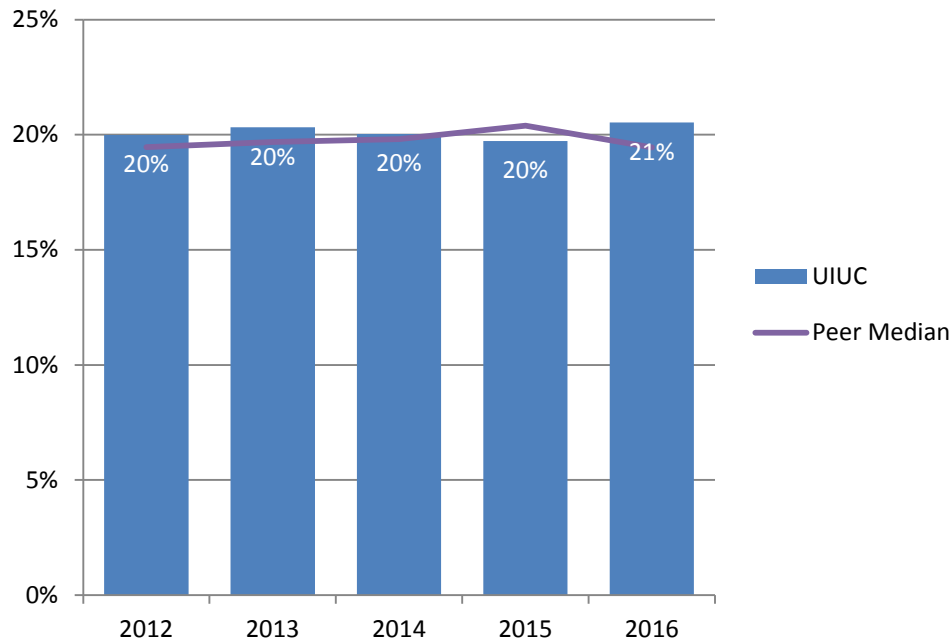
Percent Undergraduate Class Sections with Fewer Than 20 Students Fall 2012 – Fall 2016



The percent of classes with fewer than 20 students at the University of Illinois at Urbana-Champaign is less than its peer median.



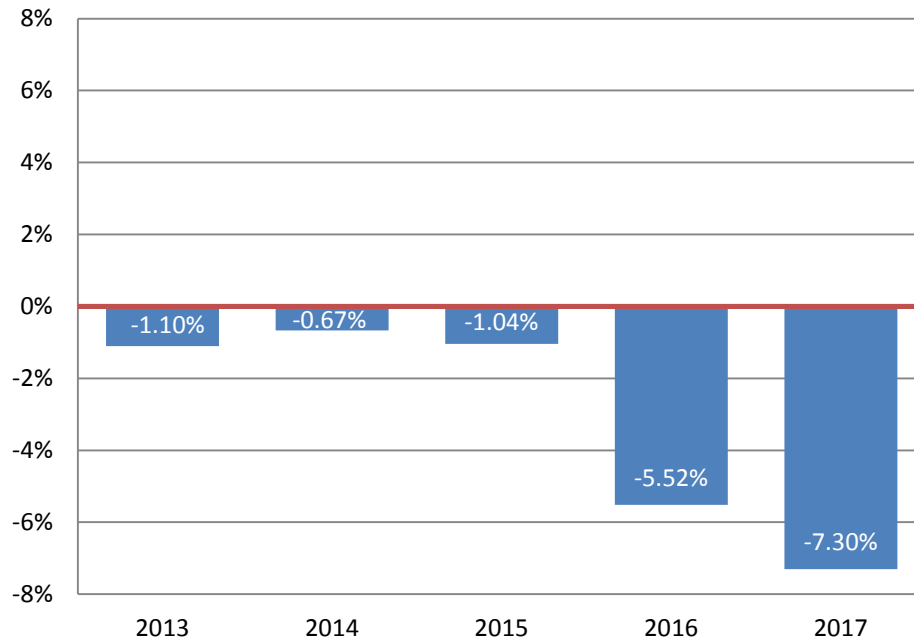
Percent Undergraduate Class Sections with More Than 50 Students Fall 2012 – Fall 2016



The percent of classes with more than 50 students at the University of Illinois at Urbana-Champaign is on par with its peer median.



Faculty* Salary - Difference from Peer Median FY 2013 – FY 2017



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

Tenure System Faculty Receiving Firm Offers

Decision	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Stay	67	32	32	26	43
Resign	38	30	38	46	67
Leave without Pay	2	4	7	3	2
Pending	0	2	1	8	8
Total Offers	107	68	78	83	120

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

Counter Offers	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Counter Offers Made	43	29	38	31	59
Counter Offers Accepted	33	23	24	20	35
Percent of Counter Offers Accepted	77%	79%	63%	65%	59%

Overview



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

Strategy to Address Areas for Improvement

- **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