University of Illinois at Springfield

Dashboard Indicators

FACULTY AND SCHOLARSHIP UPDATES BY:
UNIVERSITY OFFICE FOR PLANNING AND BUDGETING
AUGUST 5, 2016

PRESENTED BY:
CHANCELLOR SUSAN J. KOCH
SEPTEMBER 8, 2016
Peer Groups

University of Illinois at Springfield
Auburn University - Montgomery
Clark University*
College of Charleston
Georgia College and State University
Iona College*
Lake Superior State University
Marist College*
Northern Michigan University
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
Compared to its peer median, the number of full-time tenure system faculty at the University of Illinois at Springfield has decreased since Fall 2009.

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

The percentage of full-time tenure system faculty from underrepresented groups at the University of Illinois at Springfield is on par with its peer median.

* Includes Black, Hispanic, American Indian, Native Hawaiian/Other Pacific Islander, and multi-racial faculty.
University of Illinois at Springfield has a lower student to faculty ratio than its peer median.
The percent of classes with fewer than 20 students at the University of Illinois at Springfield is higher than its peer median since Fall 2013.

Note: Excludes Iona College due to lack of available data.
Percent Undergraduate Class Sections with More Than 50 Students
Fall 2011 – Fall 2015

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

*Includes full-time instructional faculty who are benefit eligible and excludes library faculty and those on leave without pay.
The number of outside offers made to tenure system faculty at the University of Illinois at Springfield decreased in FY 2015.

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<tbody>
<tr>
<td>Stay</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
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<tr>
<td>Resign</td>
<td>5</td>
<td>10</td>
<td>6</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Leave without Pay</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<td>0</td>
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<tr>
<td><strong>Total Offers</strong></td>
<td><strong>6</strong></td>
<td><strong>10</strong></td>
<td><strong>6</strong></td>
<td><strong>7</strong></td>
<td><strong>3</strong></td>
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<tr>
<td>Counter Offers Made</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Counter Offers Accepted</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
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<tr>
<td><strong>Percent of Counter Offers Accepted</strong></td>
<td><strong>100%</strong></td>
<td><strong>N/A</strong></td>
<td><strong>N/A</strong></td>
<td><strong>67%</strong></td>
<td><strong>N/A</strong></td>
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</table>
University of Illinois at Springfield

Analysis of Dashboard Indicators

Faculty and Scholarship Updates

PRESENTED BY:
CHANCELLOR SUSAN J. KOCH
September 8, 2016
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

• Added tenure system positions in high-enrollment areas.

• Enhanced visibility and reputation of Springfield campus across Illinois.
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.
  – Reinstate campus salary program as soon as possible.
  – Continue efforts to increase net tuition revenue.
Strategy to improve Percent of tenure-system faculty from underrepresented groups

• Actions:
  – Create specific plans to achieve diversity goals in targeted areas.
  – Continue diversity training for search committees.
  – Several academic departments have implemented strategies for recruiting diverse faculty.
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.
  – Implement new academic programs in high-demand areas.
Areas we are watching

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