University of Illinois at Springfield

Dashboard Indicators

FACULTY AND SCHOLARSHIP UPDATES BY:
UNIVERSITY OFFICE FOR PLANNING AND BUDGETING
AUGUST 18, 2015

PRESENTED BY:
CHANCELLOR SUSAN J. KOCH
SEPTEMBER 10, 2015
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
Number of Full-Time Tenure System Faculty
Selected Fall Terms

Compared to its peer median, the number of 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.
The percentage of 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.
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.
Faculty* Salary - Difference from Peer Median
FY 2011 – FY 2015

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

<table>
<thead>
<tr>
<th>Year</th>
<th>% Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>-5.39%</td>
</tr>
<tr>
<td>2012</td>
<td>-4.27%</td>
</tr>
<tr>
<td>2013</td>
<td>-2.68%</td>
</tr>
<tr>
<td>2014</td>
<td>-1.70%</td>
</tr>
<tr>
<td>2015</td>
<td>-2.08%</td>
</tr>
</tbody>
</table>

*Includes full-time instructional faculty who are benefit eligible and excludes library faculty and those on leave without pay.
**Faculty Migration**

**FY 2010 – FY 2014**

The number of outside offers made to tenure system faculty at the University of Illinois at Springfield increased in FY 2014.

### 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>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stay</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Resign</td>
<td>10</td>
<td>5</td>
<td>10</td>
<td>6</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>11</strong></td>
<td><strong>6</strong></td>
<td><strong>10</strong></td>
<td><strong>6</strong></td>
<td><strong>7</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>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counter Offers Made</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Counter Offers Accepted</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td><strong>Percent of Counter Offers Accepted</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td>N/A</td>
<td>N/A</td>
<td><strong>67%</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)
University of Illinois at Springfield

Analysis of Dashboard Indicators

Faculty and Scholarship Updates

PRESENTED BY:
CHANCELLOR SUSAN J. KOCH
September 10, 2015
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 of Springfield campus across Illinois.

• Increase in enrollment.
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.
  – Continue to provide campus salary program.
  – Continue efforts to increase net tuition revenue.
Strategy to improve
Percent of tenure-system faculty from underrepresented groups

• Actions:
  – Convene Chancellor’s Task Force on Diversity and Inclusion.
  – Create specific plans to achieve diversity goals in targeted areas.
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.