Peer Groups

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.
*** An affiliated medical center is in preparation and will begin operations in 2017.
Faculty and Scholarship
The number of tenure system faculty at the University of Illinois at Urbana-Champaign is higher than its peer median in Fall 2013.

Note: Excludes University of Washington-Seattle due to lack of available data.
Compared to its peer median, the University of Illinois at Urbana-Champaign has a higher percent of 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.
The percent of classes with less 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.
The number of outside offers made to tenure system faculty at the University of Illinois at Urbana-Champaign 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>35</td>
<td>41</td>
<td>67</td>
<td>32</td>
<td>32</td>
</tr>
<tr>
<td>Resign</td>
<td>38</td>
<td>38</td>
<td>38</td>
<td>30</td>
<td>38</td>
</tr>
<tr>
<td>Leave without Pay</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>Pending</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total Offers</strong></td>
<td><strong>74</strong></td>
<td><strong>81</strong></td>
<td><strong>107</strong></td>
<td><strong>68</strong></td>
<td><strong>78</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>23</td>
<td>17</td>
<td>43</td>
<td>29</td>
<td>38</td>
</tr>
<tr>
<td>Counter Offers Accepted</td>
<td>19</td>
<td>11</td>
<td>33</td>
<td>23</td>
<td>24</td>
</tr>
</tbody>
</table>

**Percent of Counter Offers Accepted**

- **83%**
- **65%**
- **77%**
- **79%**
- **63%**
Faculty and Scholarship: Goals

• Develop strategic hiring programs to attract excellent and diverse faculty in key areas
• Promote curricular innovation to improve student learning and engagement
• Address student-to-faculty ratios in programs with high student demand
Action Items

- Align faculty strength with student demand and research goals

- Invest in online and hybrid courses

- Strengthen interdisciplinary engagement between STEM and non-STEM fields (Design Center)
  - time-frame (1-2 year)
  - time-frame (3-5 year)
Areas of Strength/Accomplishments

• One of the Best Research University in the Country
  • Ranked 11th nationally among public universities
  • Ranked 25th among world universities
  • 50+ programs ranked among top 10 by US News
  • Economic driver for the State: Champaign-Urbana ranked 20th among 168 small cities in Forbes Magazine’s Best Places for Business study

• Top Faculty
  • 23 Nobel Prizes and 22 Pulitzer Prizes won by faculty and alumni
  • Faculty include National Academy members, National Medal of Science, Guggenheim Fellows, MacArthur Fellows, Draper Prize, etc.

• High Quality Students
  • One of the top 5 schools with the most Fulbright students
  • Over 40,000 students attend the University, and the highest number of minority students in the Big Ten
Areas for Improvement

• Continue to aggressively address faculty hiring and retention
• Improve research and instructional facilities
• Recruit and retain high quality underrepresented minority students
• Increase and diversify sources of revenue
• Continue to aggressively address faculty hiring and retention
• Improve research and instructional facilities
• Recruit and retain high quality underrepresented minority students
• Increase and diversify sources of revenue
• Sustained substantial decreases in state funding

• Expected cost shifts from state to university - includes supplement to pensions and benefits

• Little or no tuition rate growth - compounded with 4-year tuition guarantee

• Need to increase student aid

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

• International students – need to diversify international student body

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