

Assuring Faculty Quality



UIC



UNIVERSITY OF ILLINOIS

URBANA-CHAMPAIGN•CHICAGO•SPRINGFIELD

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Affairs Committee
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What Attracts and Keeps Outstanding Faculty ?

- Academic Strengths in Department, College, and Campus
 - Colleagues, interests, and collegiality
 - Students, including graduate programs
 - Scholarship support services
 - Compensation, recognition, and rewards
- Infrastructure quality and unique facilities and capabilities
- Recruitment strategies and opportunities
- Retention

Competitiveness in the Academic Marketplace

Recruitment

- Quality of highly ranked programs across the three campuses
- State of the art facilities
- Bright, motivated students
- Work climate (e.g. work-family balance; child care; spousal employment)
- Search Committee training
- Recruiting to create a university that values multicultural perspectives

Retention

- Proactive measures and recognition are better than reaction
- Mentoring programs
- Recognition of contributions
- Adequate infrastructure and facilities for research
- Bright, motivated students
- Retention efforts to support the university's mission and a university that values multicultural perspectives

Impediments to Recruiting and Retaining Faculty

- Non-competitive salaries for most of this decade
- Increasing pressure to obtain salary from grants in some disciplines
- The failing and leaky pipeline that stymie efforts to sustaining a university culture that values diversity
- Crumbling buildings – deferred maintenance
- No State capital projects for over 8 years
- Increasing regulatory burden – State/National

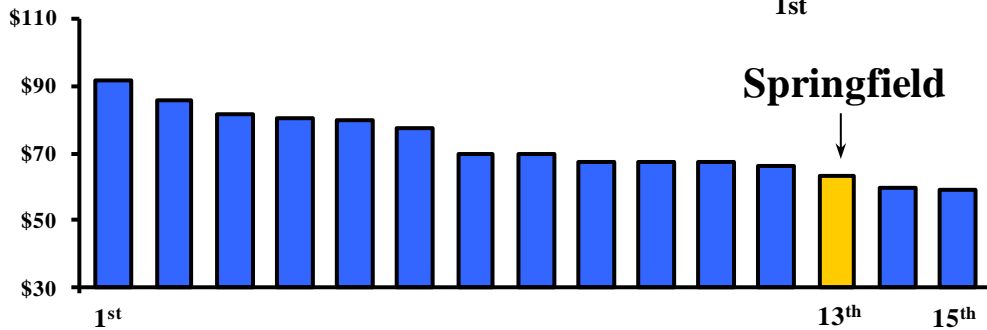
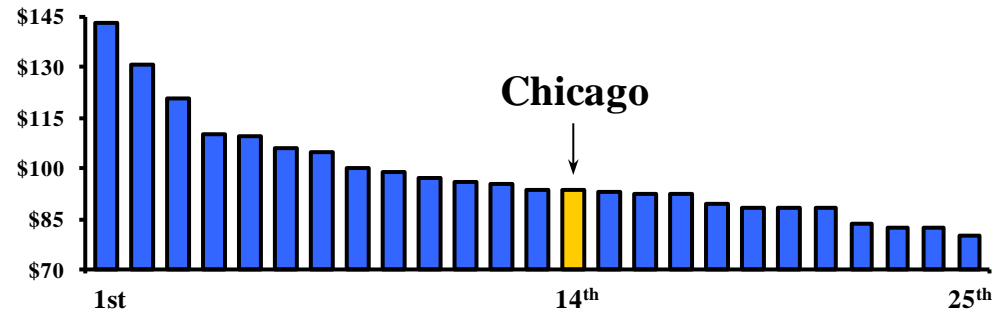
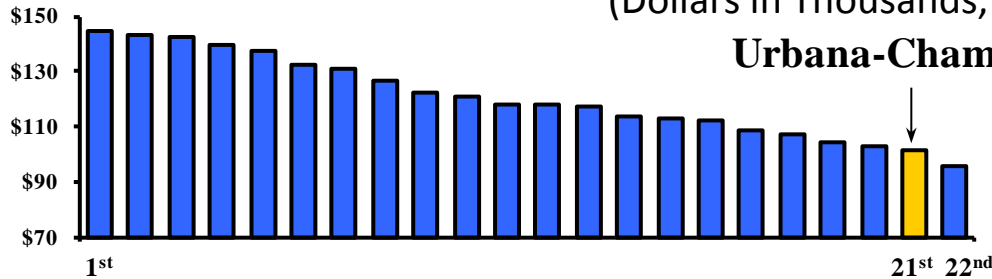
Special Efforts to Attract and Retain Underrepresented Faculty

- Workshops on “subconscious bias” for search committees
- Financial assistance for departments hiring affirmative action candidates
- Targeted position advertisements
- Concerted climate and cluster efforts (e.g., NSF ADVANCE Grant)
- Mentoring programs
- Academic programs of particular interest to URM faculty

Are U of I Faculty Salaries Competitive? Standing among IBHE Peers and Top Competitors

(Dollars in Thousands, FY 2009)

Urbana-Champaign

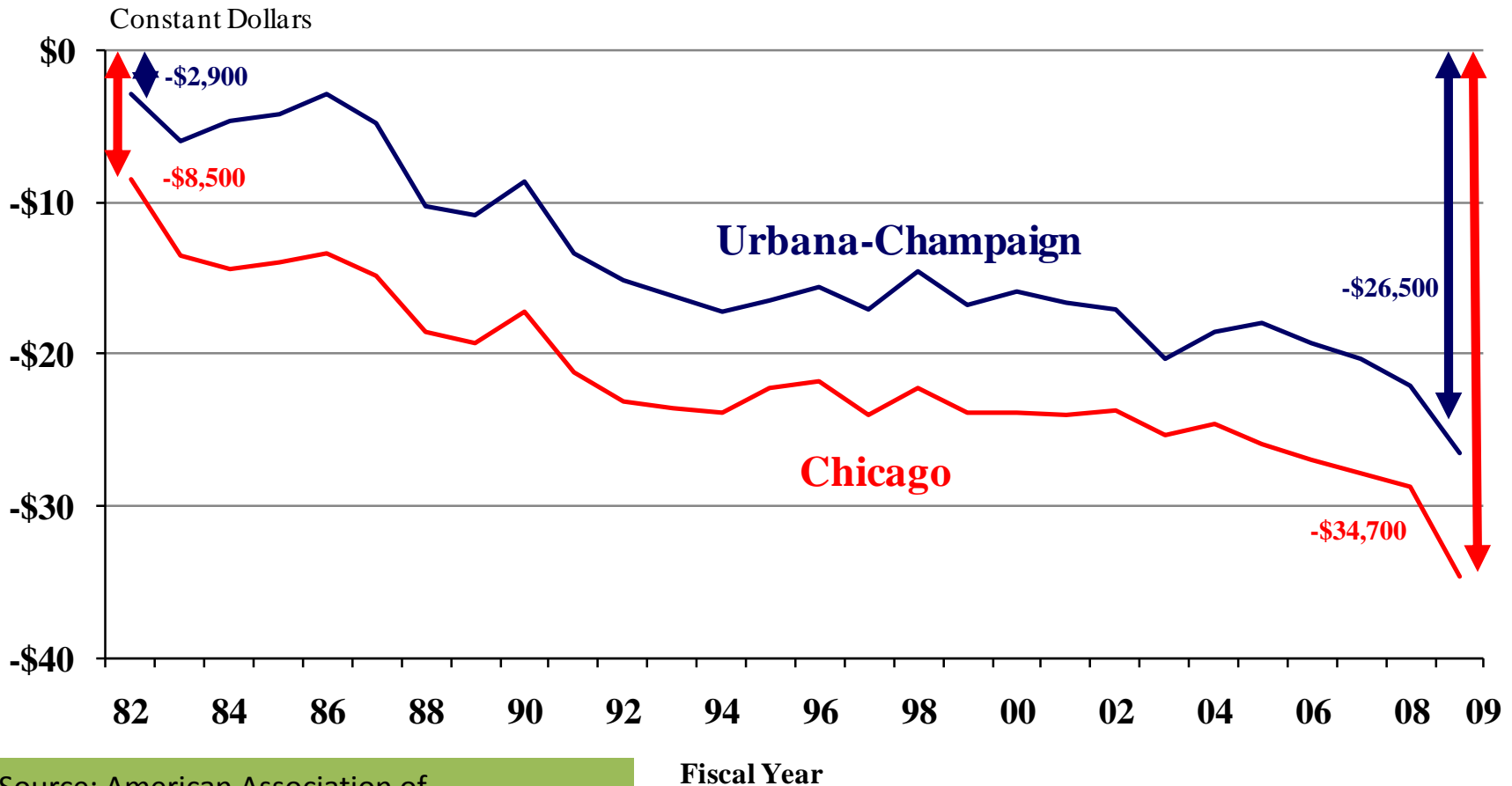


University of Illinois IBHE Peer Institutions and Top Competitors

<u>Urbana-Champaign</u>	<u>Chicago</u>	<u>Springfield</u>
Columbia	Chicago	William & Mary
Chicago	Northwestern	Union
Yale	U.C.L.A.	Trinity
Pennsylvania	Maryland-College Park	Clark
New York	UC Santa Barbara	Iona
Duke	UC Irvine	Shippensburg (Pa.)
Northwestern	UC Davis	SUNY-Brockport
Wash. U. (St. L.)	Delaware	Marist
UC Berkeley	UC Riverside	So. Dakota
U.C.L.A.	Hawaii At Manoa	Charleston
Johns Hopkins	Massachusetts-Amherst	No. Michigan
Brown	Michigan State	Auburn-Mont.
U.S.C.	Virginia Polytechnic	UI Springfield
North Carolina	UI Chicago	Georgia St.
Michigan	Utah	Wisc.-Green Bay
UC San Diego	Arizona	Lake Superior St.
Texas	Arizona State	
Virginia	Temple	
Rochester	Georgia	
U. Wash. (Sea.)	Wayne State	
UI Urbana-Champaign	Florida	
Wisconsin	Florida State	
	Virginia Commonwealth	
	Vermont	
	Oregon	

Gap between Urbana-Champaign, Chicago and Private Research I Institutions Full-Time Instructional Faculty Average Salaries

(Dollars in Thousands)



Source: American Association of
University Professors,
U.S. Bureau of Labor Statistics

Salary Program: A Multi-Prong Approach

- State General Revenue Funds:
 - Operating budget increase request -
 - Salary Competitiveness
 - Strategic Initiatives
 - Maintenance, Medicare, and Other Increases
- Tuition
- Research Grants and Contracts
- Endowments

Improvement in competitive compensation ranking requires a multi-year approach

Firm Offers Received by U of I Tenure System Faculty

Decision	FY 2008			
	Urbana-Champaign	Chicago	Springfield	Total UI
TOTAL OFFERS	79	59	4	142
Stay	42	39	0	81
Resign	29	18	4	51
Pending/Other	8	2	0	10

Counter-Offers

- Approximately 50-70% of counter-offers are accepted
- Counter-offers generally are costly and often include:
 - Salary adjustment
 - Summer research support and research assistance staff support
 - Equipment purchases / upgrades
 - Laboratory (facility) modifications / upgrades
 - Implications for equity with other faculty members
- Special challenges to retaining underrepresented faculty
 - Highly competitive pipeline
 - Critical cohort of colleagues
 - Protection of time – and mentoring
- Proactive intervention is key