

Reported to the Board of Trustees
September 10, 2015

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

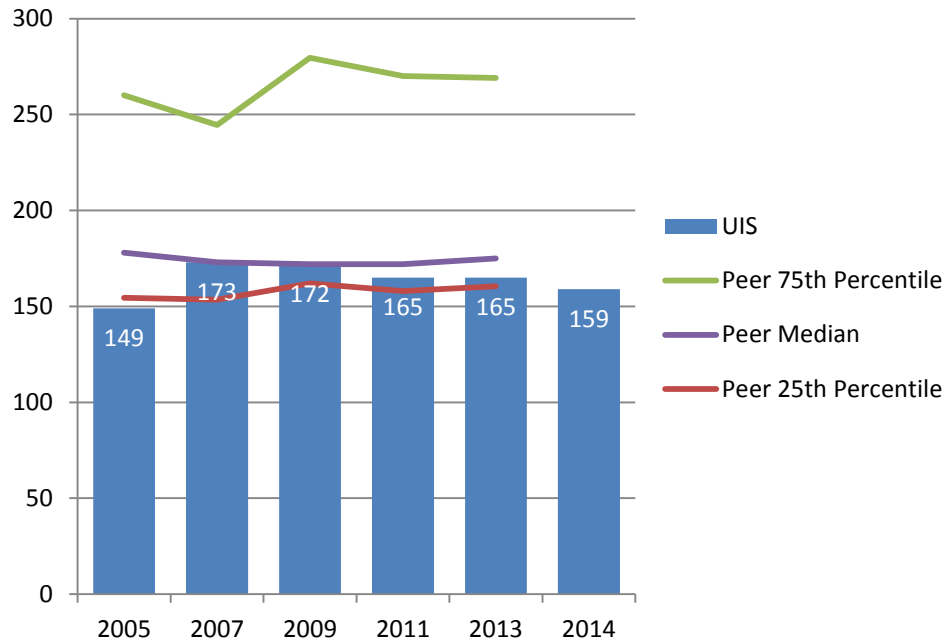
University of Wisconsin - Green Bay

* Private Institution

Faculty and Scholarship



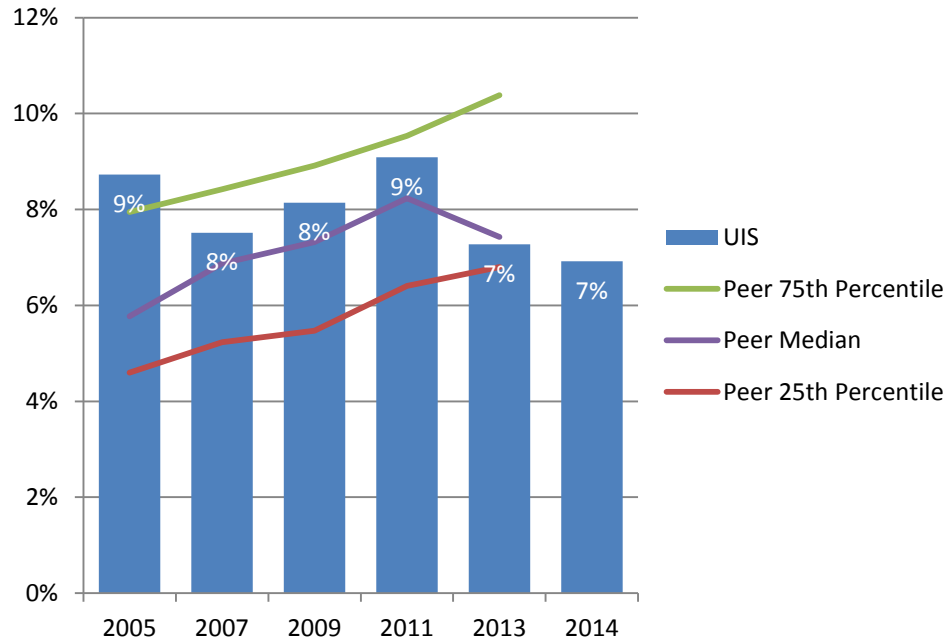
Number of Full-Time Tenure System Faculty Selected Fall Terms



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.

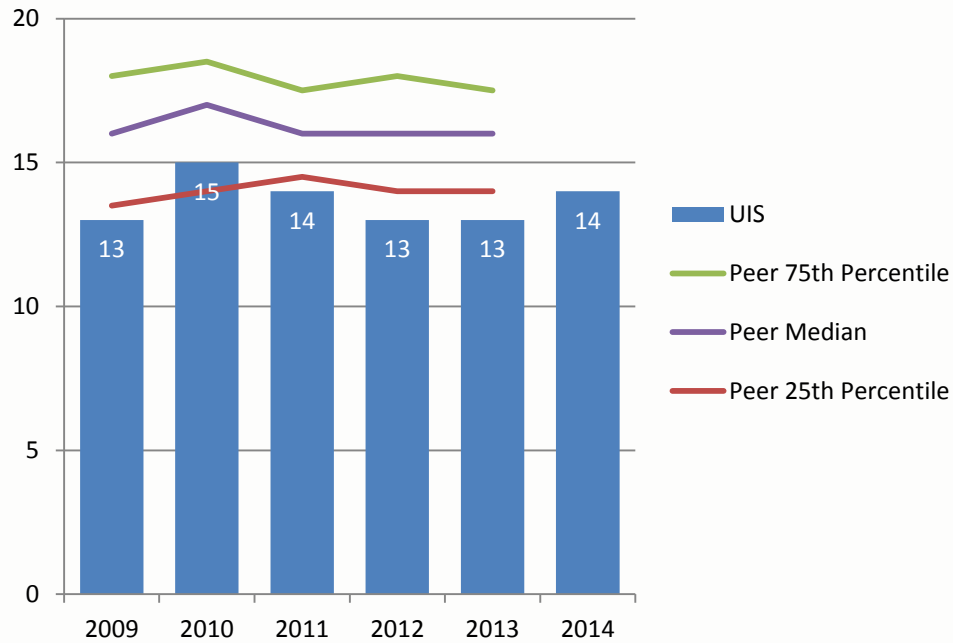
Percent Full-Time Tenure System Faculty from Underrepresented* Groups Selected Fall Terms



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

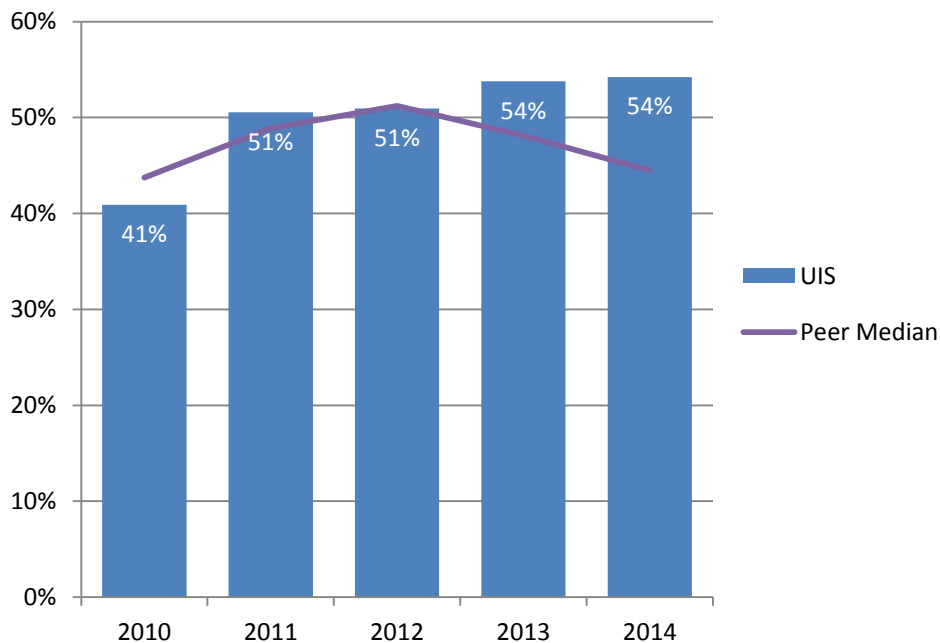
* Includes Black, Hispanic, American Indian, Native Hawaiian/Other Pacific Islander, and multi-racial faculty.

Student to Faculty Ratios Fall 2009 – Fall 2014



University of Illinois at Springfield has a lower student to faculty ratio than its peer median.

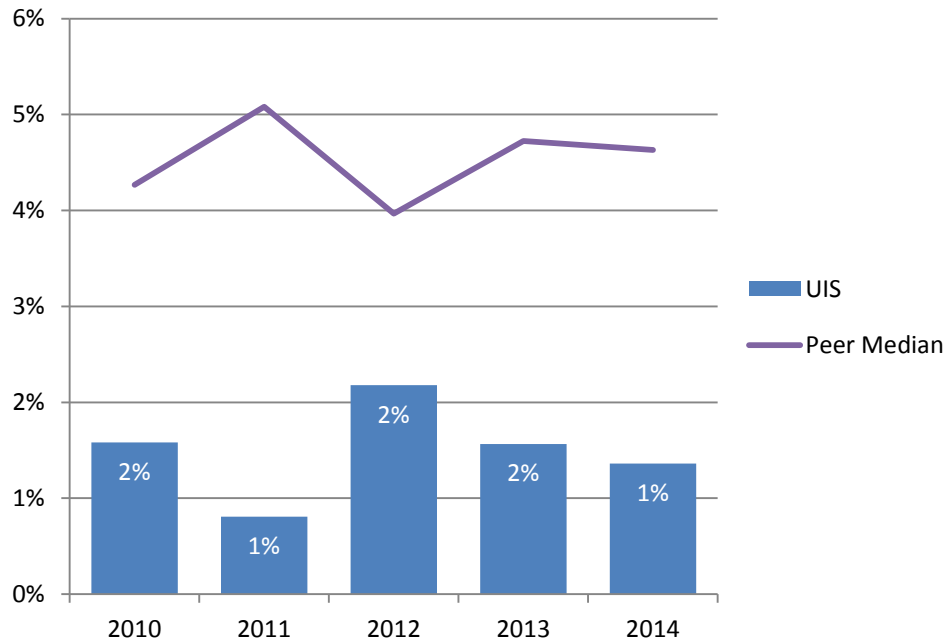
Percent Undergraduate Class Sections with Fewer Than 20 Students Fall 2010 – Fall 2014



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.

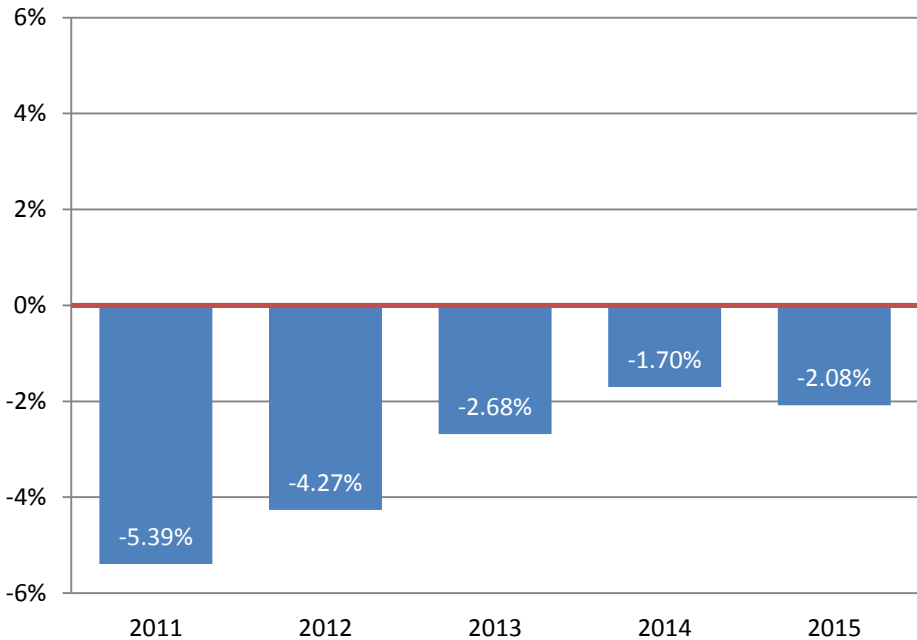
Percent Undergraduate Class Sections with More Than 50 Students Fall 2010 – Fall 2014



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.

*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

Tenure System Faculty Receiving Firm Offers

Decision	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Stay	1	1	0	0	2
Resign	10	5	10	6	5
Leave without Pay	0	0	0	0	0
Pending	0	0	0	0	0
Total Offers	11	6	10	6	7

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

Counter Offers	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Counter Offers Made	1	1	0	0	3
Counter Offers Accepted	1	1	0	0	2
Percent of Counter Offers Accepted	100%	100%	N/A	N/A	67%

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)

Questions?



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.