

# University of Illinois at Chicago

## Analysis of Dashboard Indicators

FACULTY AND SCHOLARSHIP UPDATES BY:  
University Office for Planning and Budgeting  
AUGUST 8, 2014

REPORTED BY:  
CHANCELLOR PAULA ALLEN-MEARES  
SEPTEMBER 11, 2014

Reported to the Board of Trustees  
September 11, 2014

# Accomplishments



- Stronger faculty to student ratio than its peers, ensures all undergraduates have opportunity to engage in student research
- Robust faculty research with expenditures exceeding \$368M
- Higher percent of tenure system faculty from underrepresented groups than most of its peers

# Areas of Strength in Select Strategic Areas of Excellence



## Urban Resilience and Social Justice

- **Karl Rockne**, Interim Department Head and Professor, conducts research on agrochemicals in drinking water and their removal, remedial technologies for water sediments and rivers, pollutants transport in the Great Lakes and role of microbes funded by the CDC, NSF, USACE, and USEPA.
- **George Crabtree**, Distinguished Professor, was awarded \$120 million over five years from the Department of Energy to direct the Joint Center for Energy Storage Research to achieve revolutionary advances in battery performance.
- **Leon Fink**, Labor Historian, was awarded the 2014 Sol Stetin Award for Labor History from the Sidney Hillman Foundation. Fink is a specialist in the modern American labor movement, immigration history, and the Gilded Age and Progressive Era.

# Areas of Strength in Select Strategic Areas of Excellence



## Health Disparities

- **Carol Ferrans**, Professor and Associate Dean for Research in the College of Nursing, is one of 25 nurse researchers inducted into the Sigma Theta Tau International Nurse Researcher Hall of Fame. Her leadership has resulted in increased funding to address disparities and the enactment of Illinois Reducing Breast Cancer Disparities Act.

## Computer Science

- **Philip Yu**, Distinguished Professor and Wexler chair in information science, is one of 25 top computer science researchers from around the world to receive a 2014 Yahoo Faculty Research and Engagement Program award. The award will support collaboration between academic researchers and their Yahoo research counterparts.

## Education

- **Maria Varelas, Aixa Alfonso, Chandra James, Carole Mitchener, and Daniel Morales-Doyle** were awarded \$3M over six years from the National Science Foundation's Noyce Scholars Program for the Science Education for Excellence and Equity in Chicago program.

# Areas of Strength in Select Strategic Areas of Excellence



## Biomedical Research

- **J. Usha Raj**, Professor and Head of Pediatrics, received the 2014 Elizabeth A. Rich, MD Award from the American Thoracic Society. She was honored for her contributions to pulmonary medicine and underserved populations in Chicago, as well as mentoring and support to the organization.
- **Alexander Mankin**, Professor and Director, received the prestigious Paul R. Dawson Biotechnology Award from the American Association of Colleges of Pharmacy. The award recognizes an active scientist within pharmacy education who is a leader in the teaching of biotechnology and its related science. He has also been named the UIC Distinguished Professor for 2014.

# Areas for Improvement



- Pursue academic excellence by recruiting, developing and retaining exceptional faculty
- Improve faculty research productivity by investing in Office of the Vice Chancellor for Research infrastructure supports
- Advance faculty diversity as a strategic asset that enhances the human condition of our region and nation through engaged learning, innovative scholarship and translational research

# Strategy to Address Areas for Improvement



- Fundraise to create more named professorships in specific areas
- Continue Cluster Hire Initiatives to recruit exceptional diverse faculty for interdisciplinary partnerships
- Revisit the funding formula for the Underrepresented Faculty Recruitment Program
- ★ Increase National Academy memberships
- ★ Develop a Faculty Peer Teaching Evaluation and Mentorship Program

● time-frame (1-2 year)

★ time-frame (3-5 year)

# Strategy to Address Areas for Improvement



- Enhance capacity of administrative units that support faculty research and productivity, e.g., Office of the Vice Chancellor for Research and Office of the Vice Provost for Faculty Affairs
- Expand University and Campus Faculty Awards programs
- ★ Facilitate reputation-enhancing media coverage of faculty

● time-frame (1-2 year)

★ time-frame (3-5 year)



# Areas to Watch



- Underrepresented Faculty Recruitment
- Faculty Retention and Mentorship
- Faculty Research Productivity

# University of Illinois at Chicago

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# Standard Peer Group



**University of Illinois at Chicago**  
Florida State University  
Temple University\*  
University of Alabama at Birmingham  
University of Arizona - Tucson  
University of California - Irvine  
University of Cincinnati  
University of Colorado Denver\*  
University of New Mexico - Albuquerque  
University of South Florida - Tampa  
Virginia Commonwealth University  
Wayne State University

\* State-related research institution.

# Aspirational Comparison Group



**University of Illinois at Chicago**

Boston University\*

New York University\*

Ohio State University

University of California, Los Angeles

University of Southern California\*

University of Texas at Austin

\* Private institution.

# Faculty and Scholarship



Steve Everett



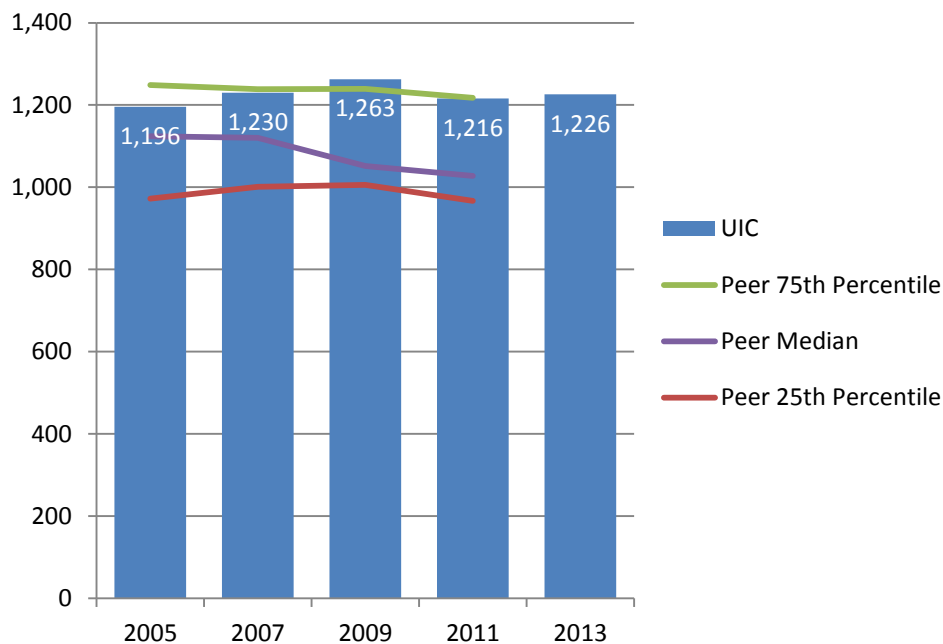
Alfred Tatum



Clark Stanford

# UIC and Standard Peer Group

## Number of Tenure System Faculty: Selected Fall Terms

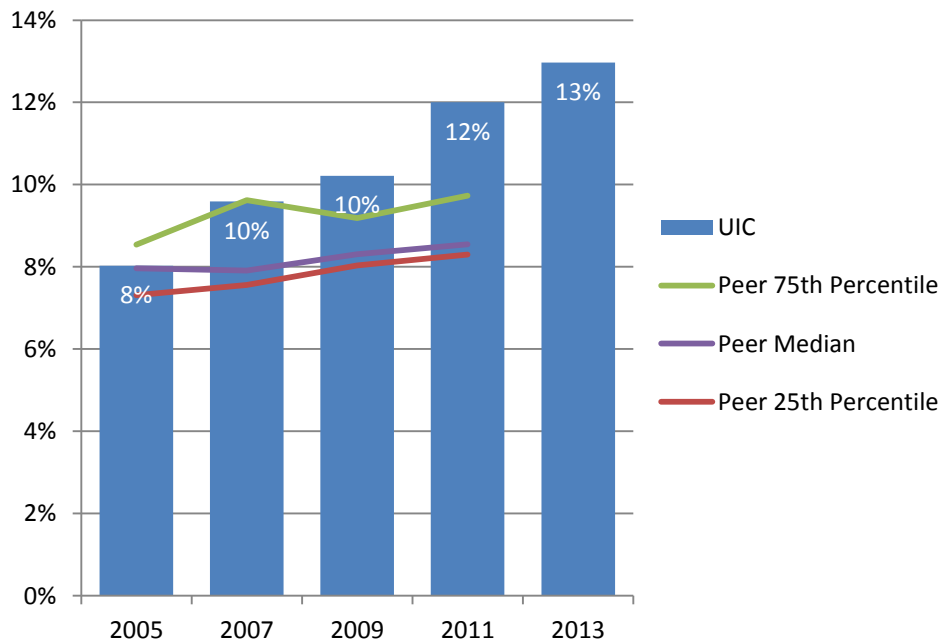


University of Illinois at Chicago has more tenure system faculty than its peer median.

TASK: Continue to improve faculty excellence through a newly introduced Cluster Hiring approach.

# UIC and Standard Peer Group

## Percent Tenure System Faculty from Underrepresented Groups: Selected Fall Terms



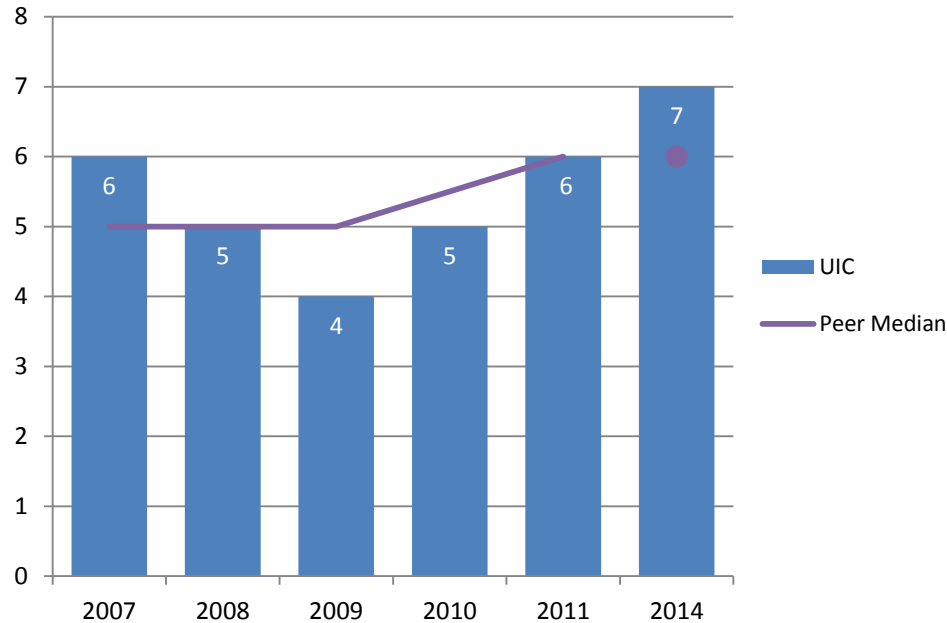
University of Illinois at Chicago has a higher percent of tenure system faculty from underrepresented groups than most of its peers.

**TASK:** Continue strategic growth in the proportion of Underrepresented Minority faculty in UIC's tenure system. Emphasis on improving the diversity of our faculty continues to be a priority, with initiatives such as the 2012 Diversity Strategic Plan, the Underrepresented Faculty Recruitment Program and the recently implemented Diversity Cluster Hire Program.

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

## UIC and Standard Peer Group

### National Academy Memberships: FY 2007 – FY 2011 and FY 2014



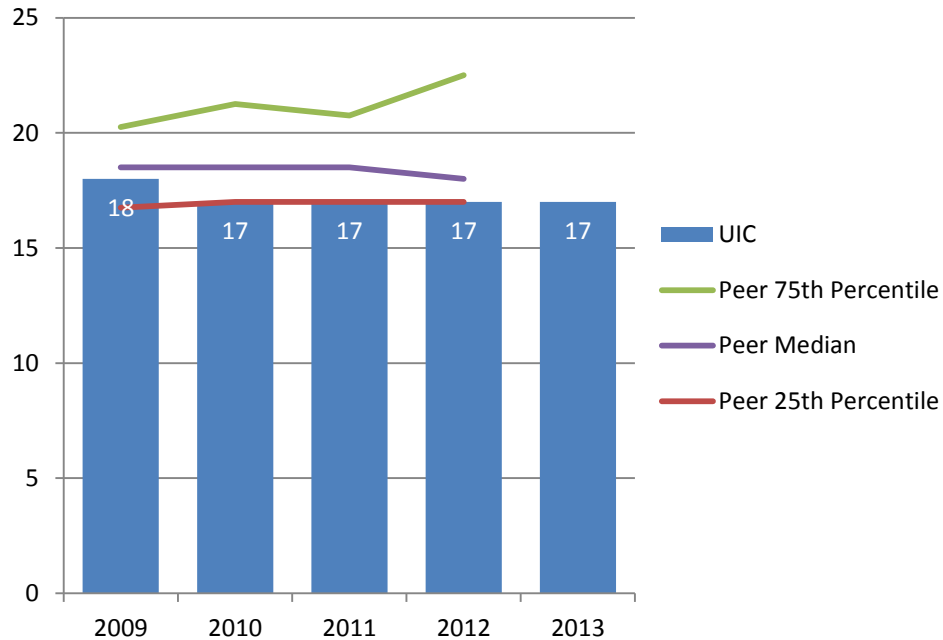
The number of National Academy members at University of Illinois at Chicago is on par with its peer median.

**TASK:** Continue the work of the National Academies Committee chaired by Chancellor Allen-Meares. The committee is charged with developing strategies to actively identify, nominate, and/or recruit National Academy members to exceed the peer median within the next few years.



# UIC and Standard Peer Group

## Student to Faculty Ratios: Fall 2009 – Fall 2013

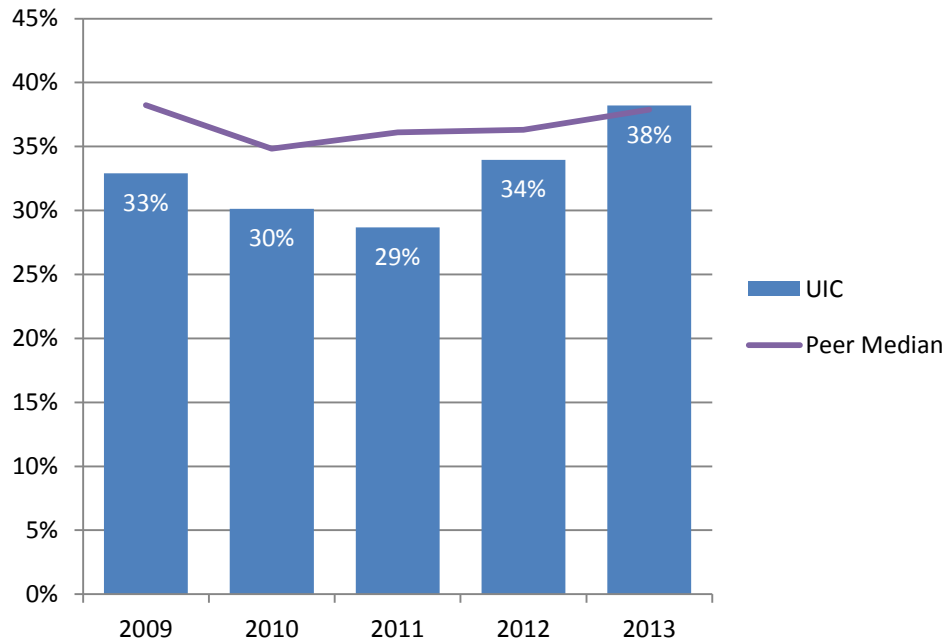


University of Illinois at Chicago's student to faculty ratio remains consistent and slightly lower than its peer median.

TASK: Implement faculty engagement recommendations from the UIC Student Success Plan.

## UIC and Standard Peer Group

### Percent Undergraduate Class Sections with Less Than 20 Students: Fall 2009 – Fall 2013

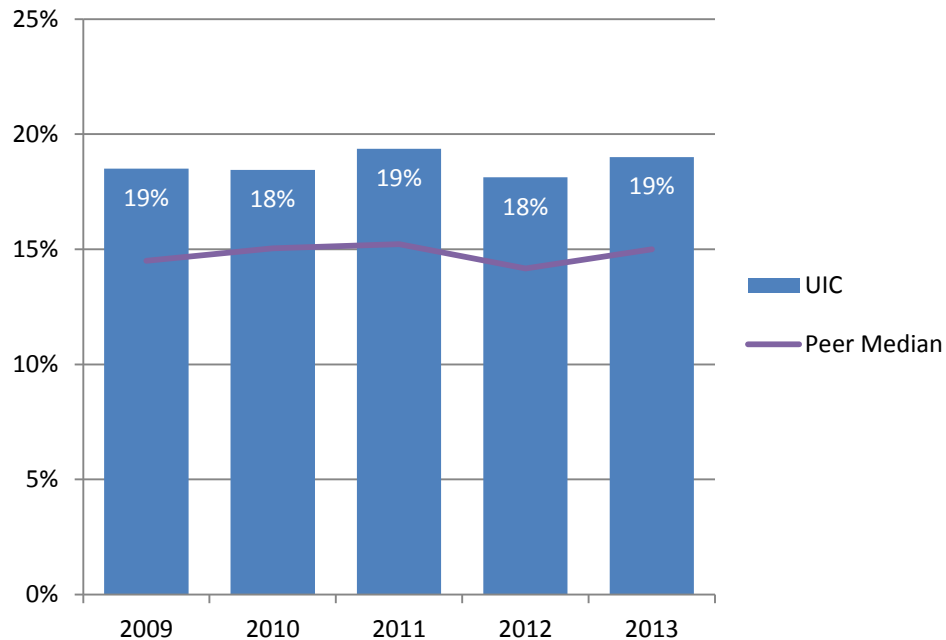


The percentage of classes with less than 20 students at University of Illinois at Chicago is on par with its peer median in Fall 2013.

TASK: Pilot program to convert select general education courses to alternative delivery modes, such as blended and online instruction.

## UIC and Standard Peer Group

### Percent Undergraduate Class Sections with More Than 50 Students: Fall 2009 – Fall 2013

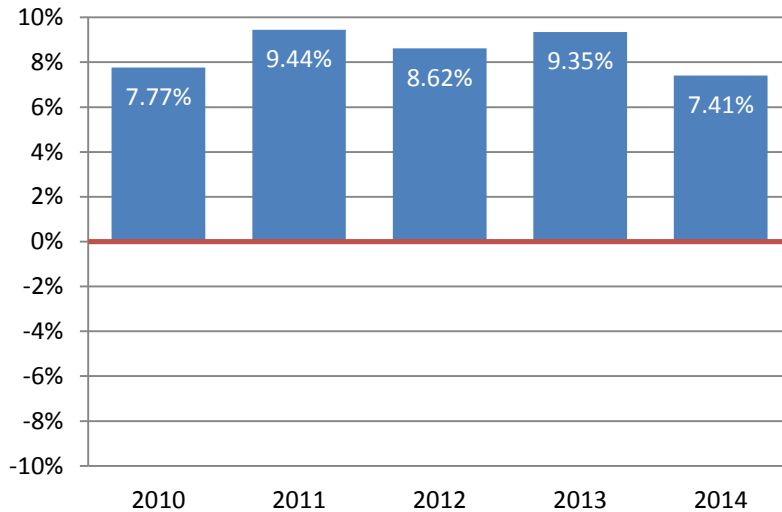


The percent of classes with more than 50 students at the University of Illinois at Chicago is higher than its peer median.

TASK: Pilot program to convert select general education courses, including health science lecture classes, to alternative delivery modes, such as blended and online instruction.

## UIC and Standard Peer Group

### Faculty\* Salary - Difference from Peer Median: FY 2010 – FY 2014



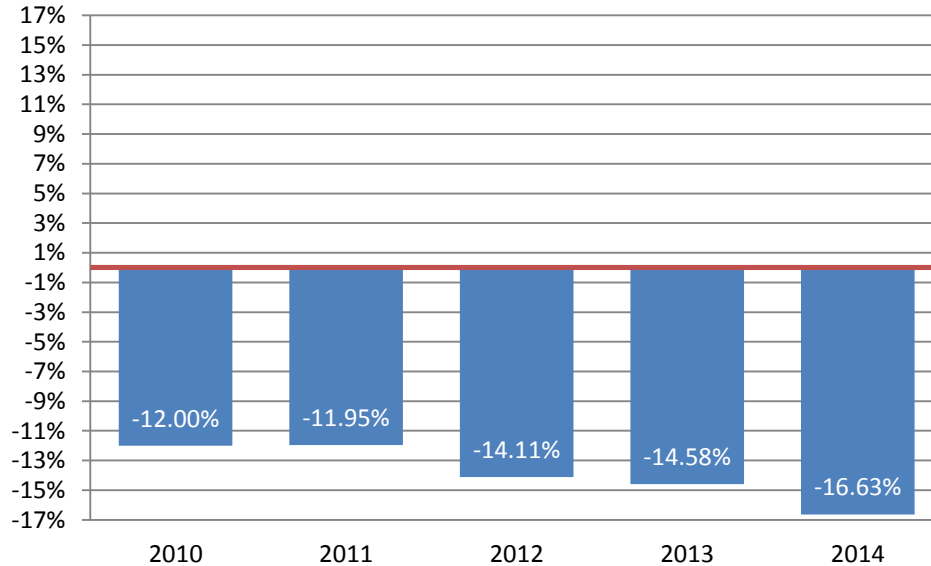
The average faculty salaries at University of Illinois at Chicago is higher than its peer median.

TASK: Continue to monitor compensation issues in order to recruit and retain the best faculty. Our high proportion of STEM discipline faculty contributes to this salary metric.

\* Includes full-time instructional faculty and excludes clinical faculty.

## UIC and Aspirational Comparison Group

### Faculty\* Salary - Difference from Aspirational Peer Median: FY 2010 – FY 2014



The average faculty salary at University of Illinois at Chicago is lower than its aspirational peer median.

**TASK:** Continue to address salary issues to remain competitive and be in a position to recruit and retain the best faculty.

\* Includes full-time instructional faculty and excludes clinical faculty.

# Faculty Migration FY 2010 – FY 2013

## Tenure System Faculty Receiving Firm Offers

Decision	FY 2010	FY 2011	FY 2012	FY 2013
Stay	11	13	25	16
Resign	19	28	41	28
Leave without Pay	0	0	0	0
Pending	0	0	0	0
<b>Total Offers</b>	<b>30</b>	<b>41</b>	<b>66</b>	<b>44</b>

The number of outside offers made to tenure system faculty at the University of Illinois at Chicago decreased in FY 2013.

Counter Offers	FY 2010	FY 2011	FY 2012	FY 2013
Counter Offers Made	11	10	22	19
Counter Offers Accepted	11	9	14	16
<b>Percent of Counter Offers Accepted</b>	<b>100%</b>	<b>90%</b>	<b>64%</b>	<b>84%</b>

**TASK:** Address the increasing competition for our best faculty by strengthening faculty awards programs and by increasing collegiate professorships and endowed chair positions through continued development efforts.

# Questions?



# University of Illinois at Chicago

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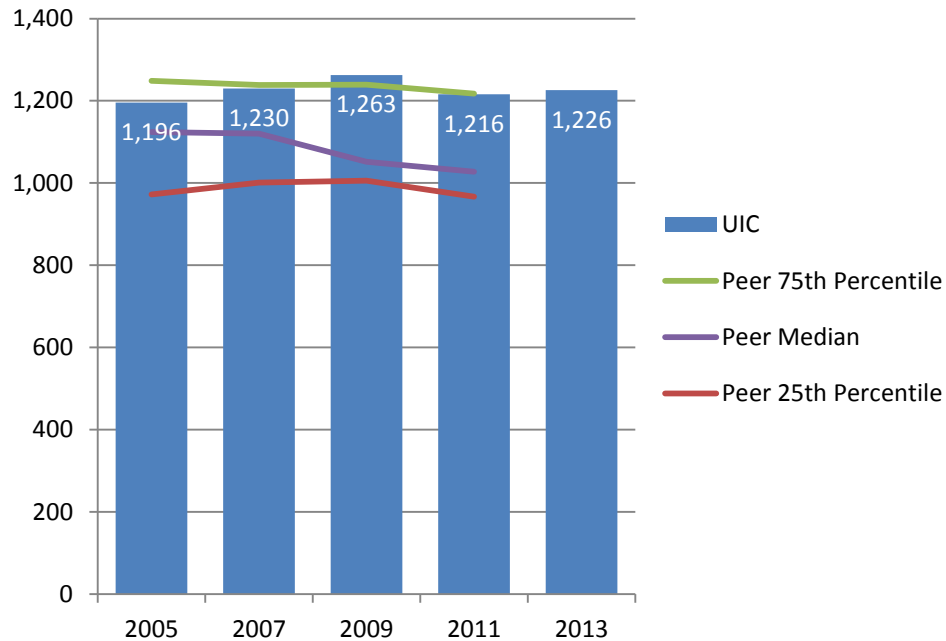
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# Faculty and Scholarship



# UIC and Standard Peer Group

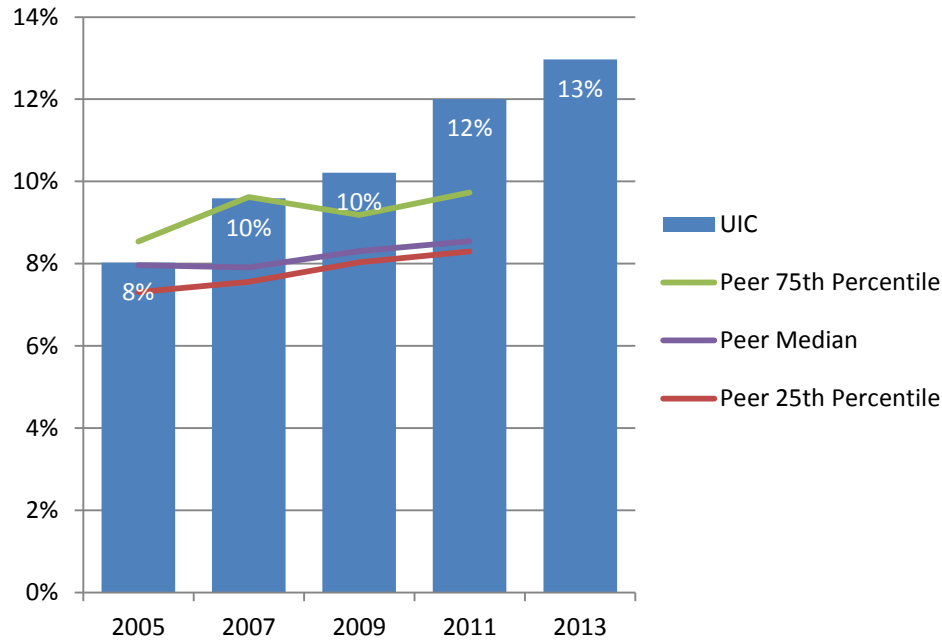
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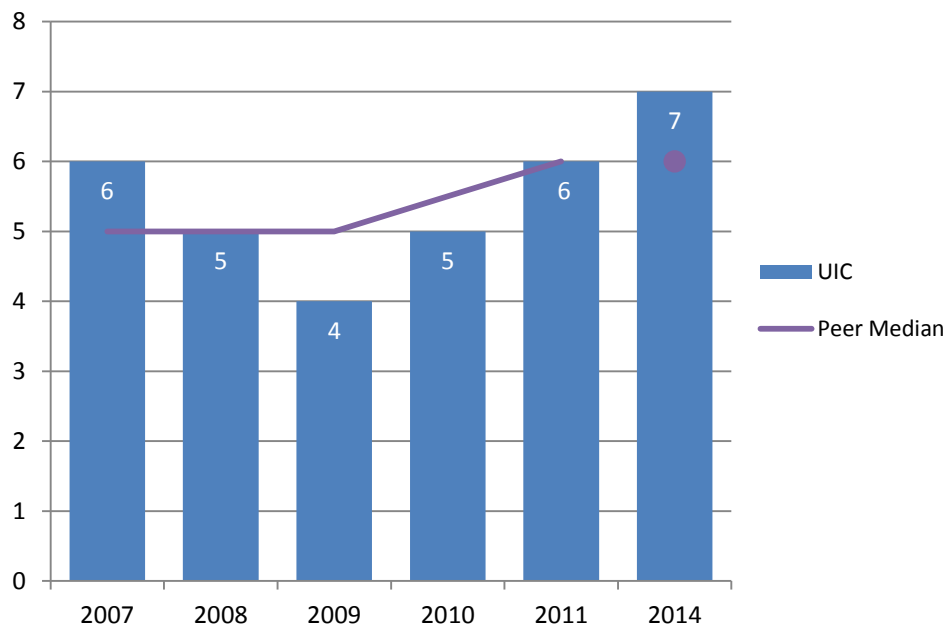
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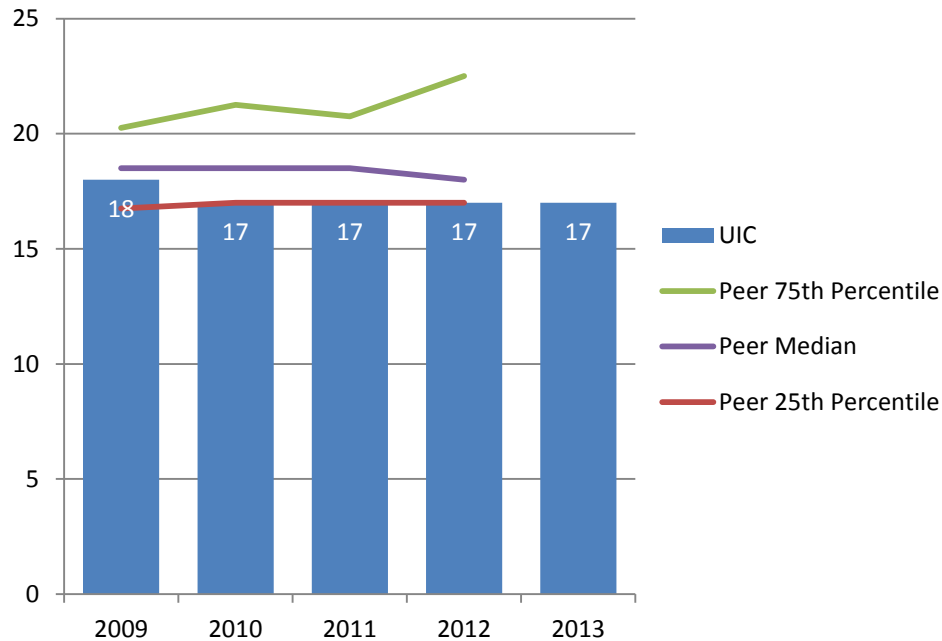
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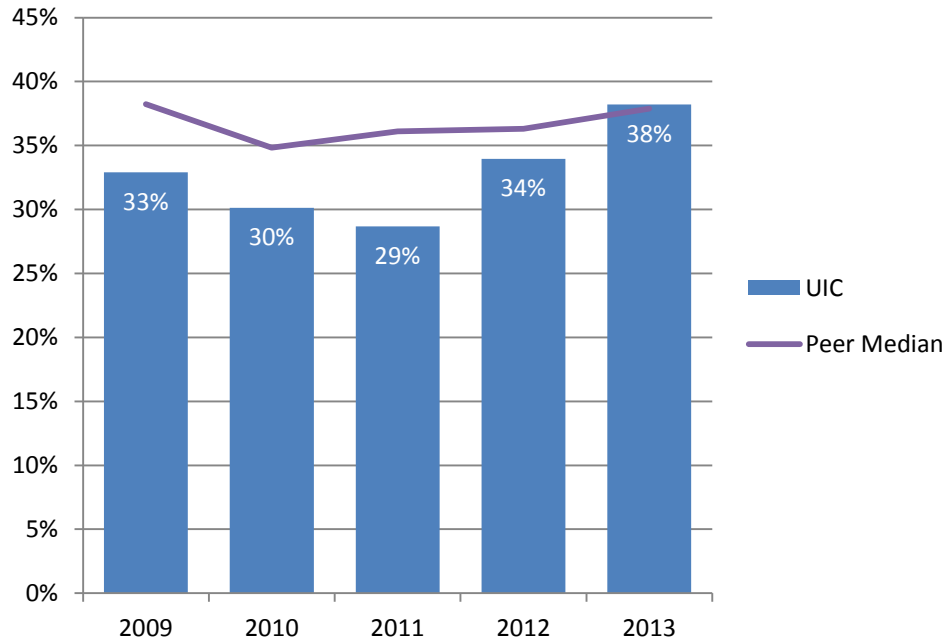
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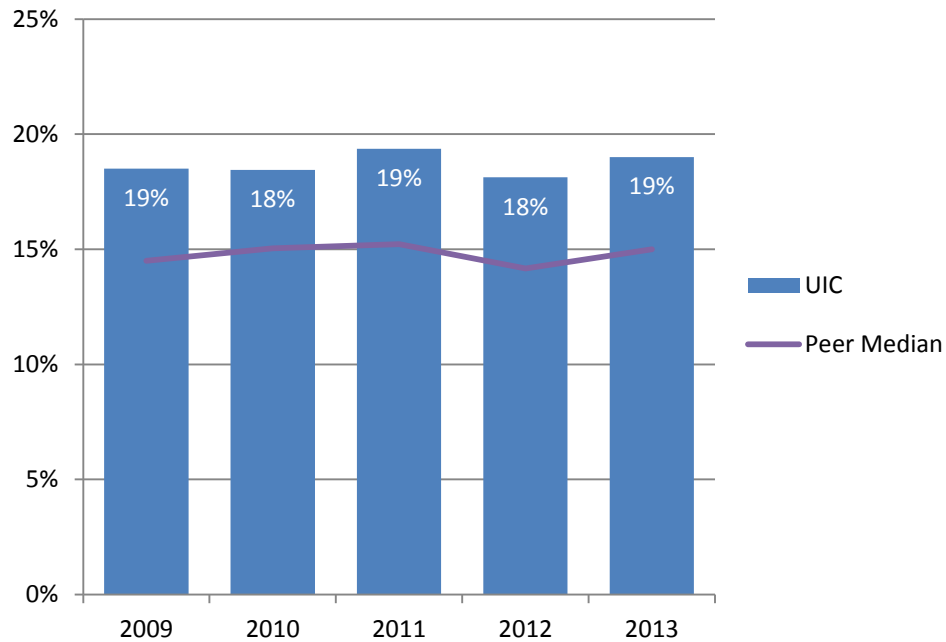


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# UIC and Standard Peer Group

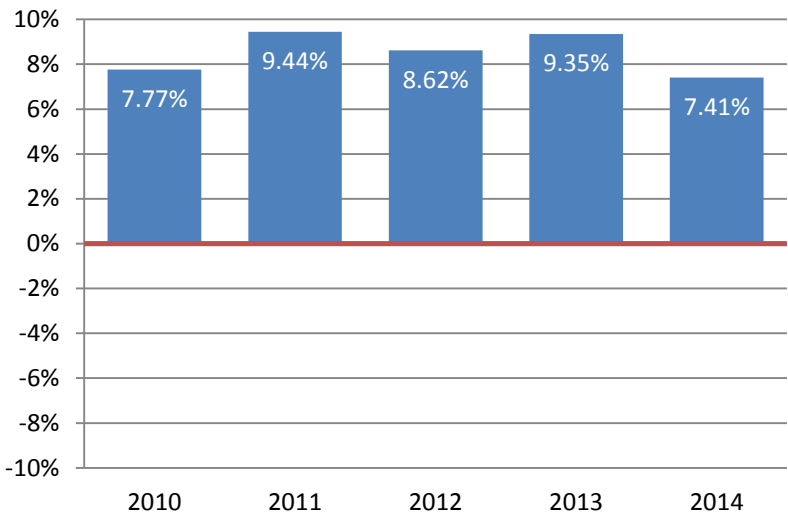
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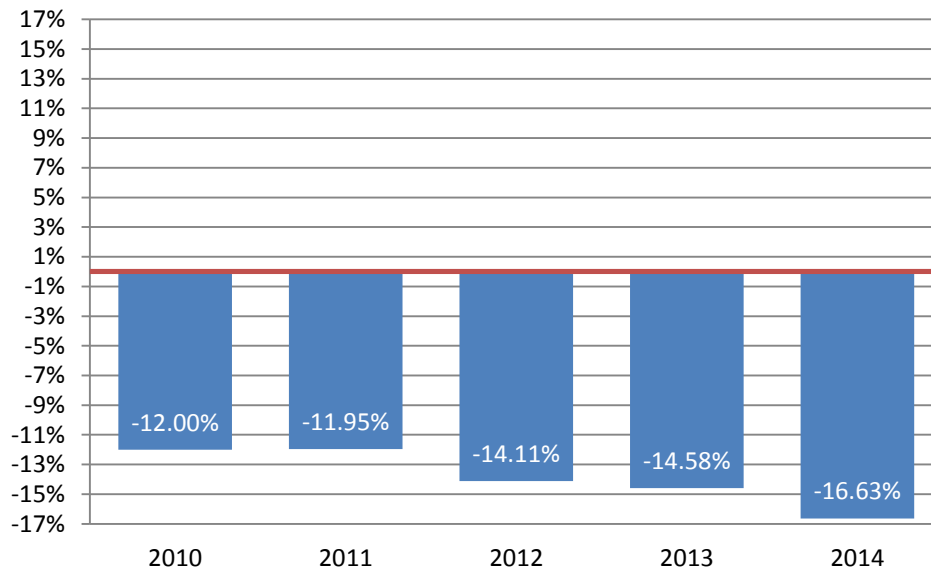


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# Faculty and Scholarship: Goals



- Campus goal
- Campus goal

# Action Items



- Campus action item
- ★ Campus action item

- time-frame (1-2 year)
- ★ time-frame (3-5 year)

# Questions?

