

Reported to the Board of Trustees
September 19, 2019

University of Illinois at Chicago



PERFORMANCE METRICS

FACULTY AND SCHOLARSHIP UPDATES BY:
UNIVERSITY OFFICE FOR PLANNING AND BUDGETING
AUGUST 14, 2019

REPORTED BY:
CHANCELLOR MICHAEL D. AMIRIDIS
SEPTEMBER 19, 2019

PEER GROUPS

Peer Group

University at Buffalo
University of Alabama at Birmingham
University of Cincinnati
University of Connecticut
University of Kentucky
University of New Mexico
University of South Florida
University of Utah
Virginia Commonwealth University

Aspirational Peer Group

Rutgers University
University of Arizona
University of California – Los Angeles
University of California – Irvine
University of Washington



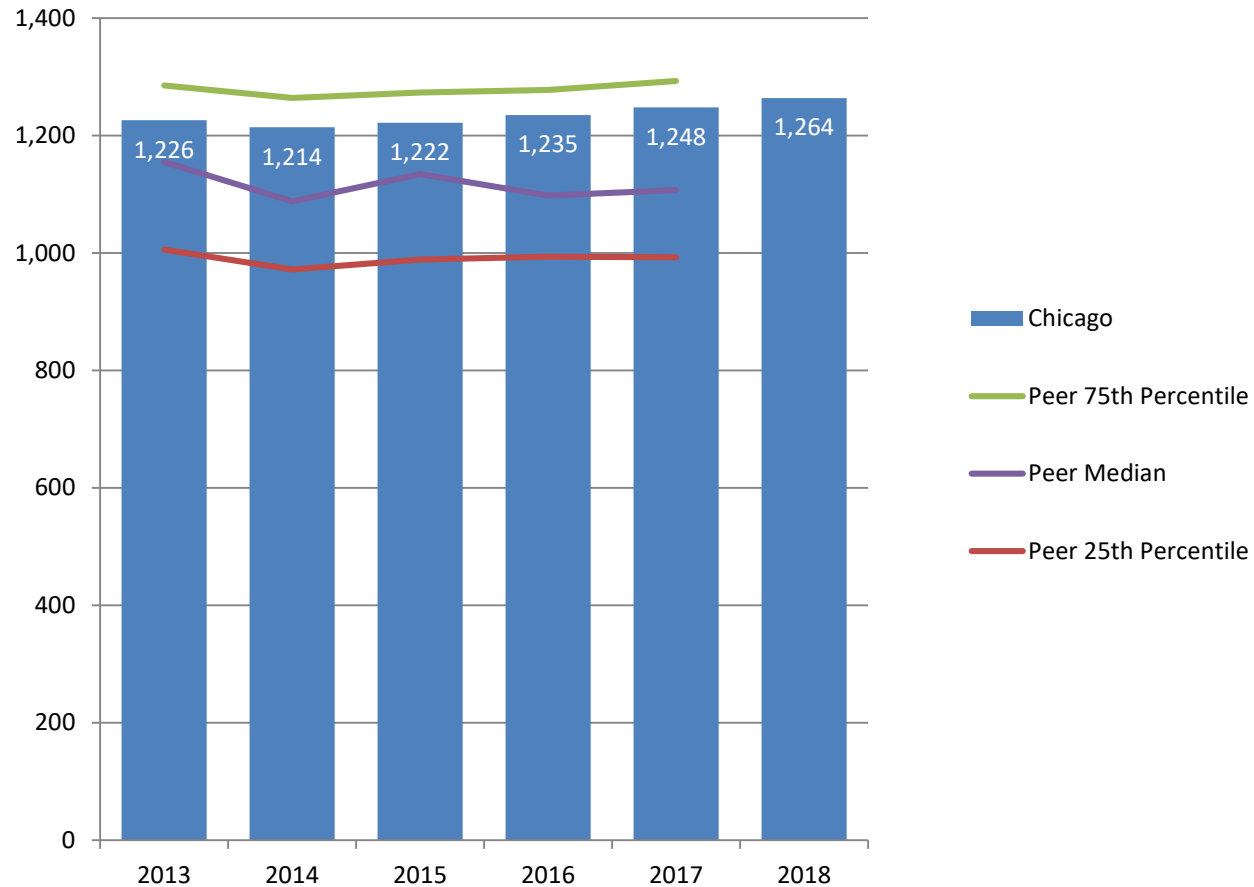
FACULTY AND SCHOLARSHIP



UIC AND STANDARD PEER GROUP

NUMBER OF FULL-TIME TENURE SYSTEM FACULTY: FALL TERMS

UIC has more full-time tenure system faculty than its peer median and is near the 75th percentile.



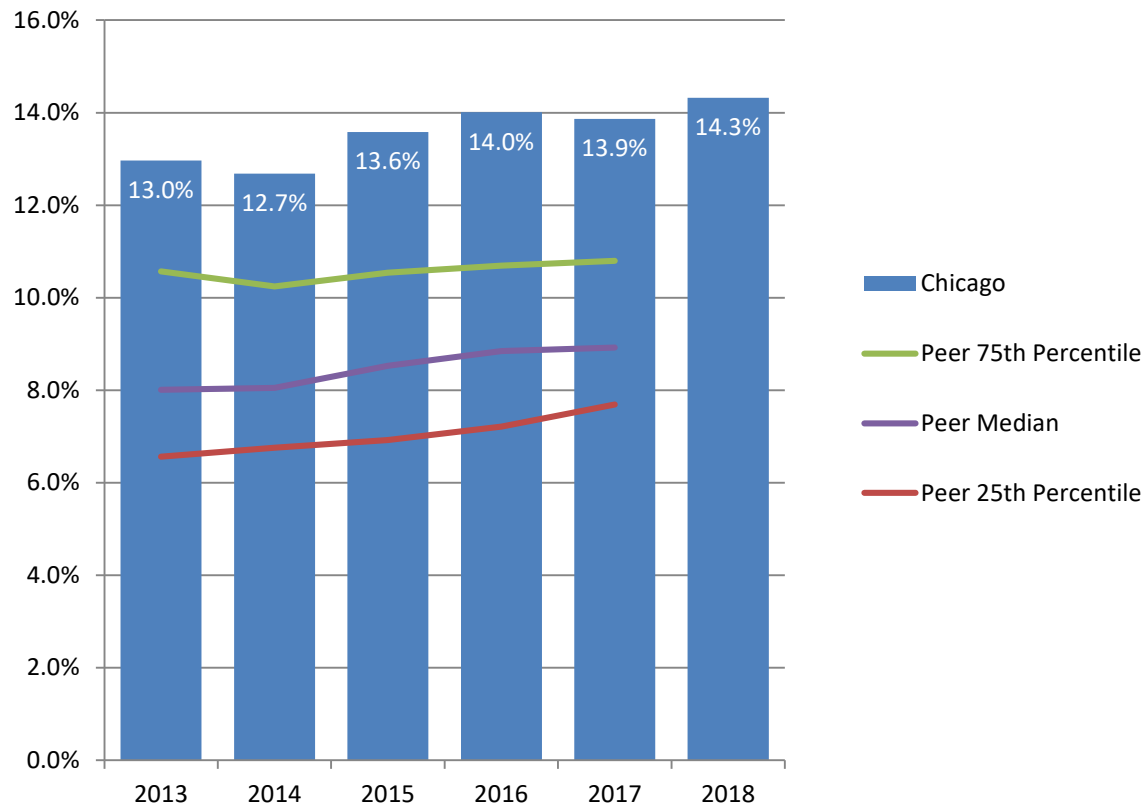
Source: The Integrated Postsecondary Education Data System (IPEDS).



UIC AND STANDARD PEER GROUP

PERCENT FULL-TIME TENURE SYSTEM FACULTY FROM UNDERREPRESENTED GROUPS: FALL TERMS

UIC has the highest percentage of full-time tenure system faculty from underrepresented groups among its peer group. Six peers are below 10% and the peer group median is 9% (in 2017).



Source: The Integrated Postsecondary Education Data System (IPEDS).

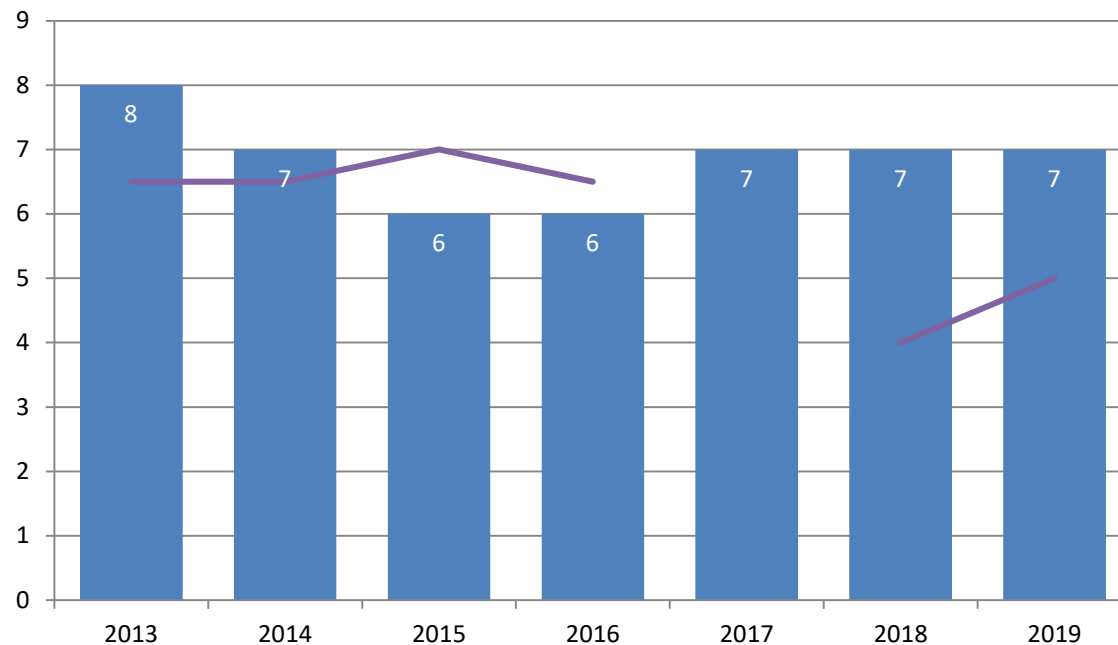
Note: Includes Black, Hispanic, American Indian, Native Hawaiian/Other Pacific Islander, and multi-racial faculty.



UIC AND STANDARD PEER GROUP

NATIONAL ACADEMY MEMBERSHIPS: FY 2013 – FY 2019

The number of National Academy members at UIC is above its peer group median. Only three peers currently have more National Academy members. UIC has created an initiative to increase these numbers, under the direction of the Provost and Vice Chancellor for Academic Affairs.



Note: FY 2013-FY 2016 data from <http://mup.asu.edu>; FY 2018-FY 2019 data from member search on National Academies websites. Peer data for 2017 not available.

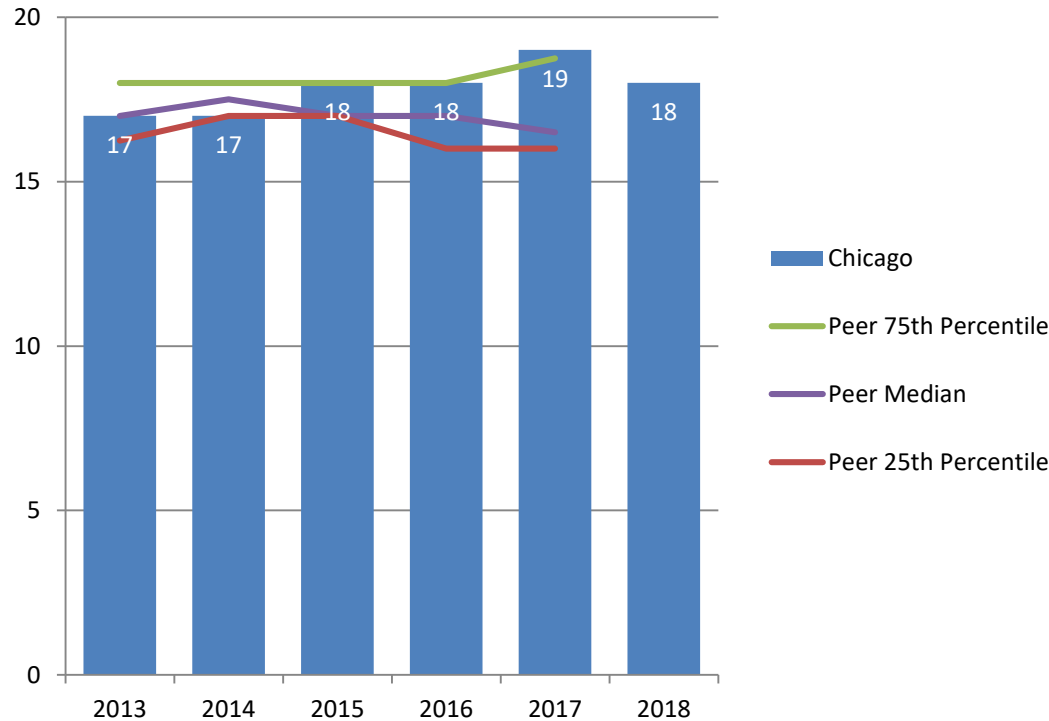
Note: UIC National Academy members include: 4 Institute of Medicine; 2 National Academy of Engineering; and 1 National Academy of Sciences. Complete list: <http://faculty.uic.edu/national-academies/>



UIC AND STANDARD PEER GROUP

STUDENT TO FACULTY RATIOS: FALL 2013 – FALL 2018

UIC student to faculty ratio has increased from 17 in 2014 to 18 in 2018, and is near the 75th percentile of its peer group. Among peer group members, the ratio ranges from a high of 22 to a low of 13.



Source: The Integrated Postsecondary Education Data System (IPEDS).

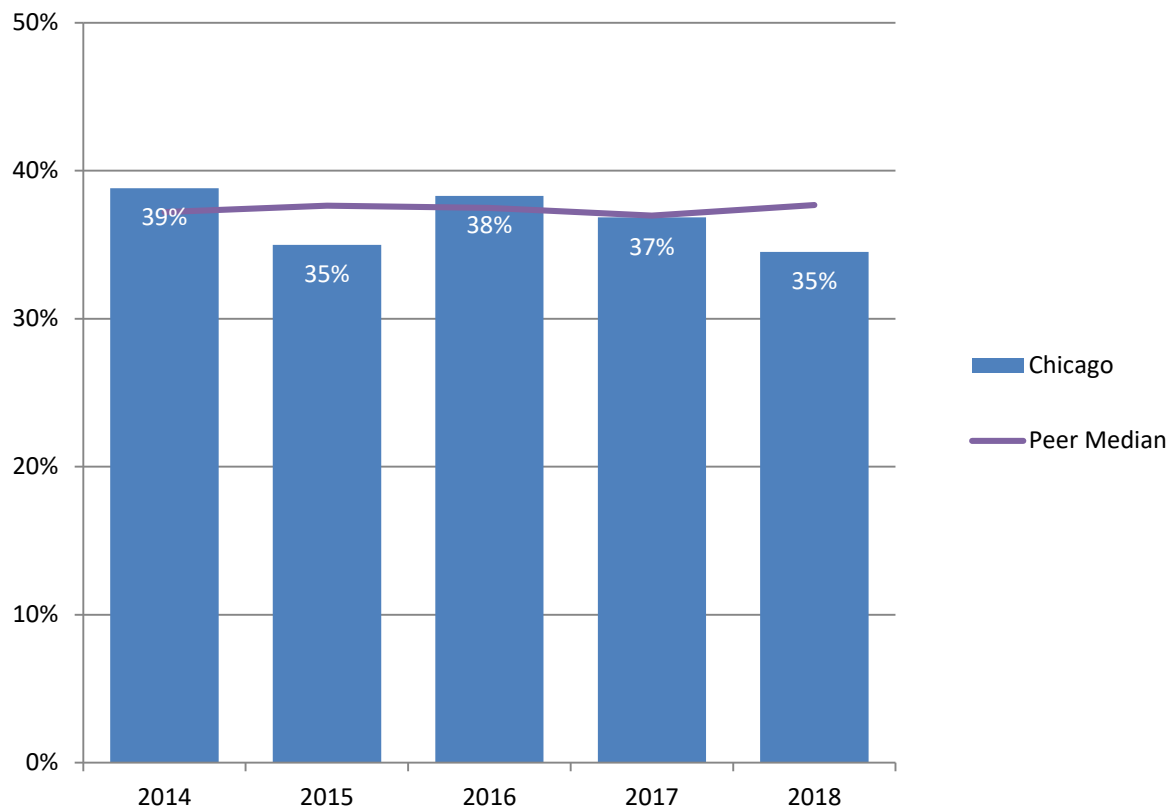
Note: Excludes graduate or professional students and faculty who teach primarily graduate or professional programs. Includes graduate students in programs that include undergraduates (such as doctoral students in economics). Thus, it is not a ratio of exclusively undergraduates, although it is used for various rankings of undergraduate programs (e.g., US News Best Colleges).



UIC AND STANDARD PEER GROUP

PERCENT UNDERGRADUATE CLASS SECTIONS WITH FEWER THAN 20 STUDENTS: FALL 2014 – FALL 2018

The percent of undergraduate classes with fewer than 20 students at UIC is 35% and below the peer group median of 38% in 2018.



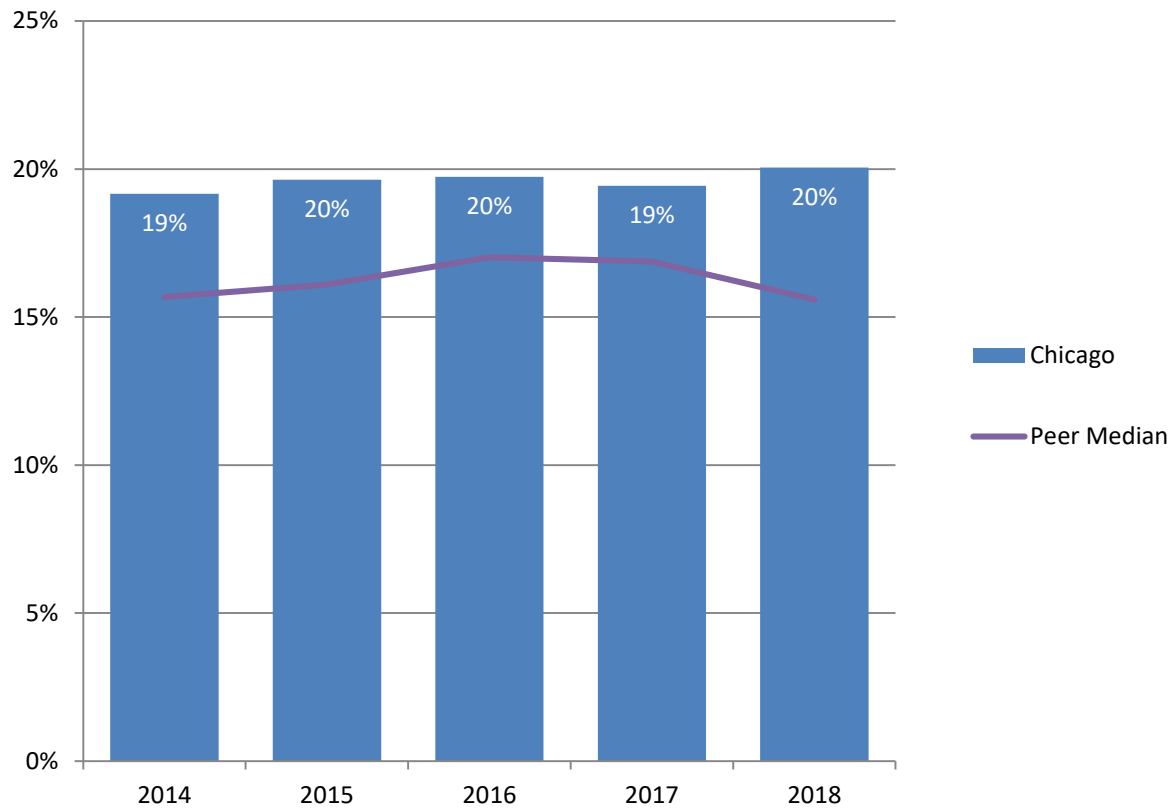
Source: Common Data Set (CDS).



UIC AND STANDARD PEER GROUP

PERCENT UNDERGRADUATE CLASS SECTIONS WITH MORE THAN 50 STUDENTS: FALL 2014 – FALL 2018

The percent of classes with more than 50 students at UIC (20% in 2018) is higher than its peer group median of 16%. Among peers, the percentage ranges from 9% to 23%.



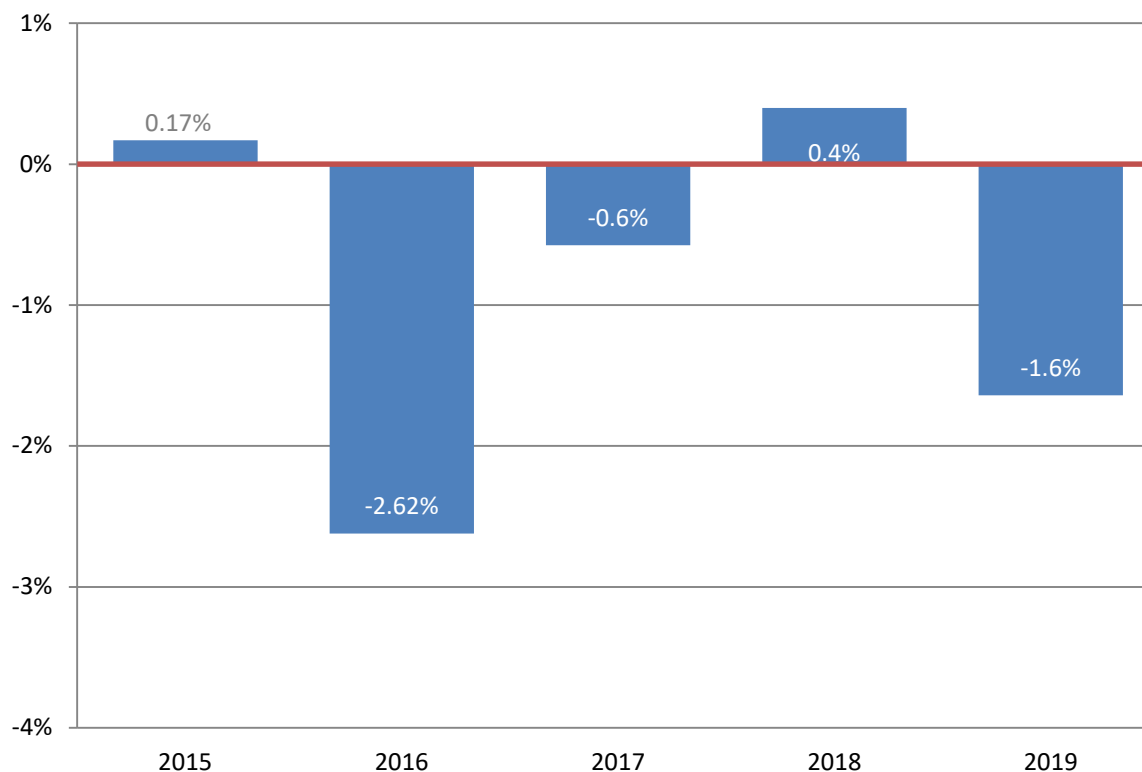
Source: Common Data Set (CDS).



UIC AND STANDARD PEER GROUP

FACULTY SALARY - DIFFERENCE FROM PEER MEDIAN: FY 2015 – FY 2019

The average faculty salary at UIC is lower than its peer median.



Source: American Association of University Professors (AAUP) annual faculty compensation survey.

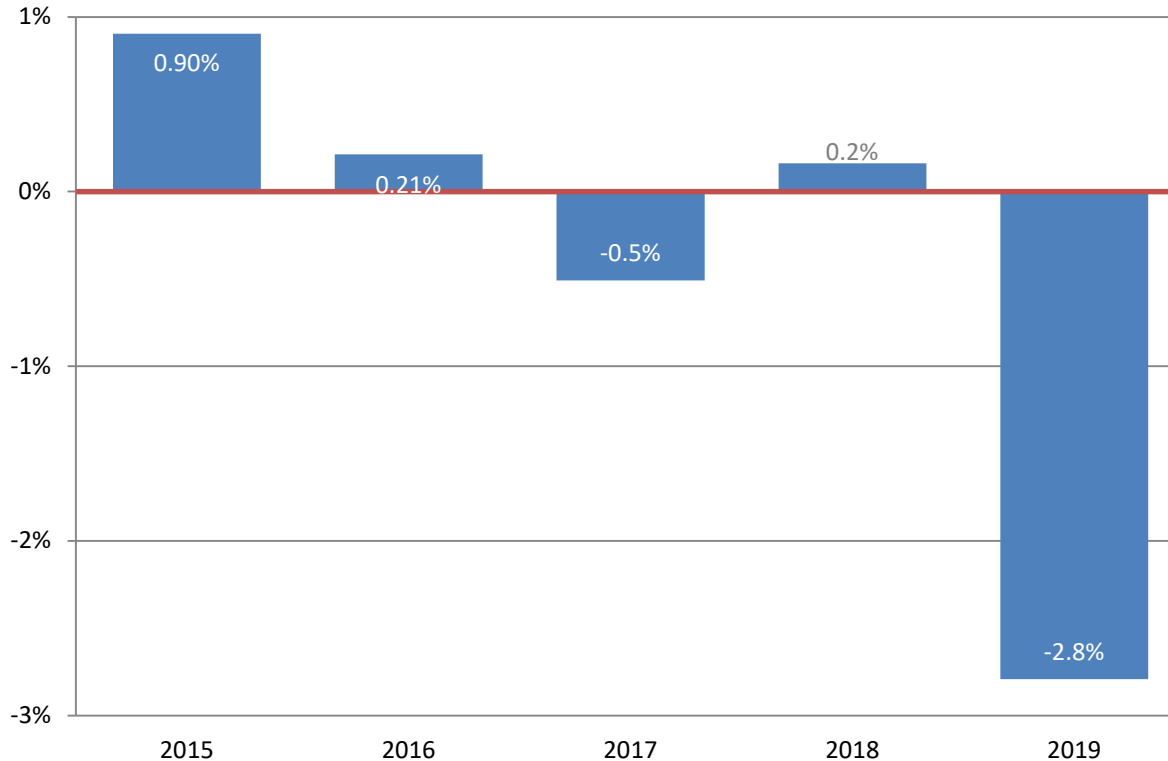
Note: Includes full-time instructional faculty who are benefit eligible and excludes medical/clinical and library faculty and those on leave without pay.



UIC AND ASPIRATIONAL COMPARISON GROUP

FACULTY SALARY - DIFFERENCE FROM ASPIRATIONAL PEER MEDIAN: FY 2015 – FY 2019

The average faculty salary at UIC is lower than its aspirational peer median.



Source: American Association of University Professors (AAUP) annual faculty compensation survey.

Note: Includes full-time instructional faculty who are benefit eligible and excludes medical/clinical and library faculty and those on leave without pay.



FACULTY MIGRATION: FY 2014 – FY 2018

In FY 2018, a total of 50 UIC tenure system faculty received outside offers. More than half (54%) were made a counter offer by UIC, and of those, 81% accepted the counter offer.

Tenure System Faculty Receiving Firm Offers

Decision	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Stay	32	17	13	33	22
Resign	33	41	16	21	27
Leave without Pay	2	0	0	1	1
Pending	0	2	2	1	0
Total Offers	67	60	31	56	50

Counter Offers	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Counter Offers Made	35	21	15	32	27
Counter Offers Accepted	29	16	12	28	22
Percent of Counter Offers Accepted	83%	76%	80%	88%	81%

Source: University of Illinois Office for Budget and Planning.



HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

Biomedical News & Discoveries

Terry Vanden Hoek, Professor and Head of Emergency Medicine, together with colleagues from John Hopkins University, was awarded a four-year, \$2.8 million grant from the National Institutes of Health to evaluate the efficacy of two drugs that may boost cardiac arrest survival.

Jerry Krishnan, Associate Vice Chancellor for Population Health Sciences and Professor of Medicine and Public Health, will lead a \$14.6 million, multi-center research project to determine which of two drugs is the most effective at treating chronic obstructive pulmonary disease, which is also known as COPD.

Orly Lazarov, Professor of Anatomy and Cell Biology, recently published a high profile journal article in the journal *Stem Cell* demonstrating that neurons continue to be formed in the human brain into the tenth decade of life, even in people with mild cognitive impairment and Alzheimer's disease.

Angela Ellison, Senior Director of the Office of Community Engagement and Neighborhood Health Partnerships, launched a new effort to reduce the health disparities experienced by women and babies living in historically underserved and marginalized communities with a \$4.7 million Healthy Start grant from the Health Resources and Services Administration.



HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

Applied Health Sciences

Mark Grabiner, Professor of Kinesiology and Nutrition, received the Borelli Award, the most prestigious honor given by the American Society of Biomechanics, for his work relating to injurious falls by older adults.

Architecture, Design, and the Arts

Laurie Reynolds, Assistant Professor of Art, was one of eight people internationally and the only one in the US to receive the Soros Artist Fellowship for her work in civically engaged art.

Engineering

Daniela Tuninetti, Professor of Electrical and Computer Engineering, received a \$475,000 grant from the National Science Foundation to develop a framework for distributed computation, which would enable faster information exchange for future data- and computation-intensive applications.

HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

Liberal Arts & Sciences

Dick Simpson, Professor of Political Science, won the Lifetime Achievement Award given by the American Political Science Association.

Luis Urrea, Distinguished Professor, was named a Guggenheim Fellow by the John Simon Guggenheim Memorial Foundation.

HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

Fulbright Scholar

Jonathan Mekinda, Assistant Professor of Art History

NASA and National Science Foundation Early Career Awards

Jie Xu, Assistant Professor of Mechanical & Industrial Engineering

Justin Mohr, Assistant Professor of Chemistry

Julius Ross and **Laura Schaposnik Massolo**, Assistant Professors of Mathematics, Statistics, and Computer Science

Fellows of the American Academy of Nursing (AAN)

Lorna Finnegan and **Catherine Ryan** were inducted as Fellows into the AAN, the highest honor in Nursing.

Fellows in National Engineering Societies

Hossein Ataei, Clinical Assistant Professor of Civil and Materials Engineering

Kenneth Brezinsky, Professor of Mechanical and Industrial Engineering

Ian Papautsky, Professor of Bioengineering

James L. Patton, Professor of Bioengineering



AREAS OF EXCELLENCE

Research

- Faculty continue to show strong research and scholarly productivity

Tenured Faculty

- More full-time tenure system faculty members than peer median
- Strong National Academy membership on par with peer median

Diversity

- Larger percentage of tenure-system faculty members from underrepresented groups than peer median

AREAS OF EXCELLENCE

Student-Faculty Engagement

- Student to faculty ratio is on par with our peer median
- Undergraduates have multiple opportunities to engage with faculty in research and scholarly activities

Leadership Development

- Faculty development efforts to facilitate promotion of mid-career faculty, such as the Associate Professor Writing Program
- Faculty Administrator Leadership Program (FALP), designed for tenured Associate and Full Professors interested in learning about higher administration

AREAS FOR GROWTH

Research

- Increase research expenditures

Teaching

- Expand professional development opportunities for faculty that teach
- Heighten standards for teaching excellence across colleges and departments

Recruitment and Retention

- Broaden existing infrastructure and award recognition to recruit and retain faculty, including underrepresented faculty

Leadership Development

- Expand campus programming for development of faculty administrators, including emphasis on senior faculty from underrepresented groups

STRATEGIES FOR SUCCESS

Teaching

- Continue emphasis on teaching and student success during the New Faculty Orientation and the Orientation for New Deans, Heads, and Chairs
- Recruitment of new Director of the Center for Teaching Excellence and creation of full time center staff to increase faculty involvement in student success initiatives and expand professional development opportunities for classroom teaching of a diverse student body

Recruitment and Retention

- Launched successful writing program to encourage eventual promotion of mid-career faculty (tenured Associate Professors)
- Targeted Cluster Hiring Initiative focused on underrepresented faculty and campus teaching needs (in progress)
- Continue underrepresented faculty recruitment program
- Continued faculty exit survey and interview process to assess perceptions of campus climate to aid in recruitment and retention of underrepresented faculty

STRATEGIES FOR SUCCESS

Research

- Grow research infrastructure to support large multidisciplinary grants, where support is critical
- Continue efforts by the Office of the Vice Chancellor for Research to create seed programs and provide agency-specific mentoring

Leadership Development

- Continue faculty-administrator development program to provide comprehensive exposure and intensive mentoring
- Continue to expand campus-level leadership seminar series to include a wider ranges and increasing depth of topics
- Continue New Deans, Heads and Chairs orientation program and include aspiring senior faculty (i.e., members of the Faculty-Administrator Leadership Program)

Fundraising for Faculty Support

- Create more named professorships in specific areas to recruit and retain highest performing faculty members
- Involve Deans, Heads, and Chairs in educational efforts related to fundraising (i.e., Deans Council, Administrator Brown-bag Series, Orientation for New Deans, Heads, and Chairs)
- Expand existing programming for alumni (in progress)

AREAS WE ARE WATCHING

Research and Scholarship

- Ability of the State of Illinois to fund UIC researchers who are state funded or seeking state funding
- Changes in Federal funding trends and initiatives affecting research performance
- Improvements in technology infrastructure are needed to support teaching, research, and performance accountability

Faculty Retention

- Retention of faculty in general, and particularly those from underrepresented groups, in light of ongoing budgetary and climate challenges
- Threat of recruitment of top faculty away from UIC

Faculty Morale

- Effects of the budgetary situation on morale
- Effects of various climate issues on morale