

Reported to the Board of Trustees
September 19, 2019

University of Illinois at Springfield

Performance Metrics

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

REPORTED BY:
CHANCELLOR SUSAN J. KOCH
SEPTEMBER 19, 2019

Peer Groups



University of Illinois at Springfield

Clarion University of Pennsylvania

Emporia State University

Framingham State University

Georgia College

Rutgers University-Camden

University of Baltimore

University of Michigan-Flint

University of Nebraska at Kearney

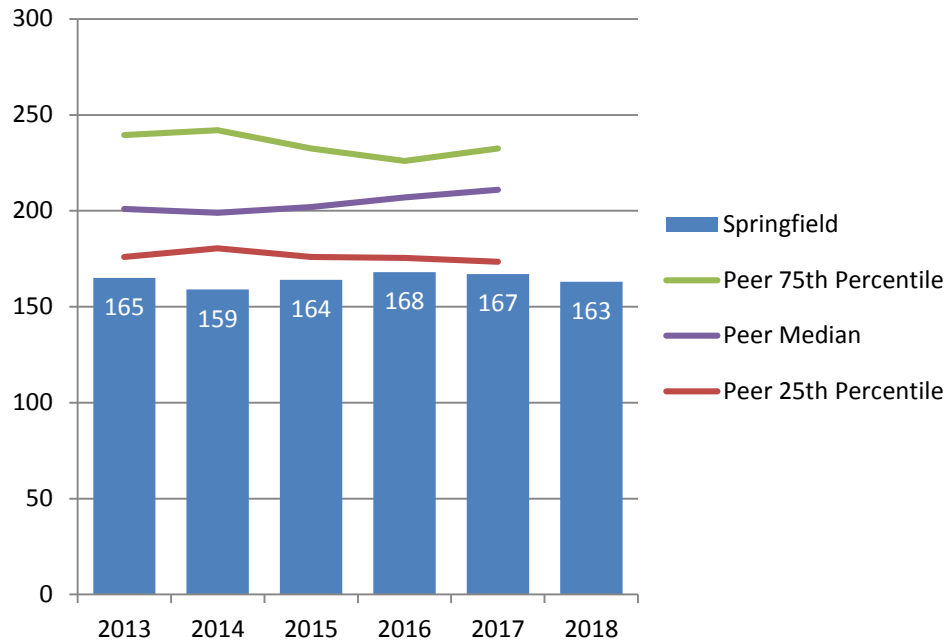
University of Southern Maine

University of Texas at Tyler

Faculty and Scholarship



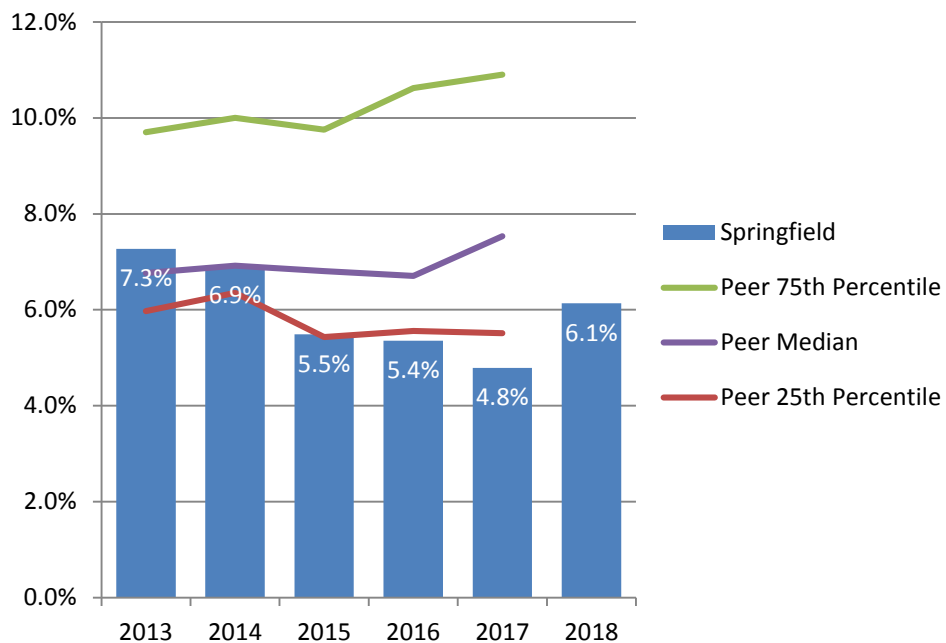
Number of Full-Time Tenure System Faculty Fall 2013 – Fall 2018



The number of full-time tenure system faculty at the University of Illinois at Springfield is lower than its peer median.

Note: Faculty counts exclude library faculty, those not benefit eligible and other part-time faculty.

Percent of Full-Time Tenure System Faculty from Underrepresented* Groups Fall 2013 – Fall 2018

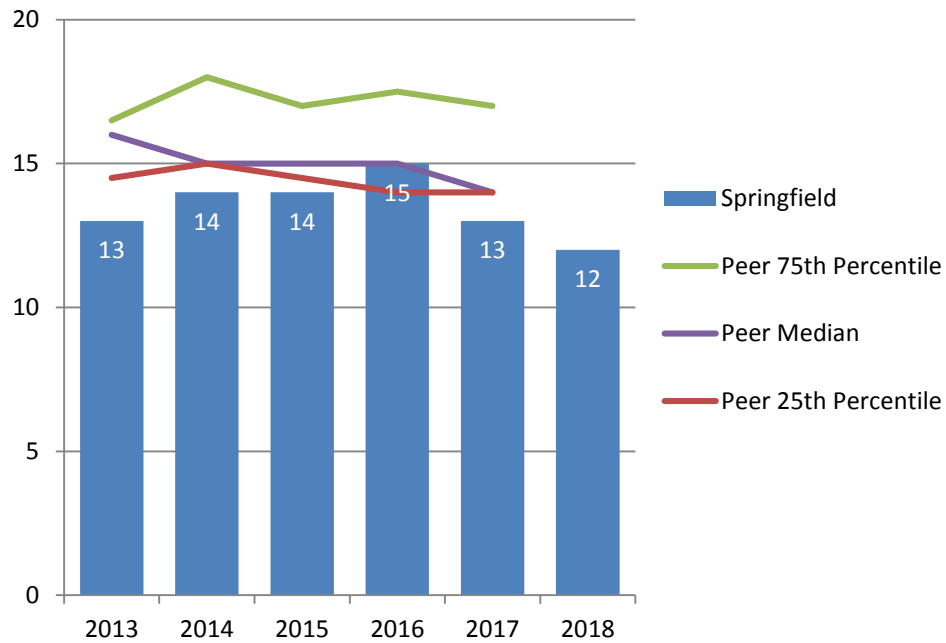


The University of Illinois at Springfield has a lower percent of full-time tenure system faculty from underrepresented groups than its peer median since Fall 2015.

* Includes Black, Hispanic, American Indian, Native Hawaiian/Other Pacific Islander, and multi-racial faculty. Excludes Framingham State University and University of Texas at Tyler due to lack of available data.

Student to Faculty Ratios*

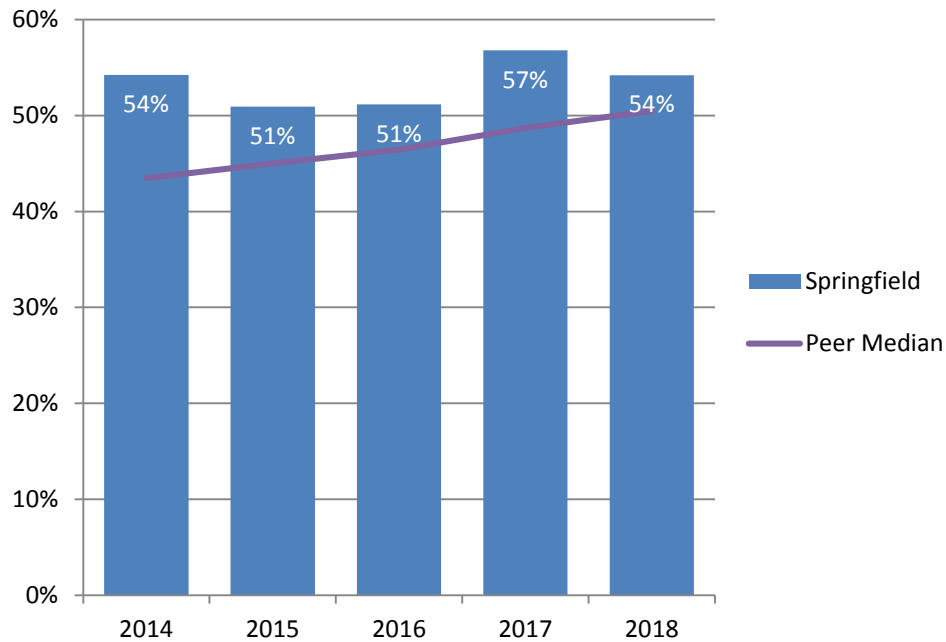
Fall 2013 – Fall 2018



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

* Excludes graduate students and faculty who teach primarily graduate programs.

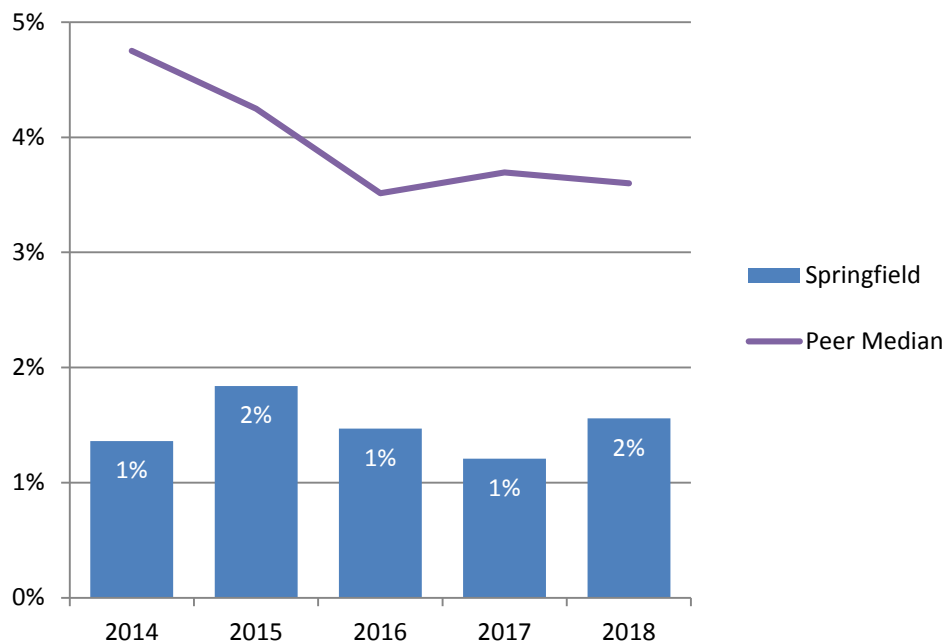
Percent of Undergraduate Class Sections with Fewer Than 20 Students Fall 2014 – Fall 2018



The percent of classes with fewer than 20 students at the University of Illinois at Springfield is higher than its peer median.

Note: Excludes University of Baltimore due to lack of available data.

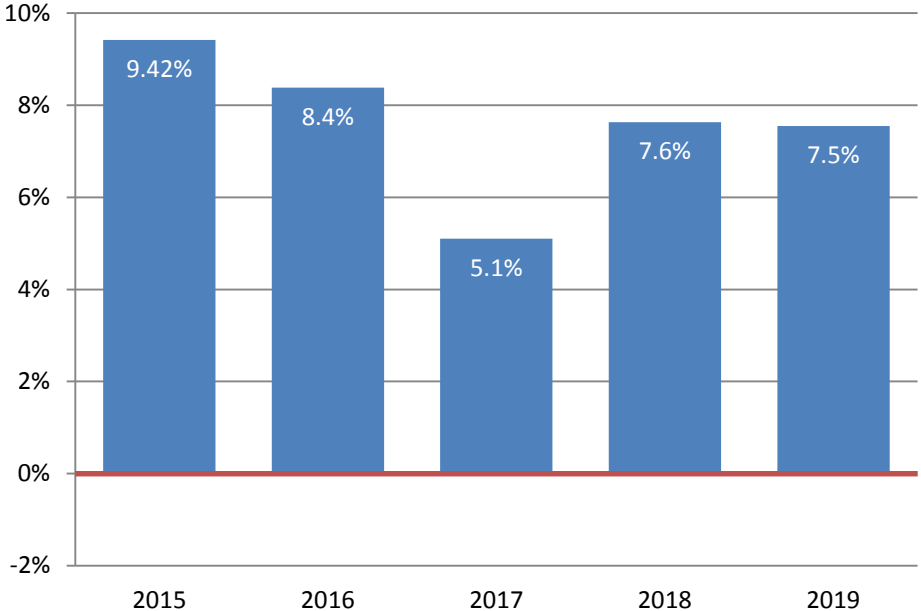
Percent of Undergraduate Class Sections with More Than 50 Students Fall 2014 – Fall 2018



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

Note: Excludes University of Baltimore due to lack of available data.

Faculty* Salary - Difference from Peer Median FY 2015 – FY 2019



Average faculty salary at the University of Illinois at Springfield is higher than its peer median.

* Includes full-time instructional faculty who are benefit eligible and excludes library faculty and those on leave without pay. Faculty salaries are adjusted for regional cost of living.

Faculty Migration FY 2014 – FY 2018

Tenure System Faculty Receiving Firm Offers

Decision	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Stay	2	0	0	0	0
Resign	5	3	5	5	5
Leave without Pay	0	0	0	0	0
Pending	0	0	0	0	0
Total Offers	7	3	5	5	5

In FY 2018, the number of outside offers made to tenure system faculty at the University of Illinois at Springfield is similar to last fiscal year.

Counter Offers	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Counter Offers Made	3	0	0	1	1
Counter Offers Accepted	2	0	0	0	0
Percent of Counter Offers Accepted	67%	NA	NA	0%	0%

University of Illinois at Springfield

Performance Metrics Analysis

Faculty and Scholarship Updates

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Areas Meeting or Exceeding Expectations

- Percentage of undergraduate class sections with more than 50 students remains low -- UIS is the public liberal arts university for Illinois. As such, having few courses with more than 50 students aligns with our core values.
- **Faculty salaries** – recent increased salaries have made us more competitive in comparison to peers

Accomplishments

- Limited faculty migration to other institutions
- Continued progress in faculty salary competitiveness
- Created Faculty Development Resource Office to support innovative approaches to teaching and learning

Areas Needing Improvement

- Percent of full-time tenure system faculty from underrepresented groups
- Percent of undergraduate class sections with fewer than 20 students

Strategy to improve **Percent of Tenure-system Faculty from Underrepresented Groups**

- Actions:
 - Continue our doctoral dissertation fellows program to attract diverse faculty candidates
 - Improve the HR faculty hiring process to look for ways to make our “time to Hire” more efficient and, therefore, more competitive

Strategy to improve Percent of Undergraduate Class Sections with Fewer than 20 Students

- Actions:
 - Continue to deploy and integrate EAB Navigate (Student Success package)
 - Utilize the UIS course enrollment tracker report to allow administrators to monitor course enrollments and cancel low enrollment sections when necessary
 - Refine guidelines for course capacity

Areas we are watching

- Proportion of Tenure-system Faculty
- Class Size
- Faculty Diversity