

Reported to the Board of Trustees
September 27, 2018

University of Illinois at Urbana-Champaign

Performance Metrics

**FACULTY AND SCHOLARSHIP UPDATES BY:
UNIVERSITY OFFICE FOR PLANNING AND BUDGETING
AUGUST 21, 2018**

**REPORTED BY:
CHANCELLOR ROBERT J. JONES
SEPTEMBER 27, 2018**

Peer Group



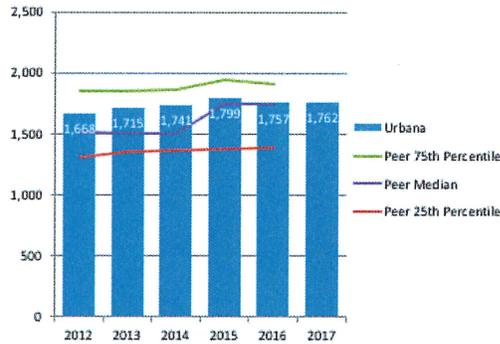
University of Illinois at Urbana-Champaign*
University of California - Berkeley**
University of California - Los Angeles
University of California - San Diego
University of Michigan - Ann Arbor
University of North Carolina - Chapel Hill
University of Texas - Austin
University of Washington
University of Wisconsin - Madison
University of Virginia

* Carle Illinois College of Medicine launched in 2018.
** No medical center or college of medicine.

Faculty and Scholarship



**Number of Full-Time Tenure System Faculty
Fall 2012 – Fall 2017**

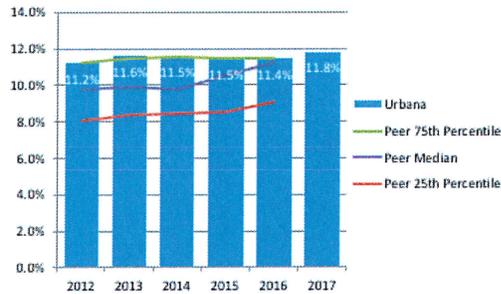


The number of full-time tenure system faculty at the University of Illinois at Urbana-Champaign is on par with the peer median.

The campus saw a drop in 2016 in the number of tenure system faculty at the same time that student enrollment was increasing. While our number of faculty is above the peer median, our student-to-faculty ratio is higher than many of our peer campuses. Therefore, the campus must rebuild the number of tenure system faculty, especially in areas of high student demand. The campus anticipates, given the number of retirements and resignations combined with a relatively good number of approved searches, faculty numbers to be slightly higher next year. To put these numbers in perspective, it helps to look at enrollment numbers. Illinois has one of the highest number of enrolled students and almost 4000 students over the peer median of total students.

| Institution Name | Grand total (EFFY2017 All students total) |
|---|---|
| University of Washington-Seattle Campus | 55073 |
| The University of Texas at Austin | 55008 |
| University of Illinois at Urbana-Champaign | 50885 |
| University of Wisconsin-Madison | 46350 |
| University of Michigan-Ann Arbor | 46316 |
| University of California-Los Angeles | 46298 |
| University of California-Berkeley | 42684 |
| University of California-San Diego | 36785 |
| University of North Carolina at Chapel Hill | 31720 |
| University of Virginia-Main Campus | 27960 |

**Percent Full-Time Tenure System Faculty from Underrepresented* Groups
Fall 2012 – Fall 2017**

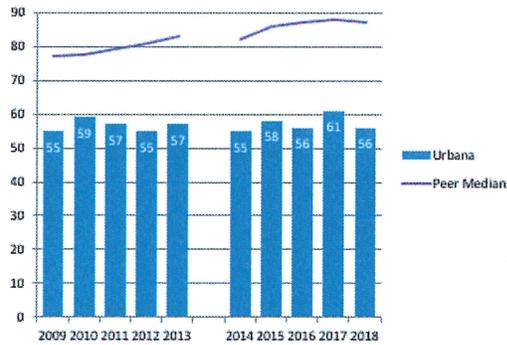


University of Illinois at Urbana-Champaign is on par with its peers for the percent of full-time tenure system faculty from underrepresented groups.

* Includes Black, Hispanic, American Indian, Native Hawaiian/Other Pacific Islander, and multi-racial faculty. Excludes University of Washington-Seattle due to lack of available data.

The campus is near our peer median, but we strive to do better. Faculty recruitment and retention are key for our underrepresented faculty. It is difficult to attract and retain the best faculty. The faculty are making decisions to leave the University because of the uncertainty of the state financial situation, including lack of clarity on pension and health benefits. The underrepresented faculty members on campus at the ranks of associate and assistant professor are more than triple of that of full professors. The campus tries to attract underrepresented minority faculty through our Targets of Opportunity Program and post-doctoral programs for recent graduates in order to prepare young underrepresented scholars for faculty careers.

National Academy Memberships* FY 2009 – FY 2018

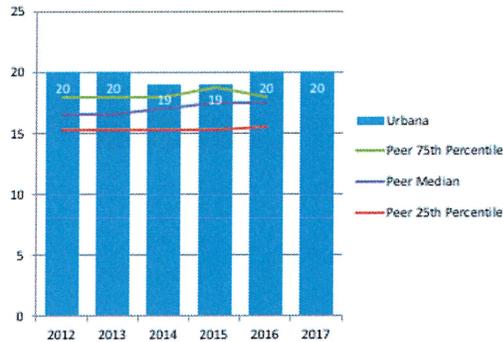


University of Illinois at Urbana-Champaign has fewer National Academy memberships than its peer median.

* FY 2009-FY 2013 data from <http://mup.asu.edu>; FY 2014-FY 2018 data from member search on National Academies websites. Peer data for 2014 and 2015 is incomplete.

Although campus is aware of the need to increase its number of members in the national academies, the nominating process is confidential and restricted to current members. We are therefore bound by a “hands-off” approach and must rely solely on our members to annually nominate their Illinois colleagues. While our national academy membership is lower than the peer median, our faculty continue to win other prestigious national and international awards (e.g., Gene Robinson’s Wolf Prize) on a consistent basis. Campus created a position in the Provost’s office to nominate faculty for other major awards and to assist units with their faculty award nomination processes.

Student to Faculty Ratios*
Fall 2012 – Fall 2017



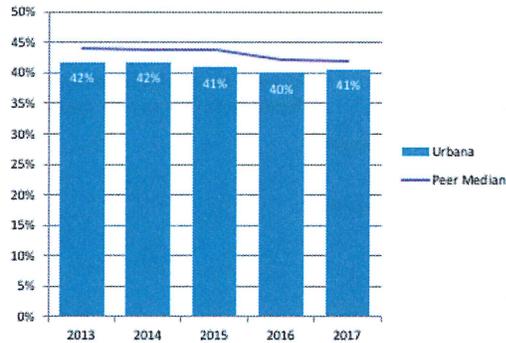
University of Illinois at Urbana-Champaign has a higher student to faculty ratio than its peer median.

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

The campus continues to attract a large number of students, with only the Universities of Texas and Washington having higher enrollment. Illinois and the University of California-San Diego have the highest student to faculty ratios at 20 to 1 and 19 to 1, respectively, and the average is 17 to 1. The campus needs to continue to hire faculty, particularly in areas where there is high student demand. These numbers show only tenure system faculty. Our campus also employs many Specialized Faculty who are specifically committed to teaching. In the past few years, the campus has put additional resources into supporting the career development of these faculty.

| Institution Name | Student-to-faculty ratio (EF2016D) |
|---|------------------------------------|
| University of Illinois at Urbana-Champaign | 20 |
| University of California-San Diego | 19 |
| The University of Texas at Austin | 18 |
| University of California-Berkeley | 18 |
| University of Wisconsin-Madison | 18 |
| University of California-Los Angeles | 17 |
| University of Washington-Seattle Campus | 17 |
| University of Virginia-Main Campus | 15 |
| University of North Carolina at Chapel Hill | 13 |
| University of Michigan-Ann Arbor | 12 |

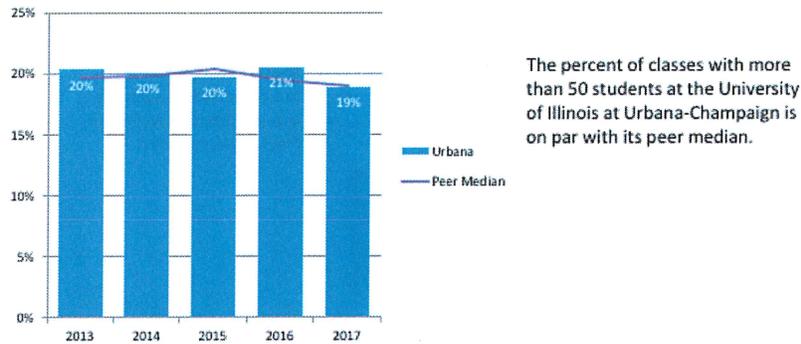
Percent Undergraduate Class Sections with Fewer Than 20 Students Fall 2013 – Fall 2017



The percent of classes with fewer than 20 students at the University of Illinois at Urbana-Champaign is less than its peer median.

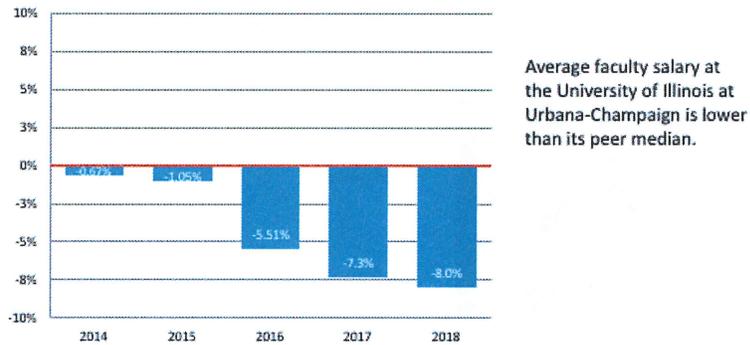
In the past three years, the campus has been able to maintain its commitment to smaller class sizes. Starting in Fall 2015, the campus introduced a new Grand Challenge Learning program, where students, starting in their freshman year, can take some of their general education classes in a one of three “grand challenge” areas: Health and Wellness; Sustainability, Energy and the Environment; or Inequality and Cultural Understanding. These classes are taught by tenure system faculty and the freshman-level courses are capped at 25 students to allow for small student-to-faculty ratios. Still, with increased enrollment pressures it is increasingly difficult to offer a high number of small enrollment courses.

Percent Undergraduate Class Sections with More Than 50 Students Fall 2013 – Fall 2017



The fraction of large class sections has been stable or has declined even as overall enrollment has grown. Although class size is an easy metric to quantify, it does not accurately reflect student learning or outcomes. As an example, we have integrated active learning techniques into many of our larger classrooms and learning outcomes are better than ever. Because of the increased use of technology, peer-to-peer in-class exercises and real-time feedback, class size has become a less important metric. We continue to strive for smaller sections and a personalized learning experience, but it is important to understand that how large classes are taught is much more important than the size of the class.

**Faculty* Salary - Difference from Peer Median
FY 2014 – FY 2018**



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

Each year, since the early 1990s, the campus has completed a faculty peer salary study, using data submitted to the AAU Data Exchange. During the past year, the campus looked at not only the difference at Illinois by peer means, but it also examined these numbers through a cost-of-living adjustment. The cost-of-living is lower in Champaign-Urbana than in many of the communities of the peer institutions, and the numbers in the chart above do not consider that difference. Yet, we need to keep in mind that our faculty compete in a national market, meaning they have opportunities in places where they can earn higher salaries. The campus has seen an increased number of faculty seeking and accepting outside offers. Given that University salaries continue to slip against our peers, we are concerned that faculty recruitment and retention will become even more difficult.

Faculty Migration FY 2013 – FY 2017

Tenure System Faculty Receiving Firm Offers

| Decision | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
|---------------------|-----------|-----------|-----------|------------|------------|
| Stay | 32 | 32 | 26 | 43 | 43 |
| Resign | 30 | 38 | 46 | 67 | 51 |
| Leave without Pay | 4 | 7 | 3 | 2 | 0 |
| Pending | 2 | 1 | 8 | 8 | 10 |
| Total Offers | 68 | 78 | 83 | 120 | 104 |

The number of outside offers made to tenure system faculty at the University of Illinois at Urbana-Champaign decreased in FY 2017, but it exceeds the number of outside offers reported in FY 2013, FY 2014, and FY 2015.

| Counter Offers | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
|---|------------|------------|------------|------------|------------|
| Counter Offers Made | 29 | 38 | 31 | 59 | 50 |
| Counter Offers Accepted | 23 | 24 | 20 | 35 | 38 |
| Percent of Counter Offers Accepted | 79% | 63% | 65% | 59% | 76% |

The campus attracts high quality faculty, who excel at both research and teaching, and who become attractive to other campuses. Given the uncertainty of the state budget and the publicity about it, other top universities are choosing our best faculty and successfully recruiting them to their campuses. Data from FY16 and FY17 show that an even higher number of faculty are resigning this year than ever before in one year, and the retirement numbers are higher as well.

The campus participates in exit interviews with faculty and also surveys faculty who leave or retire. The University must address the challenges with the state budget, pensions and benefits, if we want to remain competitive and keep the best faculty at Illinois.

