University of Illinois at Chicago

PERFORMANCE METRICS

FACULTY AND SCHOLARSHIP UPDATES BY:
UNIVERSITY OFFICE FOR PLANNING AND BUDGETING
JULY 21, 2017

REPORTED BY:
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PEER GROUPS

Peer Group

SUNY, University at Buffalo

University of Alabama at Birmingham

University of Cincinnati

University of Connecticut

University of Louisville

University of South Florida - Tampa

University of Utah

Virginia Commonwealth University

Aspirational Peer Group

Rutgers University

University of Arizona

University of California – Irvine

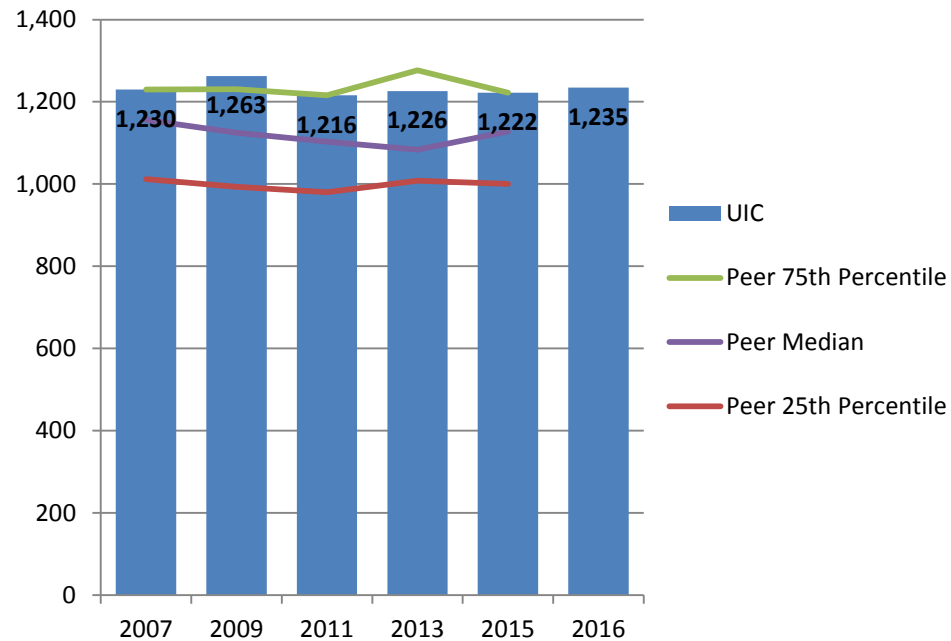University of California – Los Angeles

University of Washington

FACULTY AND SCHOLARSHIP

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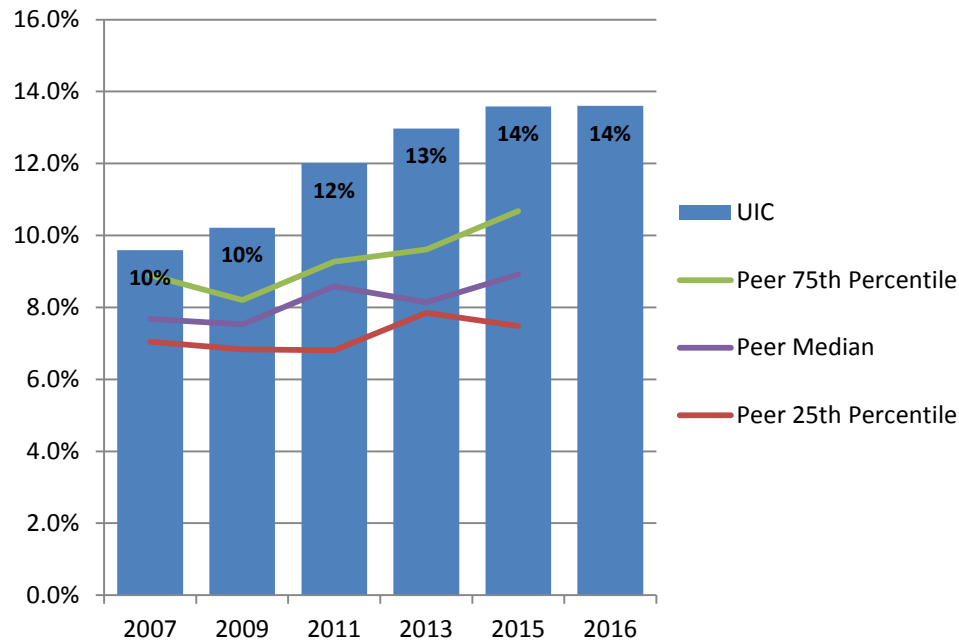

Source: The Integrated Postsecondary Education Data System (IPEDS).

UIC has the highest percentage of full-time tenure system faculty from underrepresented groups among its peer group. Six peers are below 10% (in 2015) and the peer group median is 9% (in 2015).

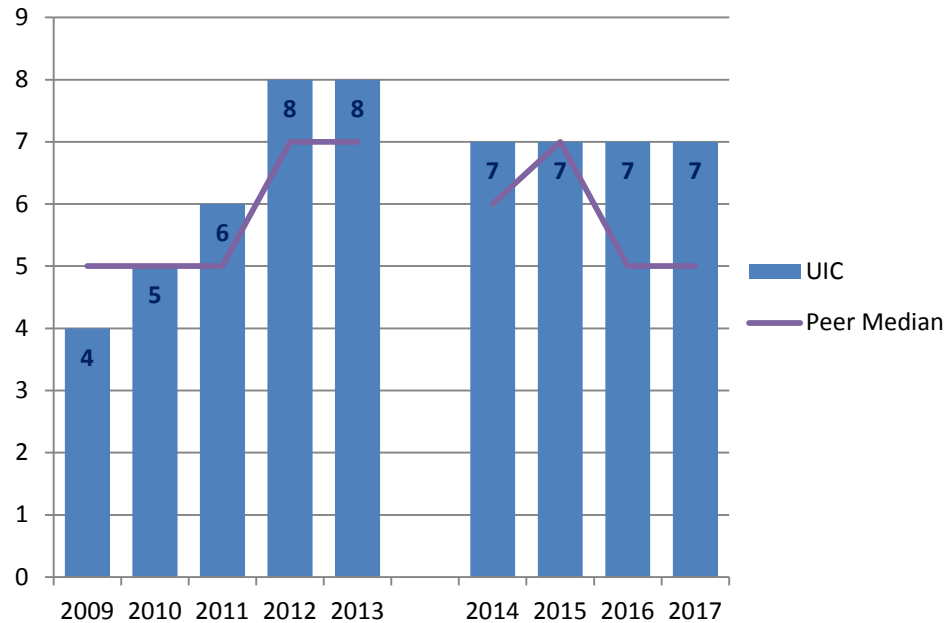Source: The Integrated Postsecondary Education Data System (IPEDS).

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

The number of National Academy members at UIC is above its peer group median. Only two peers currently have more National Academy members.

Note: FY 2009-FY 2013 data from http://mup.asu.edu; FY 2014-FY 2017 data from member search on National Academies websites. Peer data for 2014 and 2015 is incomplete.
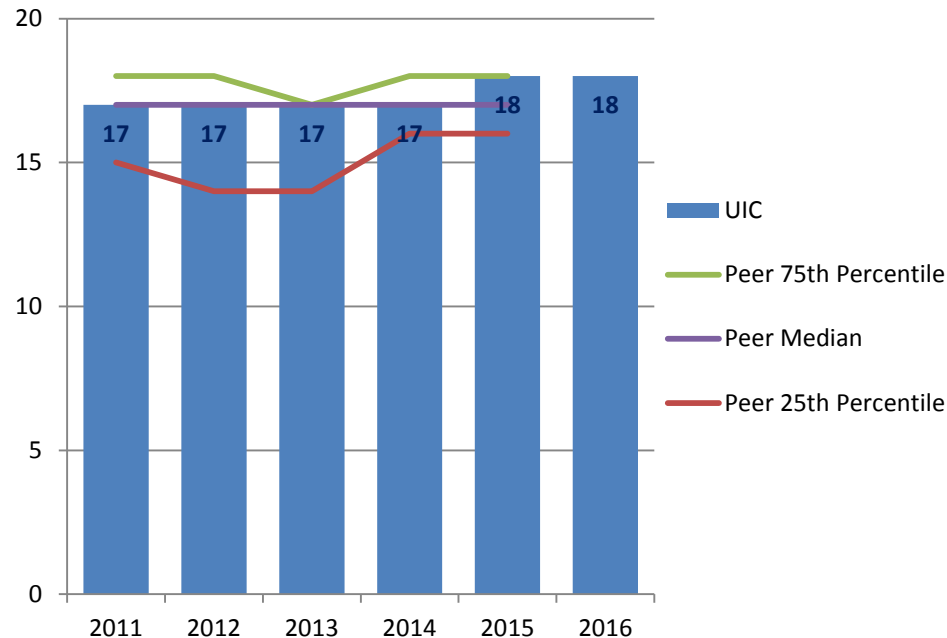
Note: UIC National Academy members include: 4 Institute of Medicine; 2 National Academy of Engineering; and 1 National Academy of Sciences. Complete list: http://faculty.uic.edu/national-academies/

UIC student to faculty ratio was near the peer group 75th percentile in 2016. Among our peer group members, the ratio ranges from a high of 24 to a low of 12.

Source: The Integrated Postsecondary Education Data System (IPEDS).
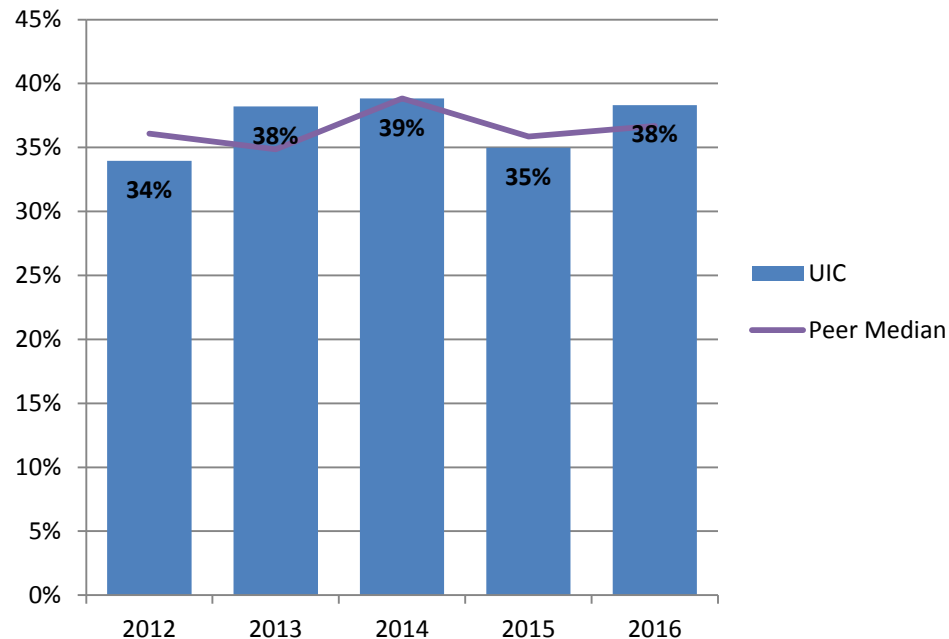
Note: Excludes graduate or professional students and faculty who teach primarily graduate or professional programs. Includes graduate students in programs that include undergraduates (such as doctoral students in economics). Thus, it is not a ratio of exclusively undergraduates, although it is used for 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 2012 – FALL 2016

The percentage of undergraduate classes with fewer than 20 students at UIC (38%) is on par with its peer group median of 37%.

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

The percent of classes with more than 50 students at UIC (20% in 2016) is slightly higher than its peer group median (18% in 2016). Among peers, the percentage ranges from 8% to 23%.
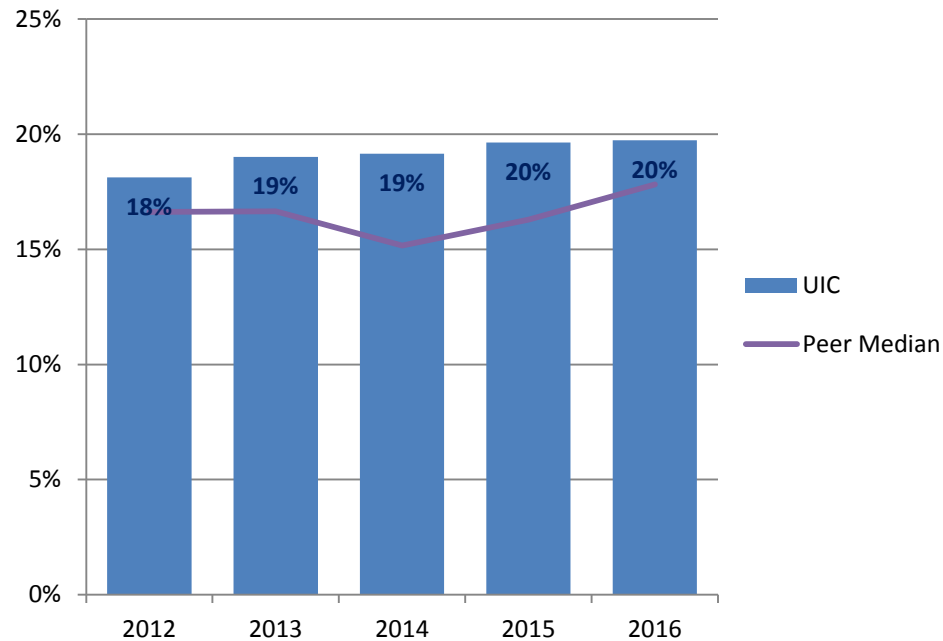
Source: Common Data Set (CDS).

The average faculty salary at UIC is higher than its peer median.
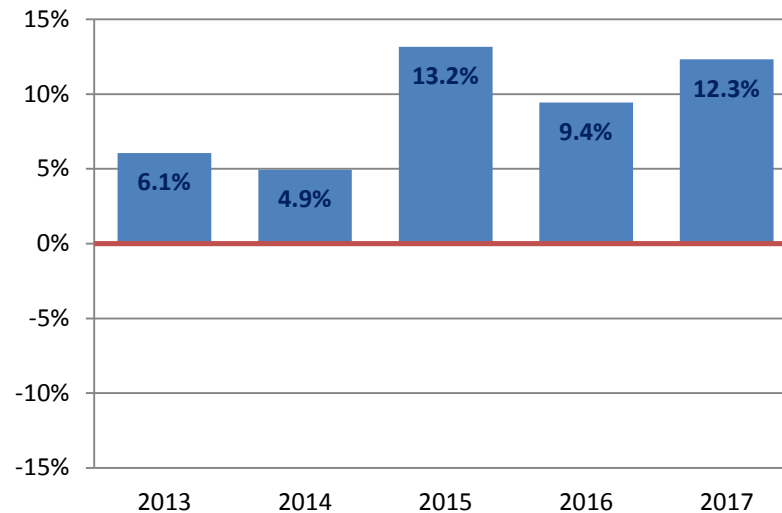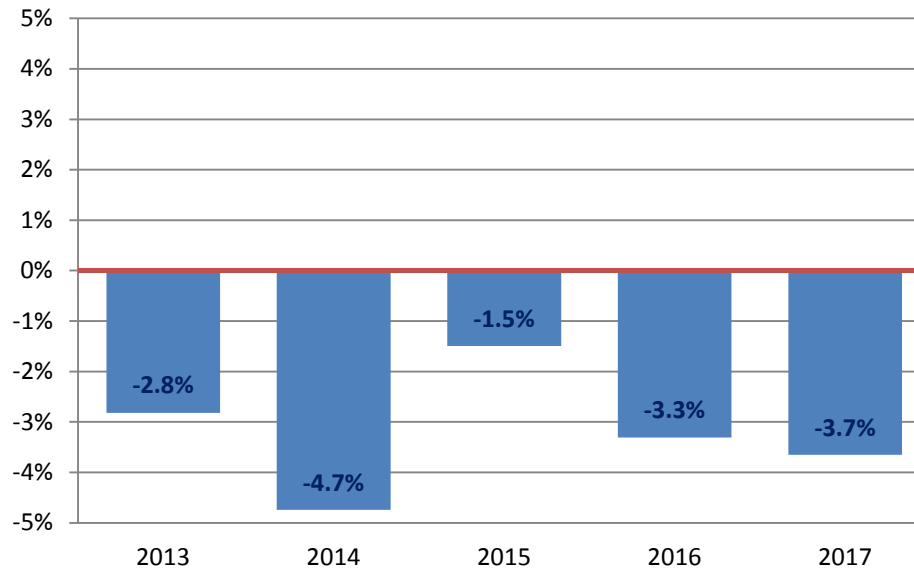
Source: American Association of University Professors (AAUP) annual faculty compensation survey.

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

In FY 2016, a total of 31 UIC tenure system faculty received outside offers. About half (15) were made a counter offer by UIC, and of those, 80% accepted the counter offer.

Tenure System Faculty Receiving Firm Offers

| Decision	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Stay	25	16	32	17	13
Resign	41	28	33	41	16
Leave without Pay	0	0	2	0	0
Pending	0	0	0	2	2
Total Offers	**66**	**44**	**67**	**60**	**31**

Counter Offers	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Counter Offers Made	22	19	35	21	15
Counter Offers Accepted	14	16	29	16	12
Percent of Counter Offers Accepted	**64%**	**84%**	**83%**	**76%**	**80%**

Source: University of Illinois Office for Budget and Planning.

HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

BIOMEDICAL DISCOVERY

Damiano Rondelli, Michael Reese Professor of Hematology, documented the first successful stem cell transplant technique to cure an adult with congenital dyserythropoietic anemia (CDA). This is a rare anemia leading to organ failure and death.

Andrew Boyd, Assistant Professor of Biomedical and Health Information Sciences, received $710,444 in funding from the Agency for Healthcare Research and Quality, representing his second major federal grant since arriving at UIC. The project aims to expose the dangers of acoustic masking in multiple medical devices that operate emergency alarms. Additionally, a recent opinion piece published in *The Conversation* considered how Fitbit data might be used to deny health insurance. The piece was syndicated in over 20 news organizations and Dr. Boyd was interviewed on three radio programs and one TV program, including *U.S. News and World Report*, Associated Press, the Observer, and a local TV news outlet.

HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

ECONOMIC DEVELOPMENT

Frank Chaloupka, Research Professor of Health Policy and Administration, received an $8 million grant from Bloomberg Philanthropies to accelerate the development of effective tobacco tax systems in low- and middle-income countries.

Rebecca Hendrick, Professor of Public Administration, was quoted in the *Chicago Tribune* in an article about the City of Harvey's illegal activity involving its water fund finances.

HUMANITIES

Junaid Quadri, Assistant Professor of History and Religious Studies, was selected from 1200 applicants for an American Council of Learned Societies Fellowship Award. The award provides $39,000 to support one year of research for his book project, "Transformations of Tradition: Islamic Law in Colonial Modernity."

HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

SUSTAINABILITY

Ömür Harmanşah, Associate Professor of Art History, received $147,000 in funding from Humanities without Walls, a consortium funded by a grant from the Andrew W. Mellon Foundation, to lead an investigation of the human impact on climate change, the global environmental crisis, and how local ecological problems are experienced in different regions of the world.

Hannah Higgins, Professor of Art History, received $140,000 in funding from Humanities without Walls, a consortium funded by a grant from the Andrew W. Mellon Foundation, to provide a classroom curriculum for Chicago Public School- and UIC student- engagement and community engagement involving the impact of climate change and the potential ways it can be mitigated.

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.

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 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

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

Teaching
- Continue the emphasis on teaching and student success during the New Faculty Orientation and during the Orientation for New Deans, Heads, and Chairs
- Evaluate and strengthen the efforts of the Center for the Advancement of Teaching – Learning Communities (TLC) to increase faculty involvement in student success initiatives and expand professional development opportunities that cohere with these initiatives

Recruitment and Retention
- Writing program successfully launched to encourage eventual promotion of mid-career faculty (tenured Associate Professors)
- Cluster Hiring Initiative focused more aggressively on underrepresented faculty and campus teaching needs (in progress)
- Continue underrepresented faculty recruitment program
- Faculty exit survey and interview process have been initiated to assess perceptions of campus climate to aid in recruitment and retention of underrepresented faculty

STRATEGIES FOR SUCCESS

Leadership Development

- Continue faculty-administrator development program to provide comprehensive exposure and intensive mentoring, leading to leadership and promotional opportunities for faculty
- Continue to expand campus-level brown-bag 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