University of Illinois at Springfield

Performance Metrics

FACULTY AND SCHOLARSHIP UPDATES BY:

UNIVERSITY OFFICE FOR PLANNING AND BUDGETING

JULY 21, 2017

REPORTED BY:

CHANCELLOR SUSAN J. KOCH

SEPTEMBER 7, 2017

Peer Groups

University of Illinois at Springfield
Auburn University - Montgomery
Clark University*
College of Charleston
Georgia College and State University
Iona College*
Lake Superior State University
Marist College*
Northern Michigan University
Shippensburg University of Pennsylvania
State University of New York at Brockport
Trinity University (San Antonio, TX)*
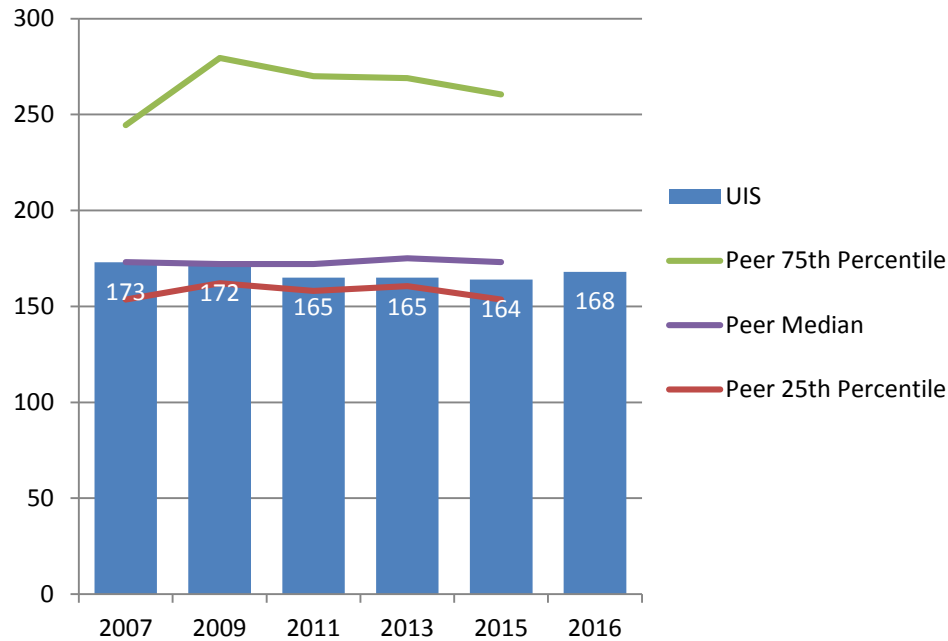Union College (Schenectady, NY)*
University of South Dakota
University of Wisconsin - Green Bay

* Private Institution

Faculty and Scholarship

Number of Full-Time Tenure System Faculty
Selected Fall Terms

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

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

Percent Full-Time Tenure System Faculty from Underrepresented* Groups
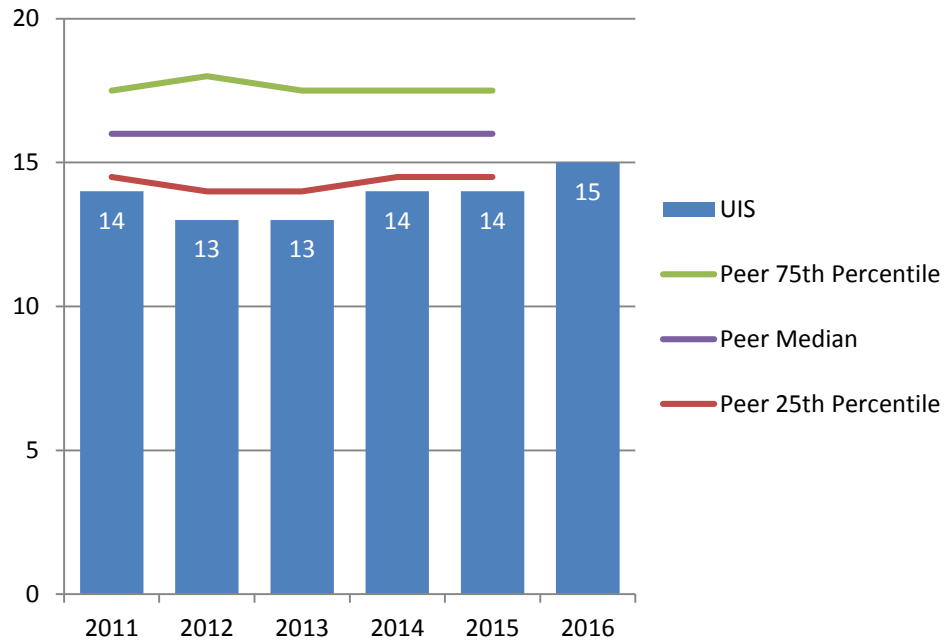## Selected Fall Terms
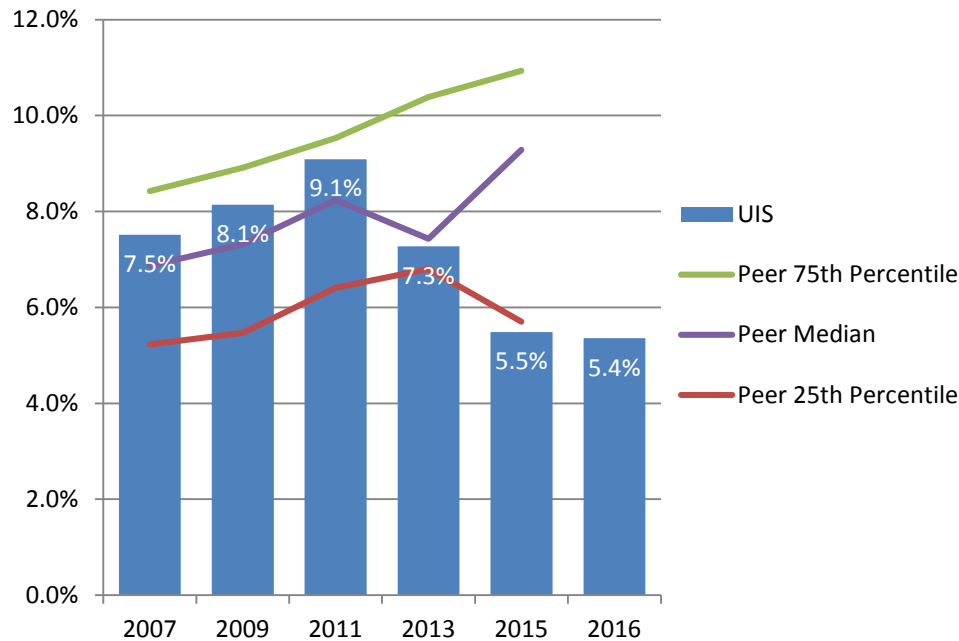
The percent of full-time tenure system faculty from underrepresented groups at the University of Illinois at Springfield has decreased since Fall 2011.

* Includes Black, Hispanic, American Indian, Native Hawaiian/Other Pacific Islander, and multi-racial faculty.
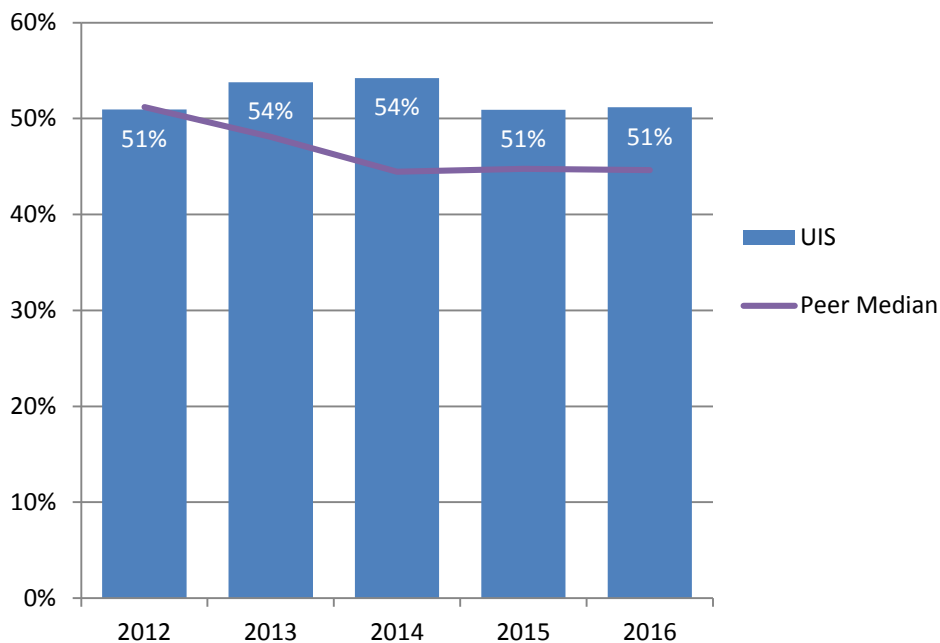
Student to Faculty Ratios*
Fall 2011 – Fall 2016

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 Undergraduate Class Sections with Fewer Than 20 Students
Fall 2012 – Fall 2016

The percent of classes with fewer than 20 students at the University of Illinois at Springfield is higher than its peer median since Fall 2013.

Note: Excludes Iona College due to lack of available data.
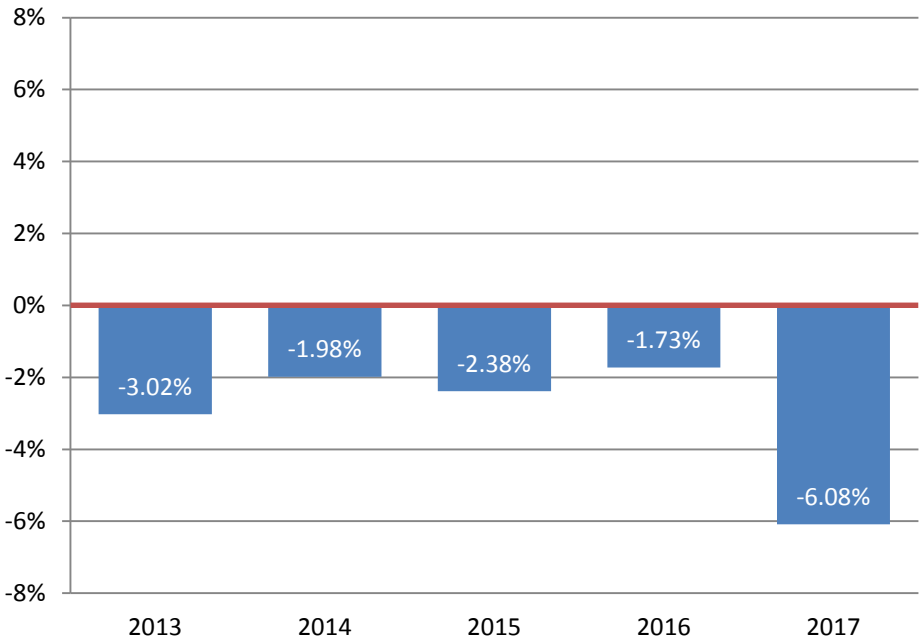
Percent Undergraduate Class Sections with More Than 50 Students
Fall 2012 – Fall 2016
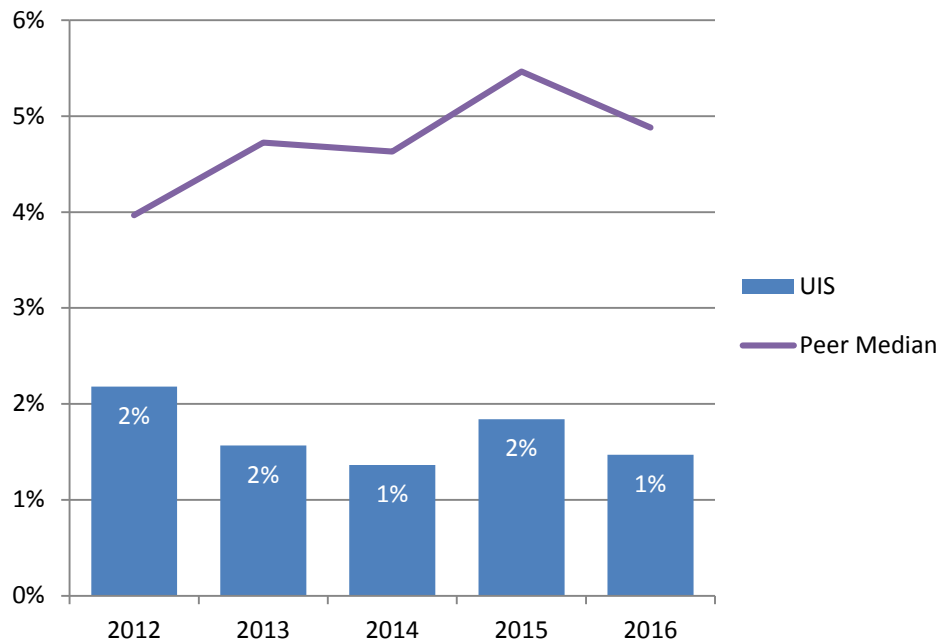
The percent of classes with more than 50 students at the University of Illinois at Springfield is less than its peer median.

Note: Excludes Iona College due to lack of available data.

Faculty* Salary - Difference from Peer Median
FY 2013 – FY 2017

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

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

Faculty Migration
FY 2012 – FY 2016

Tenure System Faculty Receiving Firm Offers

Decision	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Stay	0	0	2	0	0
Resign	10	6	5	3	5
Leave without Pay	0	0	0	0	0
Pending	0	0	0	0	0
Total Offers	**10**	**6**	**7**	**3**	**5**

The number of outside offers made to tenure system faculty at the University of Illinois at Springfield increased in FY 2016.

Counter Offers	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Counter Offers Made	0	0	3	0	0
Counter Offers Accepted	0	0	2	0	0
Percent of Counter Offers Accepted	**N/A**	**N/A**	**67%**	**N/A**	**N/A**

University of Illinois at Springfield

Performance Metrics Analysis

Faculty and Scholarship Updates

REPORTED BY:

CHANCELLOR SUSAN J. KOCH

September 7, 2017

Areas Meeting or Exceeding Expectations

- High proportion of tenure-system faculty

- Limited faculty migration to other institutions

- Percent of undergraduate class sections with more than 50 students remains low

Accomplishments

- Added faculty positions to serve new majors

- Finalized first UIS tenure/tenure-track faculty union contract

Areas Needing Improvement

- Continued improvement in faculty salary competitiveness

- Percent of tenure-system faculty from underrepresented groups

- Student-to-faculty ratio

Strategy to improve
Faculty salaries

- Actions:

    - Talent acquisition and retention continues to be one of three strategic priorities

    - New faculty union contract includes appropriate salary increases

    - Minimum base salaries have been established in contract for assistant and associate professor levels

Strategy to improve
Percent of tenure-system faculty from underrepresented groups

- Actions:

  - Implement under-represented dissertation fellows program

  - Continue diversity training for search committees

  - Several academic departments have implemented strategies for recruiting diverse faculty

Strategy to improve
Student-to-faculty ratio

- Actions:
  - Growth in enrollment continues to be one of three strategic priorities
  - Enhance strategic marketing to bolster continued growth in enrollment
  - Established living/learning communities to enhance retention
  - Implement new academic programs in high-demand areas

Areas we are watching

- Faculty salaries

- Transfer and freshman enrollment

- Graduate enrollment

- Class size