University of Illinois at Chicago

Dashboard Indicators

FACULTY AND SCHOLARSHIP UPDATES BY:
UNIVERSITY OFFICE FOR PLANNING AND BUDGETING
JULY 29, 2016

REPORTED BY:

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PEER GROUPS

Peer Group

University of Illinois at Chicago

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 – Los Angeles
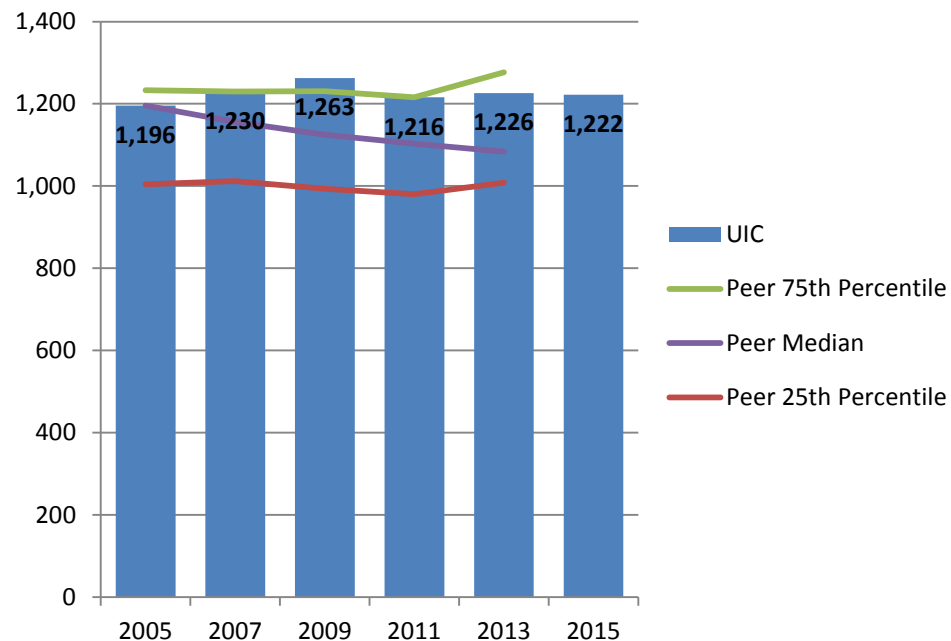
University of California – Irvine

University of Washington

FACULTY AND SCHOLARSHIP

UIC has more full-time tenure system faculty than its peer median (University at Buffalo in 2013) and is close to the 75th percentile (University of Connecticut in 2013).
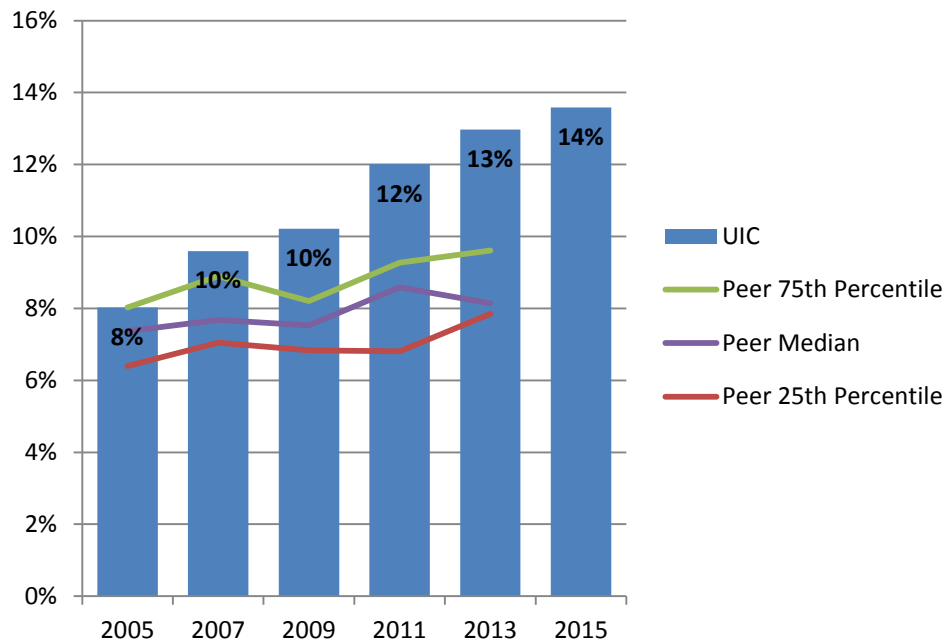

Source: The Integrated Postsecondary Education Data System (IPEDS).

UIC has the highest percentage of full-time tenure system faculty from underrepresented groups among its peer group. Six peers are below 10% (in 2013) and the peer group median is 8% (in 2013).

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. The University of Utah with 23 (an outlier with almost three times more members than any other peer), and the University of South Florida with 9.
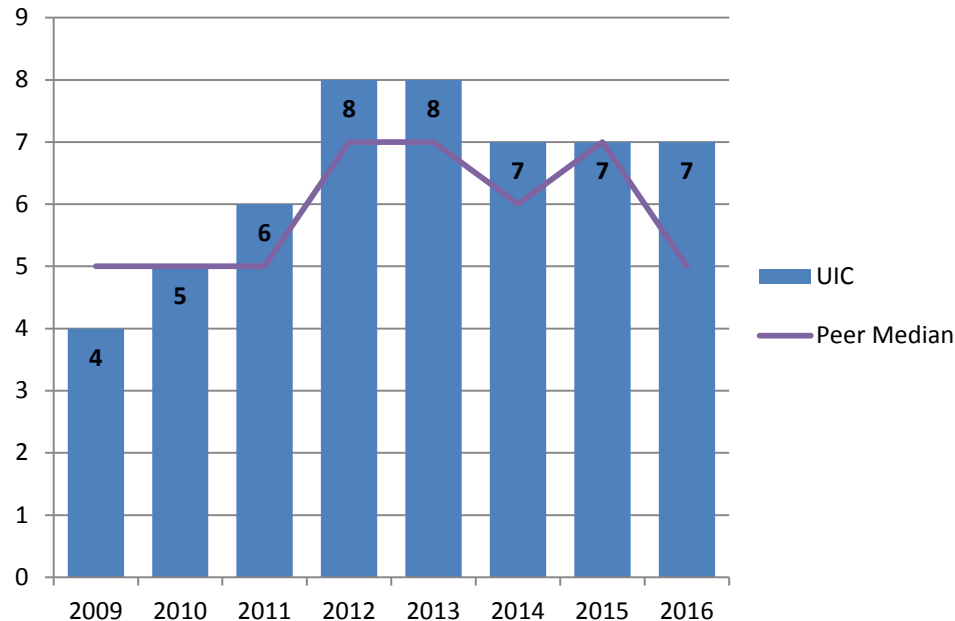
Sources: FY 2009-FY 2013 data from http://mup.asu.edu; FY 2014-FY 2016 data from member search on National Academies websites. Peer data for 2014 and 2015 are incomplete.

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's student to faculty ratio was the peer group median in 2014. Among peers, the University of South Florida has the highest ratio (25 to 1) and University of Louisville has the lowest (12 to 1).
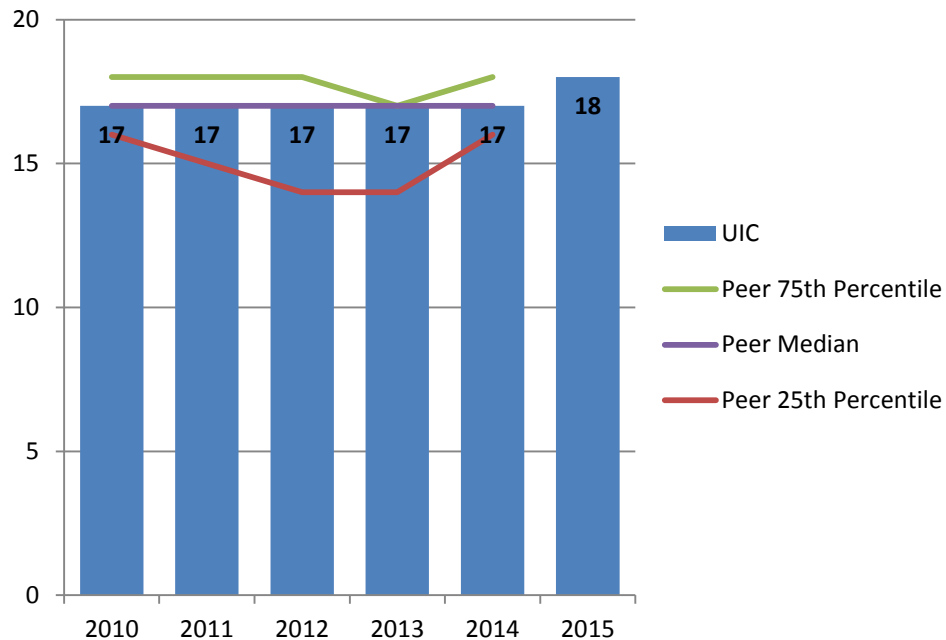
Source: The Integrated Postsecondary Education Data System (IPEDS).

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).

The percentage of undergraduate classes with fewer than 20 students at UIC is on par with its peer group median in recent years (since Fall 2014).
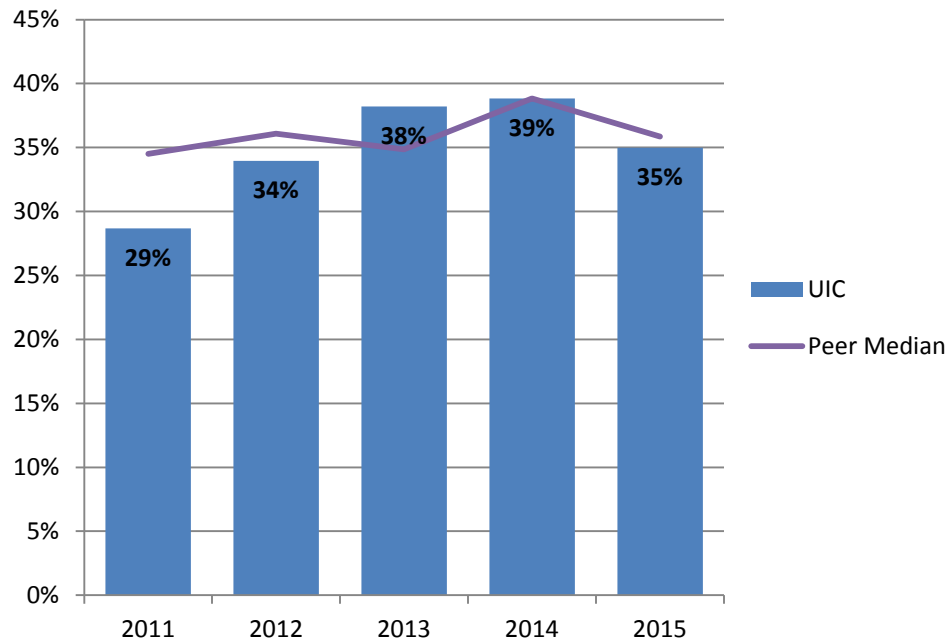
Source: The Integrated Postsecondary Education Data System (IPEDS).

The percent of classes with more than 50 students at UIC (20% in 2015) is slightly higher than its peer group median (16% in 2015). Among peers, the University of Louisville has the lowest percentage (9%) and the University at Buffalo has the highest (21%).
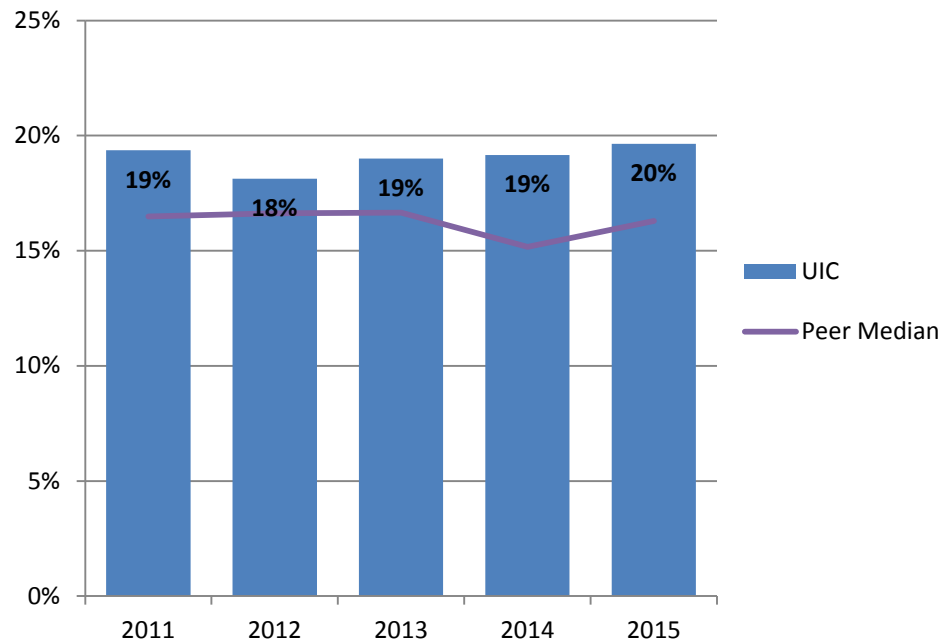
Source: The Integrated Postsecondary Education Data System (IPEDS).

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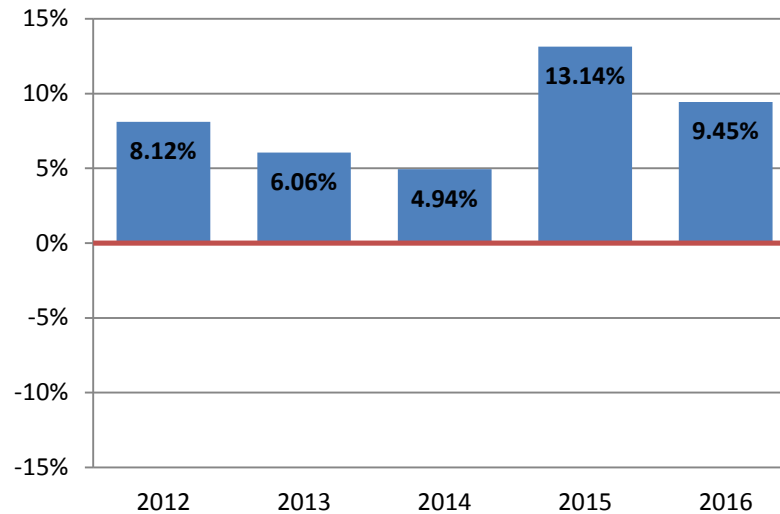
Source: American Association of University Professors (AAUP) annual faculty compensation survey.

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

UIC AND ASPIRATIONAL COMPARISON GROUP
FACULTY SALARY - DIFFERENCE FROM ASPIRATIONAL PEER MEDIAN: FY 2012 – FY 2016

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 2011 – FY 2015

In FY 2015, a total of 60 UIC tenure system faculty received outside offers. One-third were made a counter offer by UIC, and of those, three-fourths accepted the counter offer.
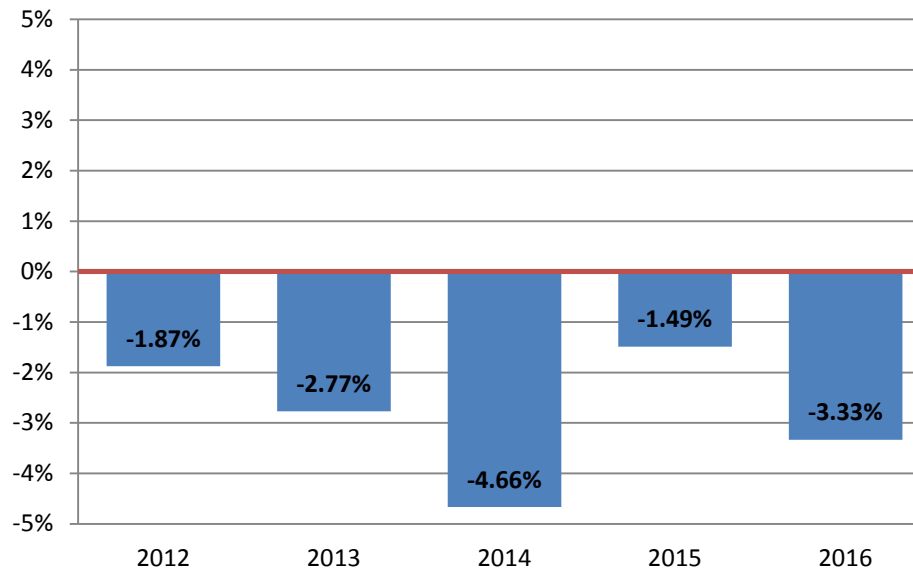
Tenure System Faculty Receiving Firm Offers

Decision	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Stay	13	25	16	32	17
Resign	28	41	28	33	41
Leave without Pay	0	0	0	2	0
Pending	0	0	0	0	2
Total Offers	**41**	**66**	**44**	**67**	**60**

Counter Offers	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Counter Offers Made	10	22	19	35	21
Counter Offers Accepted	9	14	16	29	16
Percent of Counter Offers Accepted	**90%**	**64%**	**84%**	**83%**	**76%**

Source: University of Illinois Office for Budget and Planning.

HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

BIOMEDICAL DISCOVERY

Zaijie "Jim" Wang, Professor of Biopharmaceutical Sciences, has developed a new paradigm for studying spontaneous pain in preclinical models. His model has advanced the understanding of the molecular genetics of pain in cancer patients.

Donald Morrison, Professor of Biological Sciences, is the leading expert in the biology of Streptococcus pneumonia. He has numerous groundbreaking discoveries about the bacteria, one of the principle causes of human disease. He has developed techniques that have become industry standards for studying this bacterial pathogen.

HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

Economic Development

Alexander Yarin, Distinguished Professor of Mechanical Engineering, has collaborated to develop an ultrathin film that is conductive, bendable and stretchable. This material could be used for the next generation of roll-up touchscreen displays, wearable electronics, flexible solar cells and even electronic skin.

Humanities

Luis Alberto Urrea, Professor of English, was chosen as one of five finalists for the 2016 PEN/Faulkner Award, the largest peer-juried prize for fiction. He was selected for his short-stories collection "The Water Museum," much of which centers on the US-Mexico border culture.

Sustainability

Amin Salehi-Khojin, Assistant Professor of Mechanical and Industrial Engineering, has developed a potentially revolutionary "artificial leaf," which affordably and efficiently converts atmospheric carbon dioxide directly into usable hydrocarbon fuel using only sunlight for energy.

HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

URBAN RESILIENCE AND SOCIAL JUSTICE

Cure Violence, founded by **Gary Slutkin,** Professor of Epidemiology and Executive Director, was ranked 14th in the NGO Advisor's new 2016 report of the top 500 NGO's in the world, a definitive international ranking. Cure Violence uses disease control and behavior change methods to reduce violence in communities around the world.

Henrika McCoy, Assistant Professor of Social Work, received $1.5 million from the Justice Department's National Institute of Justice for a three-year study on how best to support survivors of violence, particularly young men of color.

Joy Hammel, Professor of Occupational Therapy and Wade/Meyer Endowed Chair, is internationally recognized as a scholarly authority in community-based and participatory research identifying key barriers to and support for full societal participation amongst people with long-term disabilities and chronic illness.

UIC

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

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
- Center for the Advancement of Teaching-Learning Communities (TLC) has been launched to promote student-faculty engagement

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 underrepresented faculty
- Broaden faculty development efforts to facilitate promotion of junior, mid-career and underrepresented faculty

Leadership Development

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

Faculty Fundraising

- Expand faculty donor base

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

- Build upon Center for the Advancement of Teaching-Learning Communities (TLC) to increase faculty involvement in student success initiatives and promote professional development opportunities that cohere with these initiatives

Recruitment and Retention

- Develop faculty mentoring program for underrepresented faculty and mid-career faculty (in progress)
- Reopen Cluster Hiring Initiative focused more aggressively on underrepresented faculty and campus teaching needs (in progress)
- Continue underrepresented faculty recruitment program
- Initiate an ongoing faculty exit survey and interview process to assess perceptions of campus climate to aid in recruitment and retention of underrepresented faculty (in progress)

STRATEGIES FOR SUCCESS

Leadership Development

- Continue campus-level monthly brown-bag leadership seminar series to improve leadership development and to tailor curriculum for senior underrepresented faculty

- Resurrect new Deans, Heads and Chairs orientation program to include aspiring senior faculty members (in progress)

Fundraising

- Create more named professorships in specific areas to recruit and retain highest performing faculty members

- Expand existing programming for emeriti faculty (in progress) and alumni

- Recruit emeriti faculty volunteers to assist with emeriti faculty programming (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 faculty and staff morale
- Effects of halting capital improvements and maintenance on faculty and staff