University of Illinois at Springfield

Dashboard Indicators

FACULTY AND SCHOLARSHIP UPDATES BY:
UNIVERSITY OFFICE FOR PLANNING AND BUDGETING
AUGUST 5, 2016

PRESENTED BY:
CHANCELLOR SUSAN J. KOCH
SEPTEMBER 8, 2016

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)*
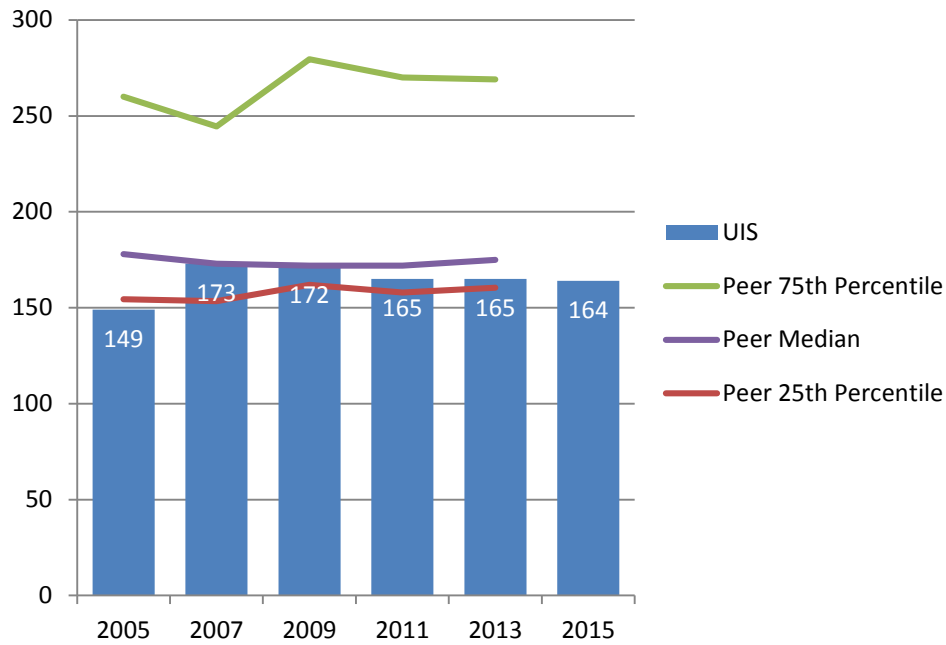Union College (Schenectady, NY)*
University of South Dakota
University of Wisconsin - Green Bay

* Private Institution
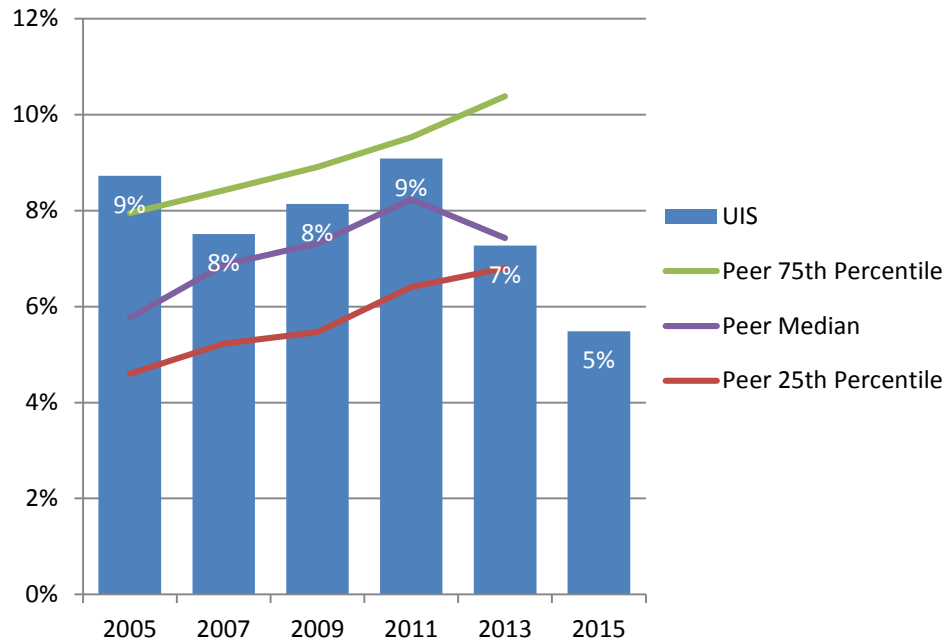
Faculty and Scholarship

Number of Full-Time Tenure System Faculty
Selected Fall Terms

Compared to its peer median, the number of full-time tenure system faculty at the University of Illinois at Springfield has decreased since Fall 2009.

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

Chart data:

Year	UIS	Peer 75th Percentile	Peer Median	Peer 25th Percentile
2005	9%			
2007	8%			
2009	8%			
2011	9%			
2013	7%			
2015	5%			

Legend:
- UIS
- Peer 75th Percentile
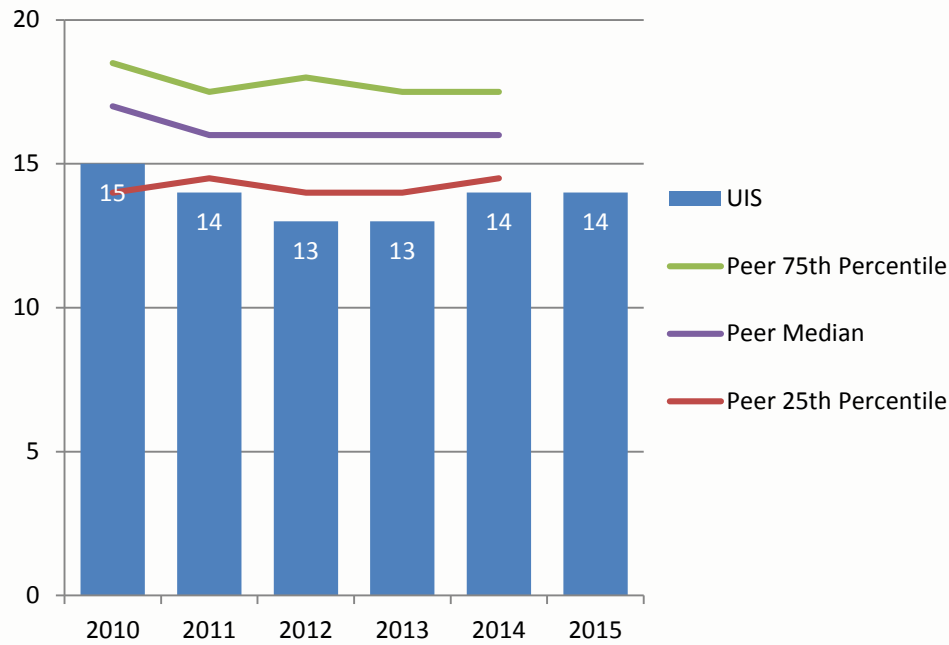- Peer Median
- Peer 25th Percentile

The percentage of full-time tenure system faculty from underrepresented groups at the University of Illinois at Springfield is on par with its peer median.

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

Student to Faculty Ratios*
Fall 2010 – Fall 2015

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

Legend:
- UIS
- Peer 75th Percentile
- Peer Median
- Peer 25th Percentile

UIS values: 2010: 15, 2011: 14, 2012: 13, 2013: 13, 2014: 14, 2015: 14

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

Percent Undergraduate Class Sections with Fewer Than 20 Students
Fall 2011 – Fall 2015
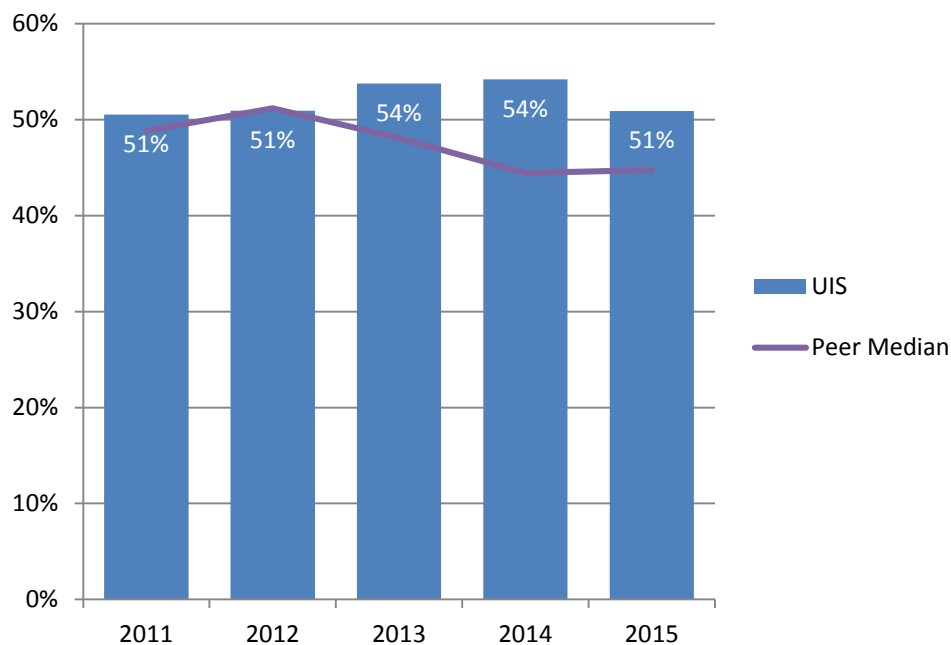
The percent of classes with fewer than 20 students at the University of Illinois at Springfield is higher than its peer median since Fall 2013.

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

Percent Undergraduate Class Sections with More Than 50 Students
Fall 2011 – Fall 2015
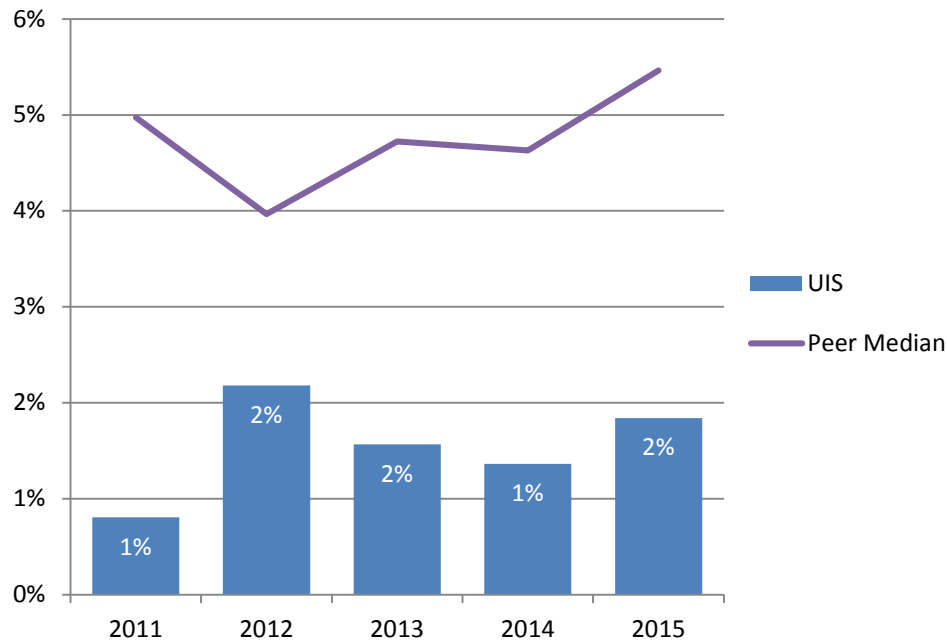
The percent of classes with more than 50 students at the University of Illinois at Springfield is less than its peer median.

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

Faculty* Salary - Difference from Peer Median
FY 2012 – FY 2016
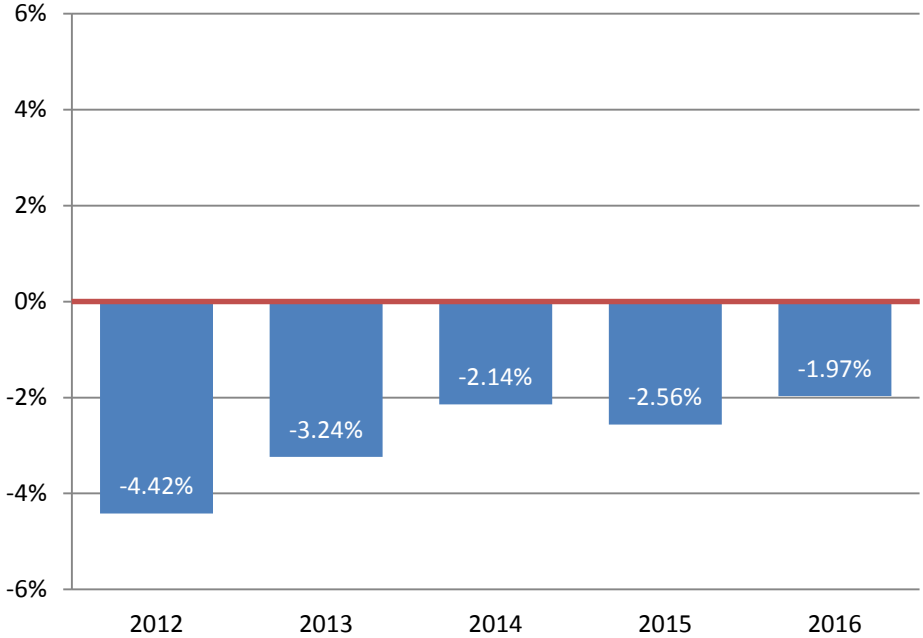
Average faculty salary at the University of Illinois at Springfield is lower than its peer median.

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

Faculty Migration
FY 2011 – FY 2015

Tenure System Faculty Receiving Firm Offers

Decision	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Stay	1	0	0	2	0
Resign	5	10	6	5	3
Leave without Pay	0	0	0	0	0
Pending	0	0	0	0	0
Total Offers	**6**	**10**	**6**	**7**	**3**

Counter Offers	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Counter Offers Made	1	0	0	3	0
Counter Offers Accepted	1	0	0	2	0
Percent of Counter Offers Accepted	**100%**	**N/A**	**N/A**	**67%**	**N/A**

The number of outside offers made to tenure system faculty at the University of Illinois at Springfield decreased in FY 2015.

University of Illinois
at Springfield

Analysis of Dashboard Indicators

Faculty and Scholarship Updates

PRESENTED BY:

CHANCELLOR SUSAN J. KOCH

September 8, 2016

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 tenure system positions in high-enrollment areas.

- Enhanced visibility and reputation of Springfield campus across Illinois.

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.

  - Reinstate campus salary program as soon as possible.

  - Continue efforts to increase net tuition revenue.

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

- Actions:

  - Create specific plans to achieve diversity goals in targeted areas.

  - 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.
  - Implement new academic programs in high-demand areas.

Areas we are watching

- Faculty salaries.
- Transfer and freshman enrollment.
- Graduate enrollment.
- Class size.