

Reported to the Board of Trustees  
September 8, 2016

# University of Illinois at Urbana-Champaign

## Dashboard Indicators

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

**PRESENTED BY:  
INTERIM CHANCELLOR BARBARA J. WILSON  
SEPTEMBER 8, 2016**

# Peer Groups



## **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

\* No medical center.

\*\* Medical center affiliated with the university, but owned by the state.

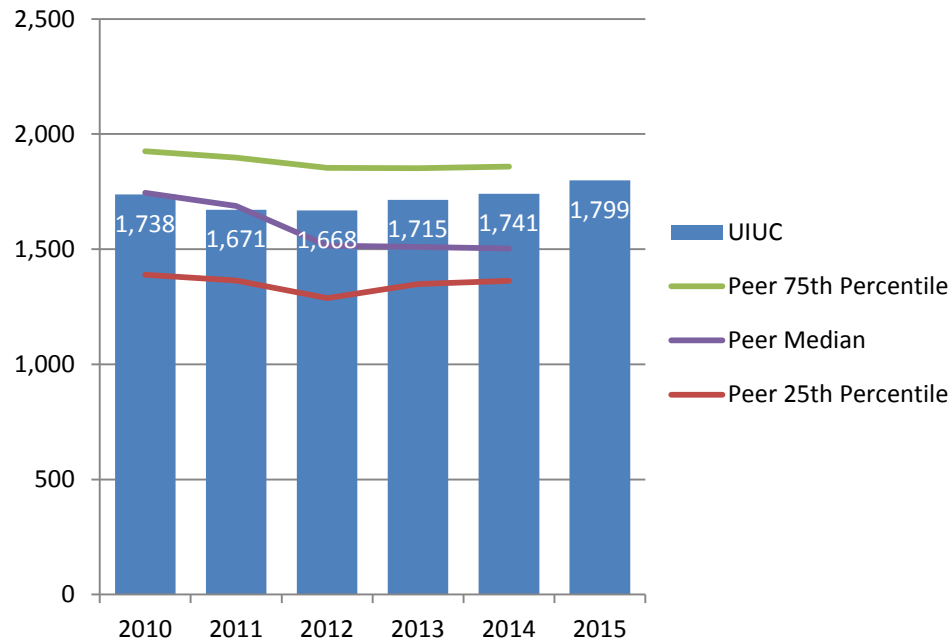
\*\*\* An affiliated medical center is under construction and will begin operations in 2017.

# Faculty and Scholarship





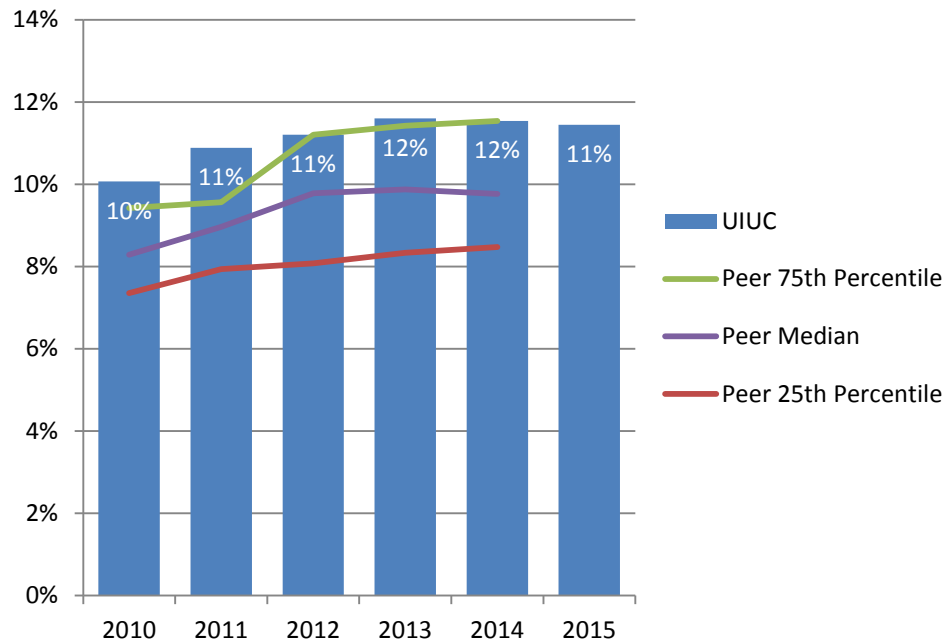
# Number of Full-Time Tenure System Faculty Fall 2010 – Fall 2015



The number of full-time tenure system faculty at the University of Illinois at Urbana-Champaign is higher than its peer median since Fall 2012.



# Percent Full-Time Tenure System Faculty from Underrepresented\* Groups Fall 2010 – Fall 2015



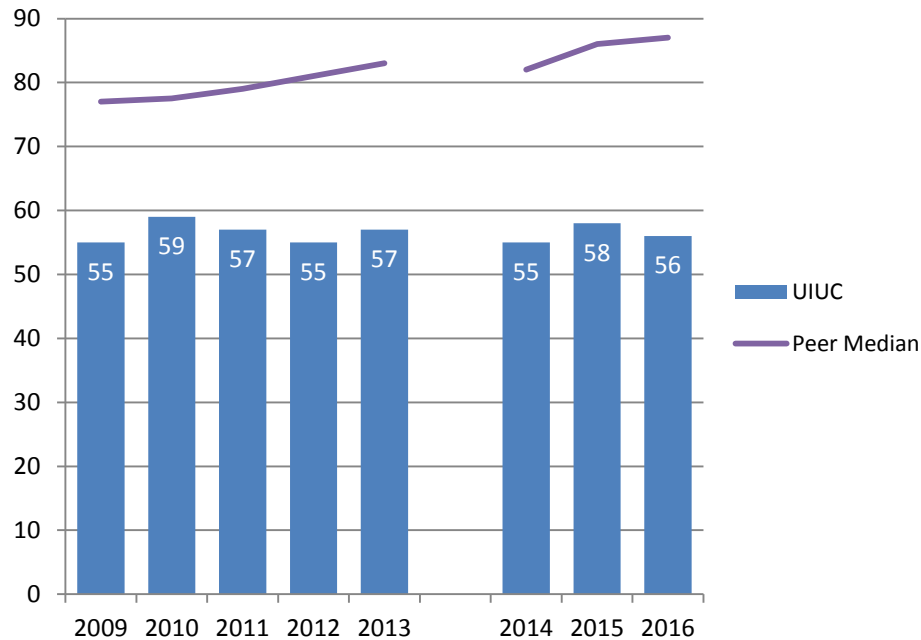
Compared to its peer median, the University of Illinois at Urbana-Champaign has a higher percent of full-time tenure system faculty from underrepresented groups.

\* 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.



# National Academy Memberships\*

## FY 2009 – FY 2016



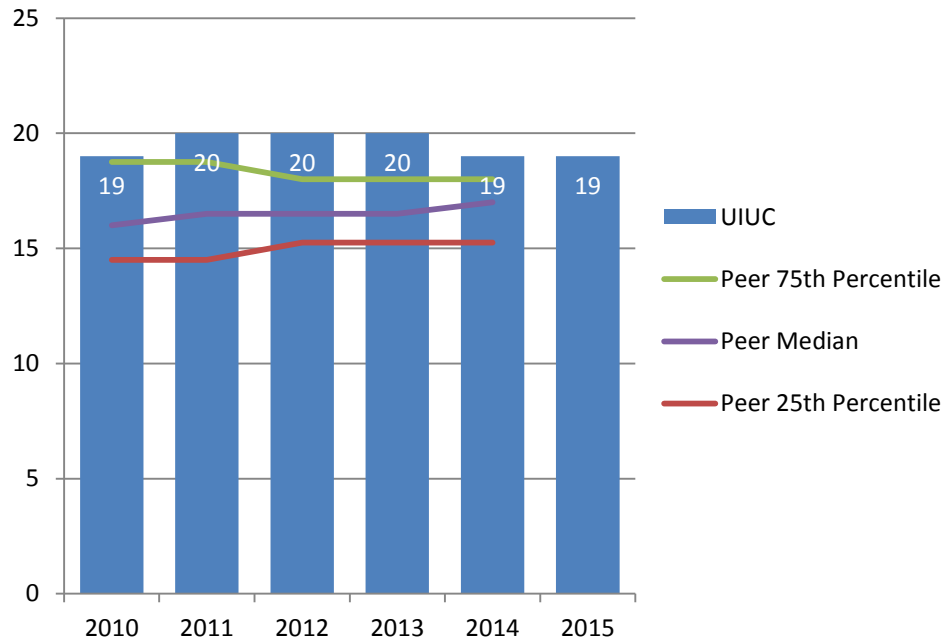
University of Illinois at Urbana-Champaign has fewer National Academy memberships than its peer median.

\* FY 2009-FY 2013 data from <http://mup.asu.edu>; FY 2014-FY 2016 data from member search on National Academies websites.



# Student to Faculty Ratios\*

## Fall 2010 – Fall 2015

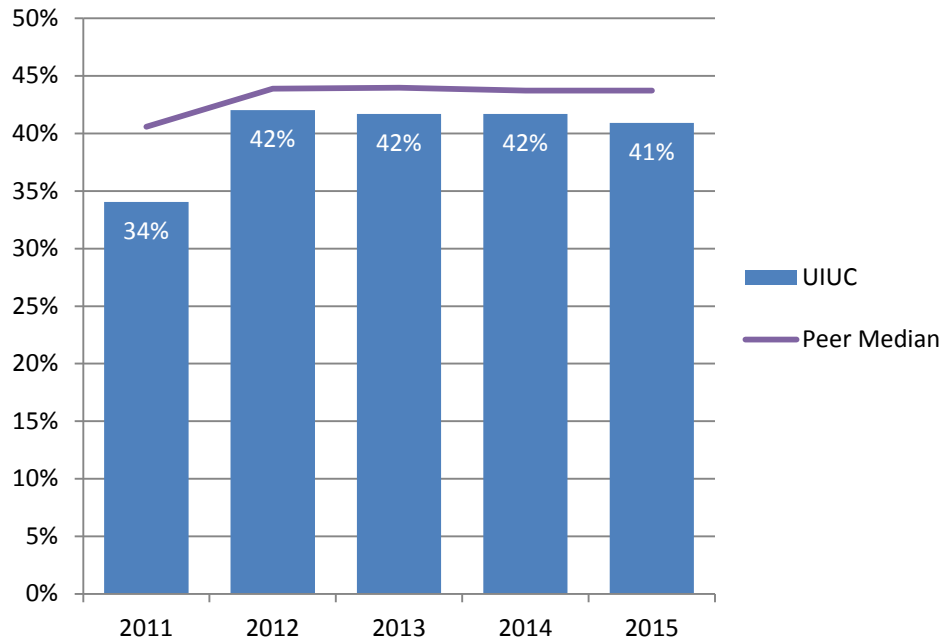


University of Illinois at Urbana-Champaign has a higher student to faculty ratio than its peer median.

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



# 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 Urbana-Champaign is less than our peer median.





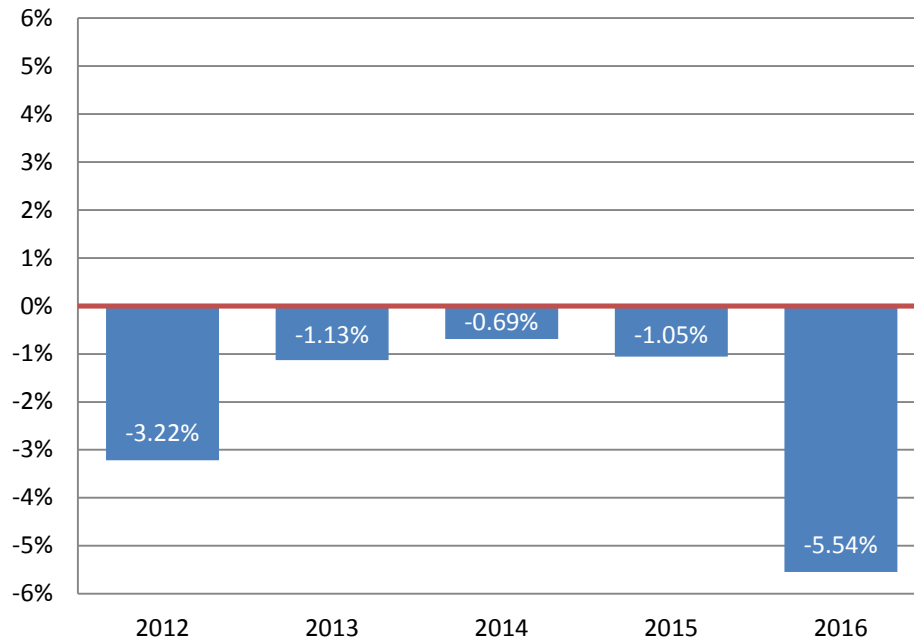
# Percent Undergraduate Class Sections with More Than 50 Students Fall 2011 – Fall 2015



The percent of classes with more than 50 students at the University of Illinois at Urbana-Champaign is on par with its peer median.



# Faculty\* Salary - Difference from Peer Median FY 2012 – FY 2016



Average faculty salary at the University of Illinois at Urbana-Champaign is lower than its peer median.

\*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

## Tenure System Faculty Receiving Firm Offers

Decision	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Stay	41	67	32	32	26
Resign	38	38	30	38	46
Leave without Pay	2	2	4	7	3
Pending	0	0	2	1	8
<b>Total Offers</b>	<b>81</b>	<b>107</b>	<b>68</b>	<b>78</b>	<b>83</b>

The number of outside offers made to tenure system faculty at the University of Illinois at Urbana-Champaign increased in FY 2015.

Counter Offers	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Counter Offers Made	17	43	29	38	31
Counter Offers Accepted	11	33	23	24	20
<b>Percent of Counter Offers Accepted</b>	<b>65%</b>	<b>77%</b>	<b>79%</b>	<b>63%</b>	<b>65%</b>

# Overview



# Areas of Strength/Accomplishments

- Distinguished Research University
  - Ranked 11<sup>th</sup> nationally among public universities
  - Ranked 28<sup>th</sup> among world universities
  - 50+ programs ranked among top 10 by US News
  - Economic driver for the State: Champaign-Urbana ranked 20th among 168 small cities in Forbes Magazine's Best Places for Business study
- Excellent Faculty
  - 23 Nobel Prizes and 22 Pulitzer Prizes won by faculty and alumni
  - Faculty include national academy members and recipients of the National Medal of Science, MacArthur "Genius" Award, Draper Prize, Guggenheim Fellowships, etc.
  - Faculty at Illinois have been at the forefront of world-changing achievements, discoveries, and creations, such as disability support, computer languages, LED, and MRI.
  - Top university in NSF research grant funding
  - Second highest university in NSF CAREER grant funding
  - Third highest number of NEH grants, on average, between 2010-2015

# Areas of Strength/Accomplishments

- Interdisciplinary Work
  - Faculty researchers collaborate across different perspectives at some of the leading institutes of their types, such as Illinois Program for Research in the Humanities, Carl R. Woese Institute for Genomic Biology, Beckman Institute, National Center for Supercomputing Applications.
  - Faculty teach from an multidisciplinary perspective through programs such as the Grand Challenge Learning initiative and the forthcoming Design Center.
- Faculty Hiring Programs
  - Targets of Opportunity (TOP) program encourages units to increase diversity.
  - Dual Career program provides opportunities for families to live and work in the same community.

# Areas for Improvement

- Continue to aggressively address faculty hiring and retention
- Improve research and instructional facilities
- Strengthen infrastructure for faculty research and teaching collaboration
- Review departments to guide future direction and priorities
- Reform budgeting system to ensure transparent and strategic management of resources that will protect excellence and affordability

# Strategy to Address Areas for Improvement

- **Continue to aggressively address faculty hiring and retention**
  - We are monitoring faculty offers from other institutions and responding quickly
  - We are engaging in pre-emptive retention offers for leading faculty
  - We are looking at innovative ways to reward and retain faculty
- **Improve research and instructional facilities**
  - Instructional Space Improvement (ISI) initiative, a plan to address 125 classrooms at a cost of \$70M, has been a great success.
    - The program has now expanded to cover 142 classrooms.
    - Major projects, such as the Chemistry Annex, Mechanical Engineering Building, and Noyes Laboratory, are part of the ISI.
  - Illinois Flexible Learning Experiences (iFLEX) is a new kind of classroom that promotes active learning by enhancing opportunities for information sharing and collaboration.



# Strategy to Address Areas for Improvement

- **Strengthen infrastructure for faculty research and teaching collaboration**
  - Illinois Research Connections helps researchers find potential collaborators across campus as well as showcases our campus' research expertise
  - The new Design Center and Design Initiative will bring together faculty and students from all disciplines to teach design thinking and create solutions to problems of global significance
- **Review departments to guide future direction and priorities**
  - All departments are now undergoing rigorous review—using teams of distinguished scholars from leading research universities—once every eight years
  - Metrics are used extensively in our annual academic planning process, which is linked closely to the budgeting and hiring planning cycles
  - We are using cluster hiring and special initiatives to uncover opportunities for synergies across programs

# Areas to Watch

- Near-term uncertainty about **state funding**
- **Long-term capacity** of the state to fund the university
- Need to provide **competitive salaries and benefits** to recruit and retain strong faculty
- **Procurement and compliance costs** have an impact on research and faculty retention

# Questions?

