

Reported to the Board of Trustees  
September 27, 2018

# University of Illinois at Chicago



## PERFORMANCE METRICS

FACULTY AND SCHOLARSHIP UPDATES BY:  
UNIVERSITY OFFICE FOR PLANNING AND BUDGETING  
AUGUST 20, 2018

REPORTED BY:  
CHANCELLOR MICHAEL D. AMIRIDIS  
SEPTEMBER 27, 2018

# 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

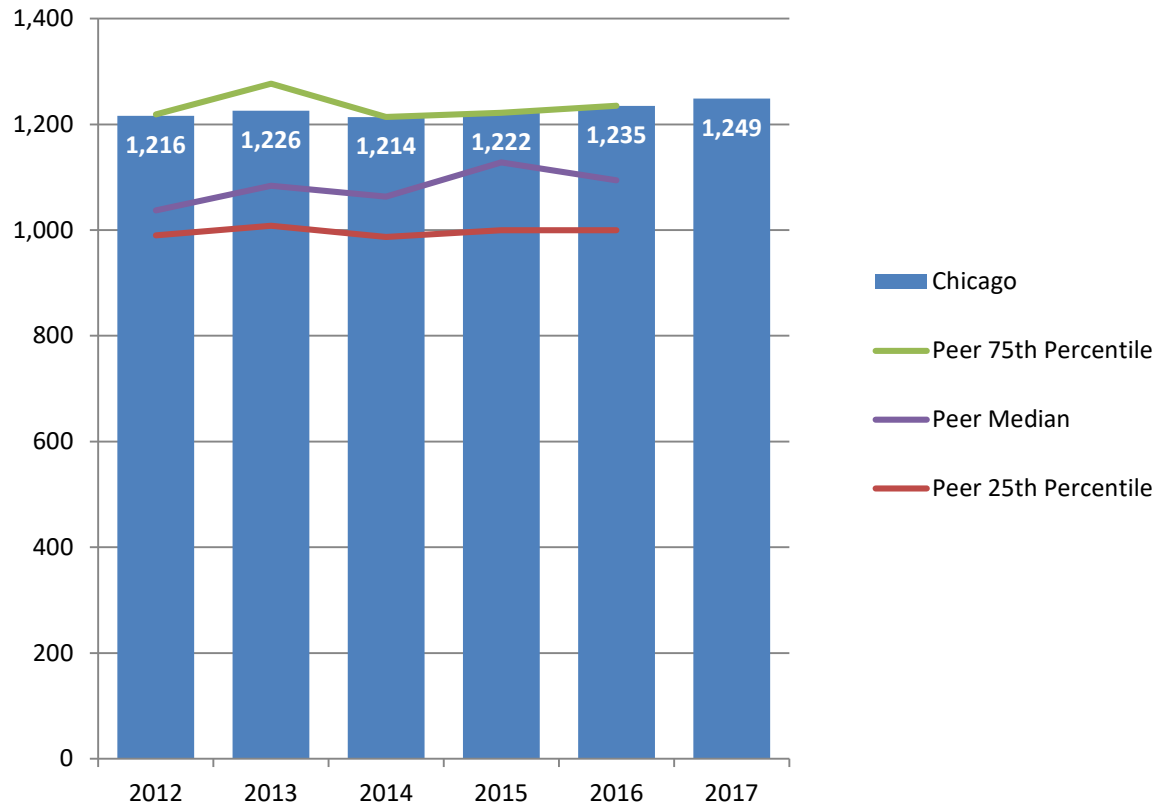
# FACULTY AND SCHOLARSHIP



# UIC AND STANDARD PEER GROUP

## NUMBER OF FULL-TIME TENURE SYSTEM FACULTY: FALL TERMS

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



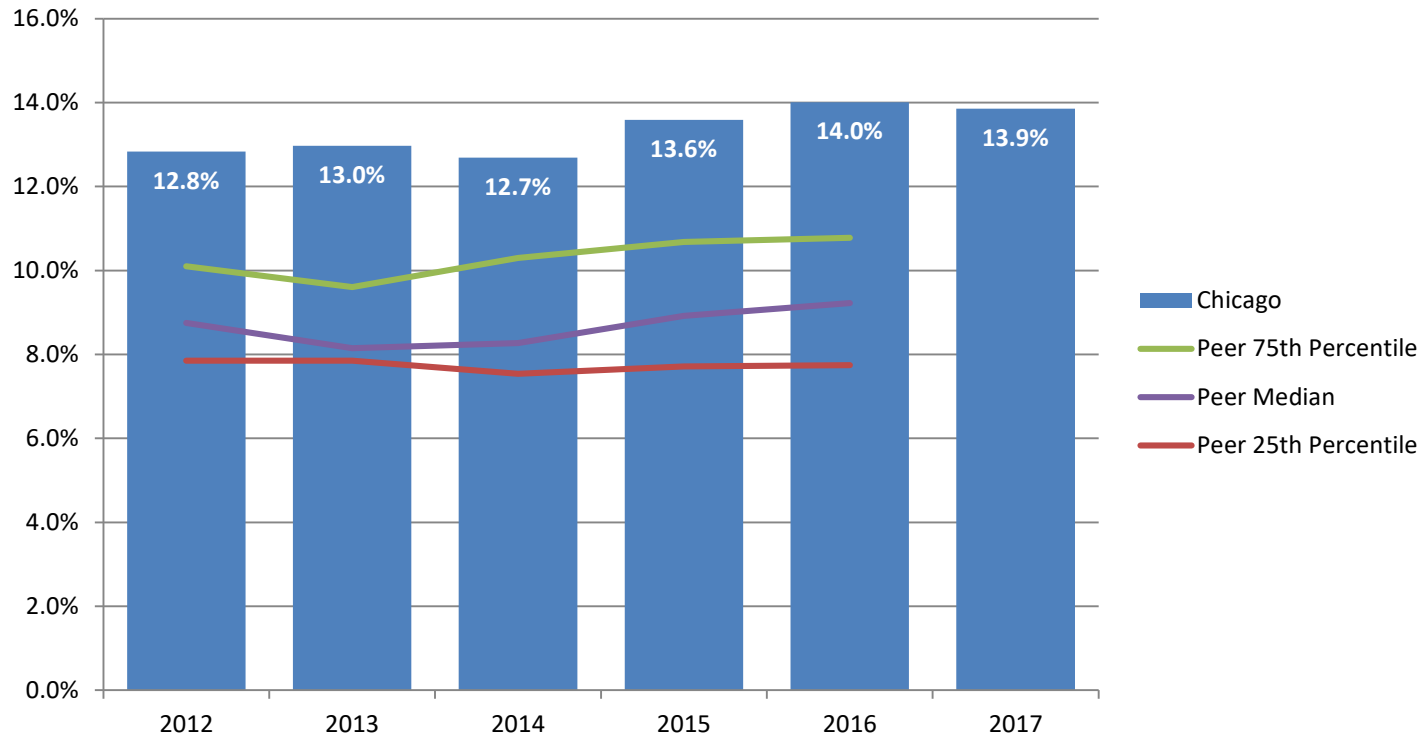
Source: The Integrated Postsecondary Education Data System (IPEDS).



# UIC AND STANDARD PEER GROUP

## PERCENT FULL-TIME TENURE SYSTEM FACULTY FROM UNDERREPRESENTED GROUPS: FALL TERMS

UIC has the highest percentage of full-time tenure system faculty from underrepresented groups among its peer group. Six peers are below 10% and the peer group median is 9% (in 2016).



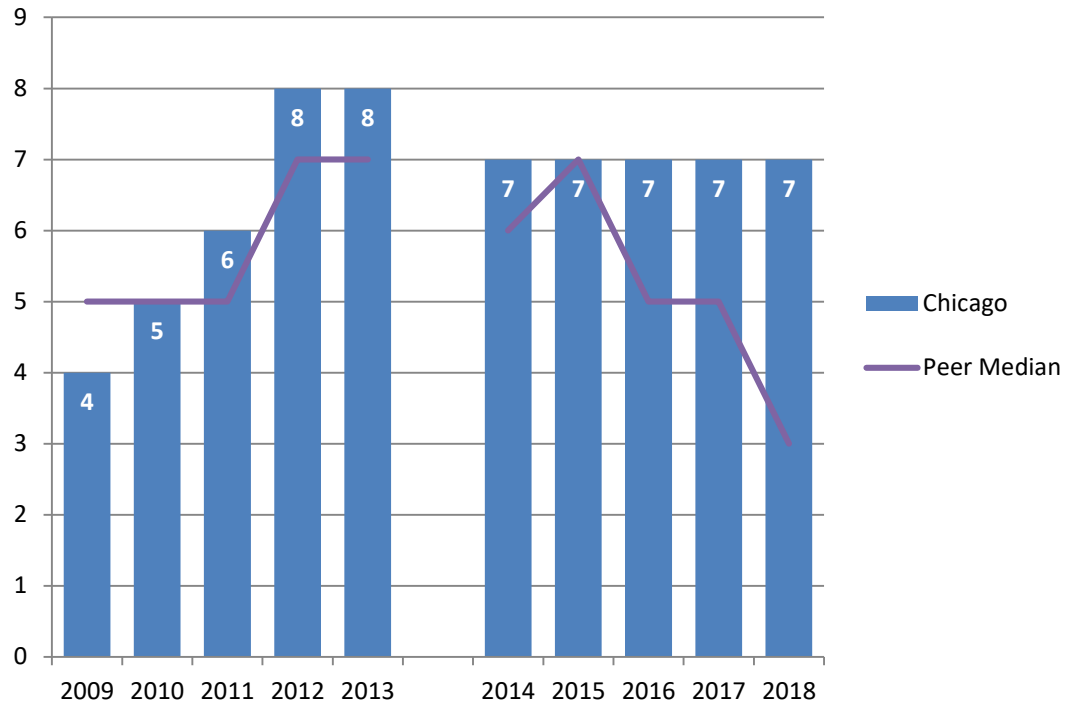
Source: The Integrated Postsecondary Education Data System (IPEDS).

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



# UIC AND STANDARD PEER GROUP NATIONAL ACADEMY MEMBERSHIPS: FY 2009 – FY 2018

The number of National Academy members at UIC is above its peer group median. Only three 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.

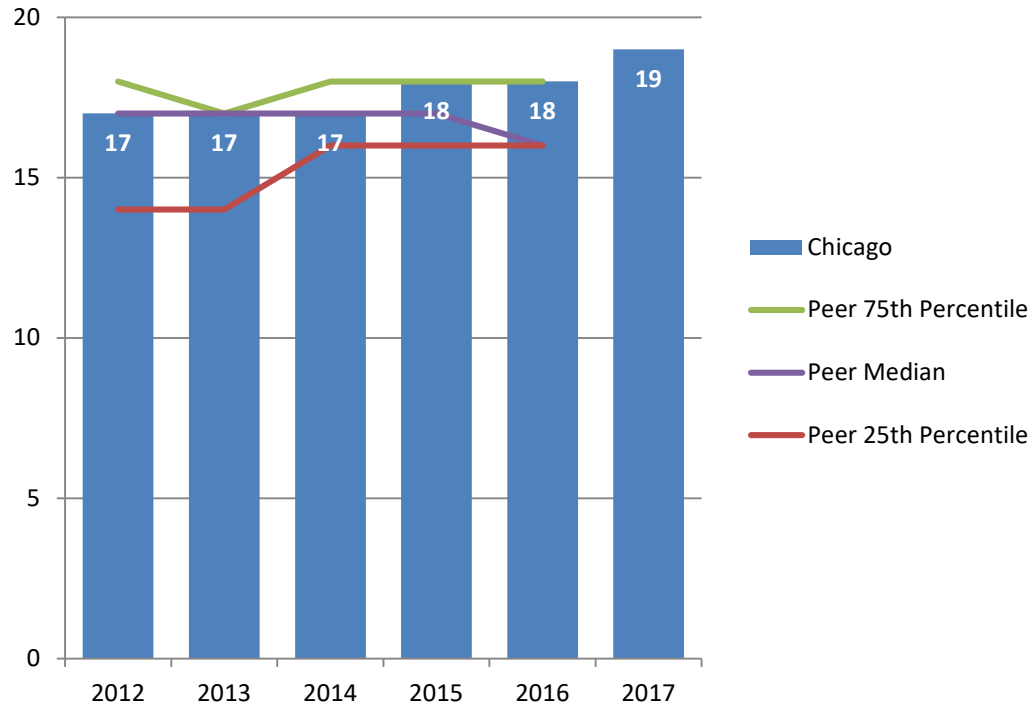
Note: UIC National Academy members include: 4 Institute of Medicine; 2 National Academy of Engineering; and 1 National Academy of Sciences. Complete list: <http://faculty.uic.edu/national-academies/>



# UIC AND STANDARD PEER GROUP

## STUDENT TO FACULTY RATIOS: FALL 2012 – FALL 2017

UIC student to faculty ratio has increased from 17 to 19 in recent years, and remains near the 75<sup>th</sup> percentile peer group. Among peer group members, the ratio ranges from a high of 22 to a low of 13.



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

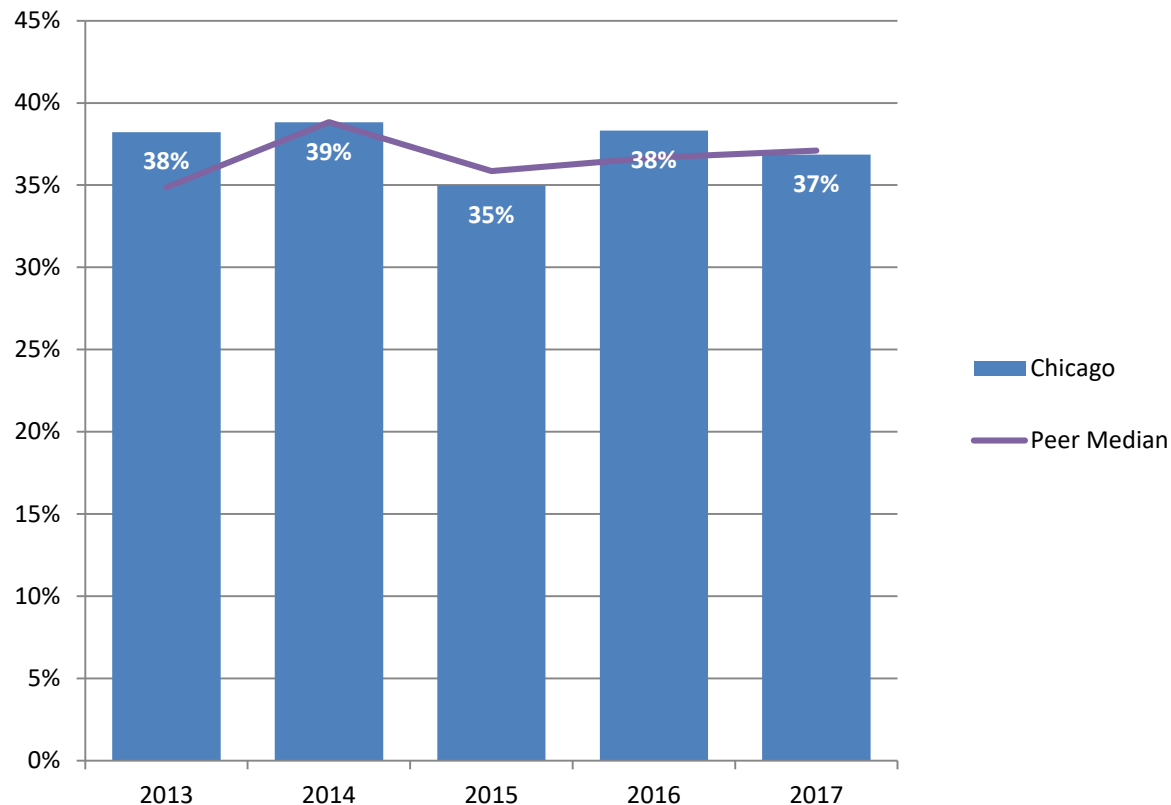
Note: Excludes graduate or professional students and faculty who teach primarily graduate or professional programs. Includes graduate students in programs that include undergraduates (such as doctoral students in economics). Thus, it is not a ratio of exclusively undergraduates, although it is used for 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 2013 – FALL 2017

The percentage of undergraduate classes with fewer than 20 students at UIC is the same as the peer group median of 37%.



Source: Common Data Set (CDS).

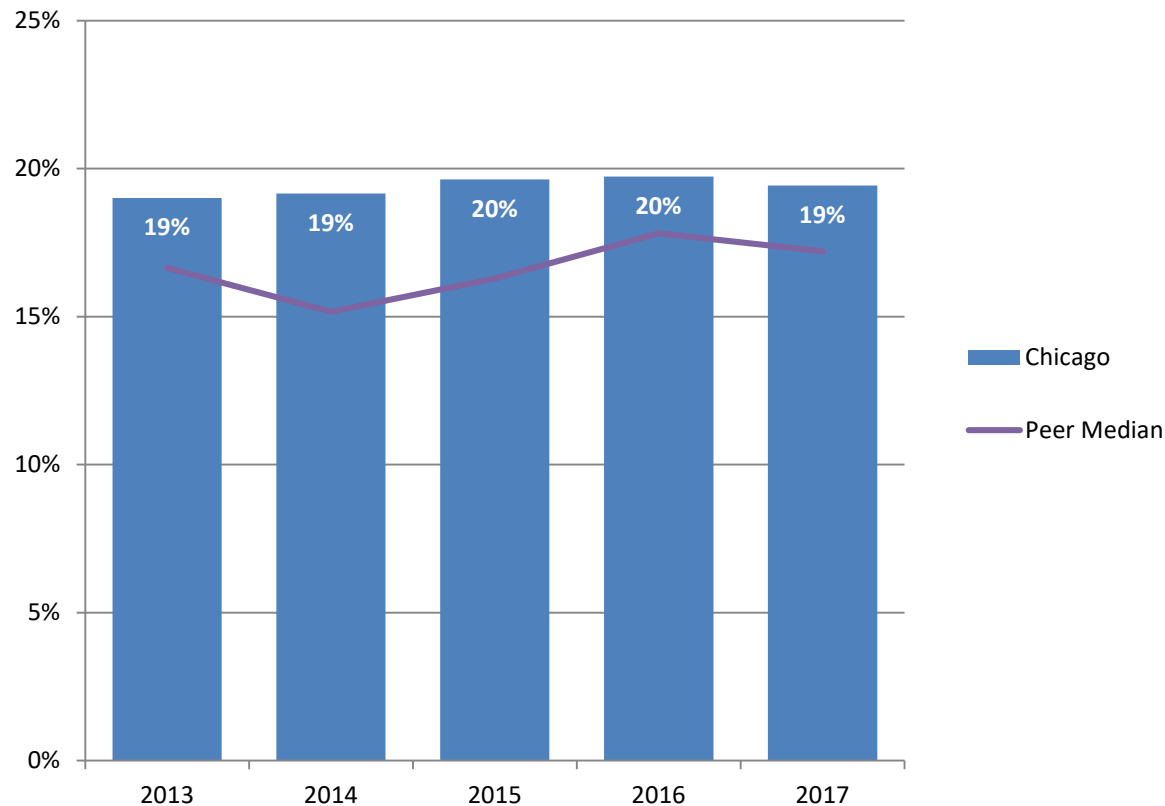




# UIC AND STANDARD PEER GROUP

## PERCENT UNDERGRADUATE CLASS SECTIONS WITH MORE THAN 50 STUDENTS: FALL 2013 – FALL 2017

The percent of classes with more than 50 students at UIC (19% in 2017) is slightly higher than its peer group median 17%. Among peers, the percentage ranges from 9% to 23%.



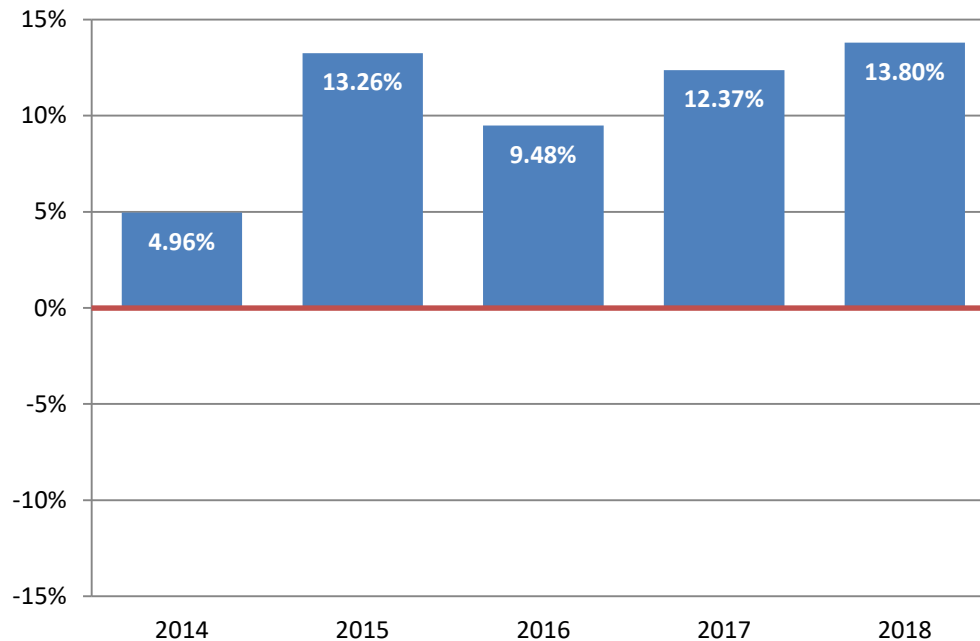
Source: Common Data Set (CDS).



# UIC AND STANDARD PEER GROUP

## FACULTY SALARY - DIFFERENCE FROM PEER MEDIAN: FY 2014 – FY 2018

The average faculty salary at UIC is higher than its peer median.



Source: American Association of University Professors (AAUP) annual faculty compensation survey.

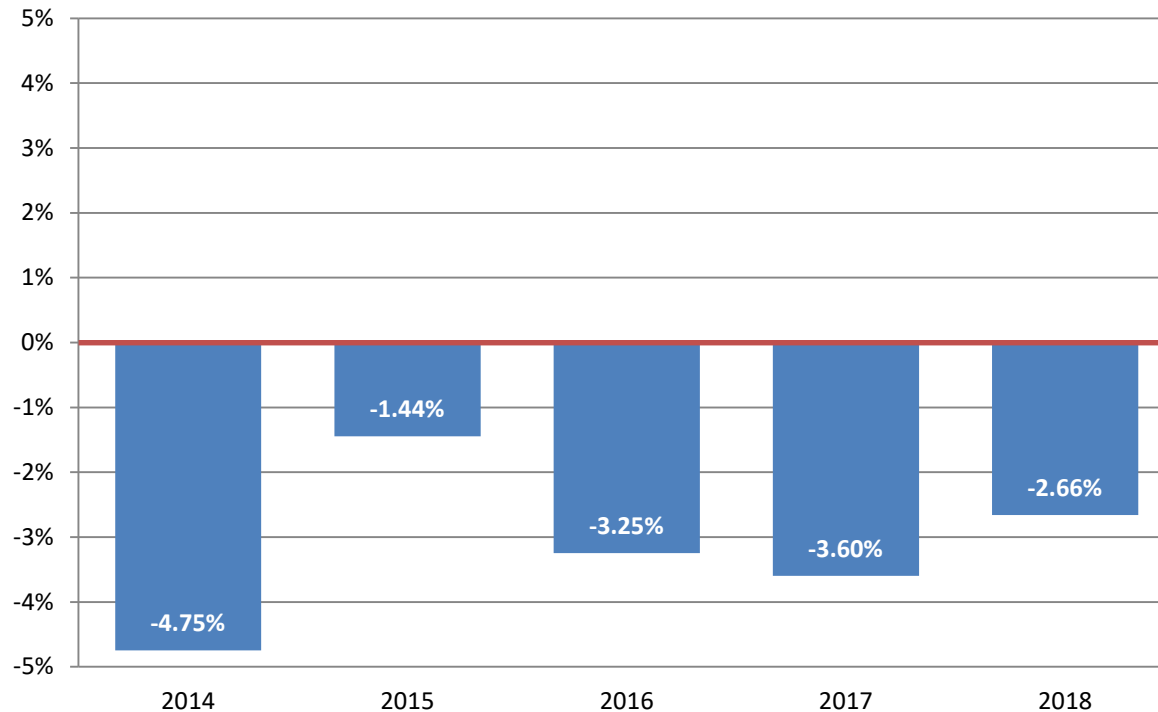
Note: Includes full-time instructional faculty who are benefit eligible and excludes medical/clinical and library faculty and those on leave without pay.



## UIC AND ASPIRATIONAL COMPARISON GROUP

### FACULTY SALARY - DIFFERENCE FROM ASPIRATIONAL PEER MEDIAN: FY 2014 – FY 2018

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 2013 – FY 2017

In FY 2017, a total of 56 UIC tenure system faculty received outside offers. More than half (57%) were made a counter offer by UIC, and of those, 88% accepted the counter offer.

### Tenure System Faculty Receiving Firm Offers

Decision	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Stay	16	32	17	13	33
Resign	28	33	41	16	21
Leave without Pay	0	2	0	0	1
Pending	0	0	2	2	1
<b>Total Offers</b>	<b>44</b>	<b>67</b>	<b>60</b>	<b>31</b>	<b>56</b>

Counter Offers	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Counter Offers Made	19	35	21	15	32
Counter Offers Accepted	16	29	16	12	28
<b>Percent of Counter Offers Accepted</b>	<b>84%</b>	<b>83%</b>	<b>76%</b>	<b>80%</b>	<b>88%</b>

Source: University of Illinois Office for Budget and Planning.



# HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

## Biomedical News & Discoveries

**Benjamin Van Voorhees**, Professor and Head of Pediatrics, College of Medicine, was awarded a \$7 million grant from the Patient-Centered Outcomes Research Institute (PCORI) to develop programs to prevent depression among teens.

**Ramaswamy Kalyanasundaram**, Professor and Head of Biomedical Science, College of Medicine at Rockford, was awarded over \$2.8 million and a US patent for a vaccine to eradicate lymphatic filariasis, a tropical disfiguring and debilitating parasitic infection of which 3 billion individuals worldwide are at risk.

**Alexander Mankin**, Professor of Medicinal Chemistry and Pharmacognosy, and Director of the Center for Biomolecular Sciences, College of Pharmacy, was awarded over \$2 million to discover new ways to treat antibiotic resistant bacteria.

**Pauline Maki**, Professor of Psychiatry and Psychology, College of Medicine, received the 2018 Woman in Science Award for her studies on Women and Gender.

# HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

## Applied Health Sciences

**Joy Hammel, Norifumi Urao, and Sangeetha Madhavan** received a combined total of over \$5.6 million for their individual research programs focused on rehabilitation, stem cells, and physical therapy.

## Engineering

**Jacob Eriksson**, Associate Professor of Computer Science, College of Engineering, was awarded a \$500,000 National Science Foundation grant to refine a new method of data processing for faster computing. The College of Engineering has over \$83 million in research funding.

## Liberal Arts & Sciences

**Maria (Nena) de los Angeles Torres**, Professor of Latin America and Latino Studies, College of Liberal Arts and Sciences, and Director of the Inter-University Program for Latino Research – a UIC based national research consortium – will oversee a \$884,000 grant from the Mellon Foundation to support scholars in Latino studies.



# HIGHLIGHTS OF INDIVIDUAL EXCELLENCE

## Fulbright Scholars

**Miiri Kotche**, Clinical Professor of Bioengineering, Colleges of Engineering and Medicine

**Holli DeVon**, Professor and Head of Behavioral Health Sciences, College of Nursing

## Fellow of the American Association for the Advancement of Science (AAAS)

**Luisa DiPietro**, Professor of Periodontics and Director for Wound Repair and Regeneration,  
College of Dentistry

## Fellows of the American Academy of Nursing (AAN)

**Colleen Corte**, **Patricia Hershberger**, and **Kathryn Rugen** were inducted as Fellows into the AAN, the highest honor in Nursing.

## Top 25 Women in Higher Education Award

**Barbara Ransby**, Professor of History, African-American Studies, and Gender & Women's Studies, College of Liberal Arts and Sciences, and Director of the UIC Social Justice Initiative

## Ross Atkinson Lifetime Achievement Award

**Mary Case**, Professor, University Librarian and Dean of Libraries, in recognition of  
30 years career as a library leader.



# 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
- Faculty Administrator Leadership Program (FALP), designed for tenured Associate and Full Professors interested in learning about higher administration

# 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 and award recognition 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

## Teaching

- Continue emphasis on teaching and student success during the New Faculty Orientation and the Orientation for New Deans, Heads, and Chairs
- Evaluate and strengthen 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

- Launched successful writing program to encourage eventual promotion of mid-career faculty (tenured Associate Professors)
- Targeted Cluster Hiring Initiative focused on underrepresented faculty and campus teaching needs (in progress)
- Continue underrepresented faculty recruitment program
- Initiated faculty exit survey and interview process to assess perceptions of campus climate to aid in recruitment and retention of underrepresented faculty

# 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

## 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

