

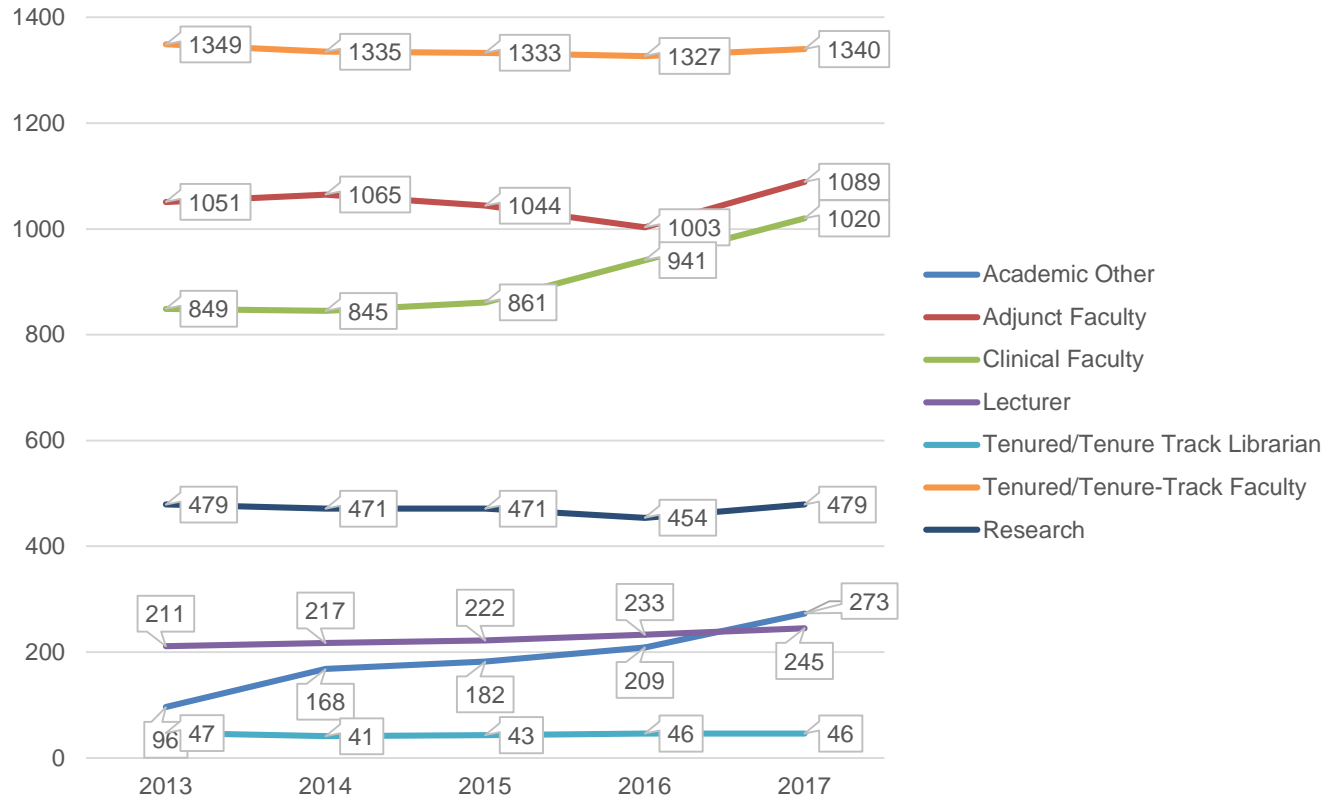


MARGIE FERGUSON, SENIOR ASSOCIATE VICE CHANCELLOR,  
ACADEMIC AFFAIRS

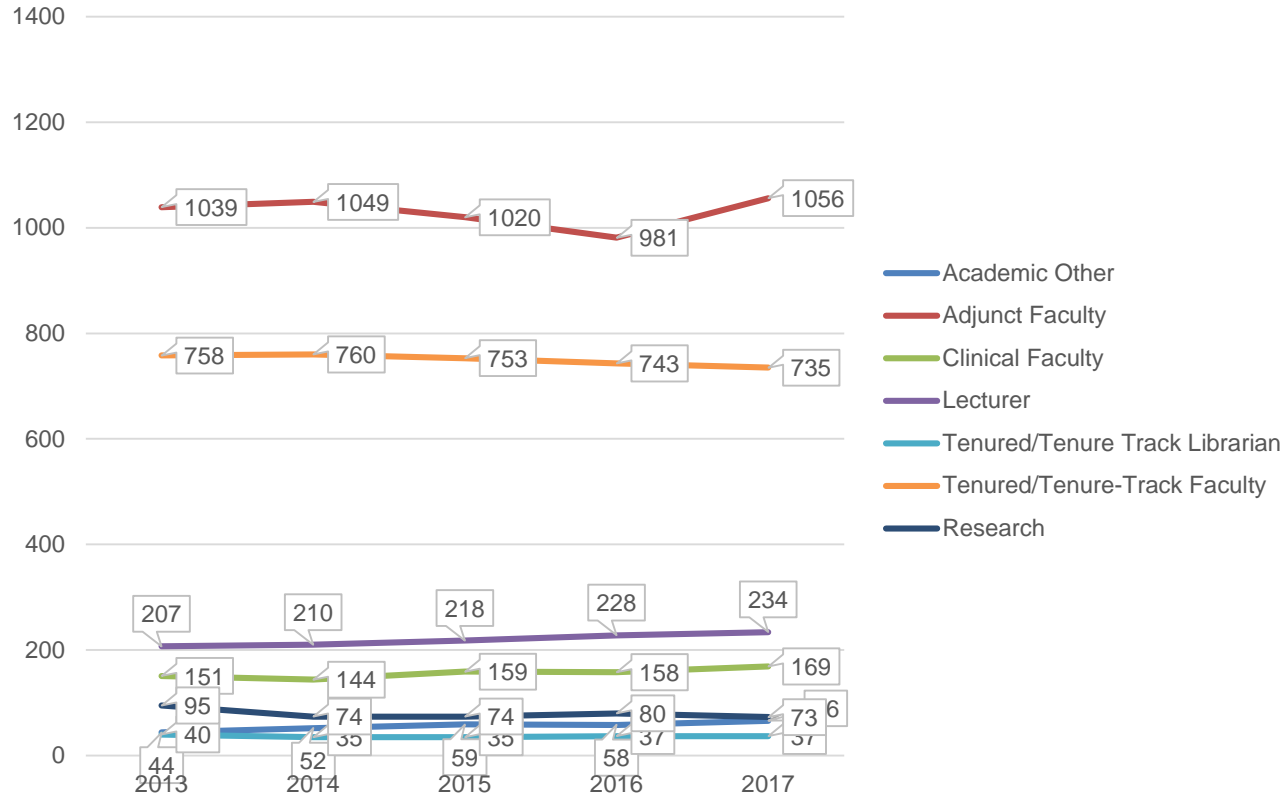
# State of IUPUI Faculty 2018

# Headcounts and Demographic Characteristics

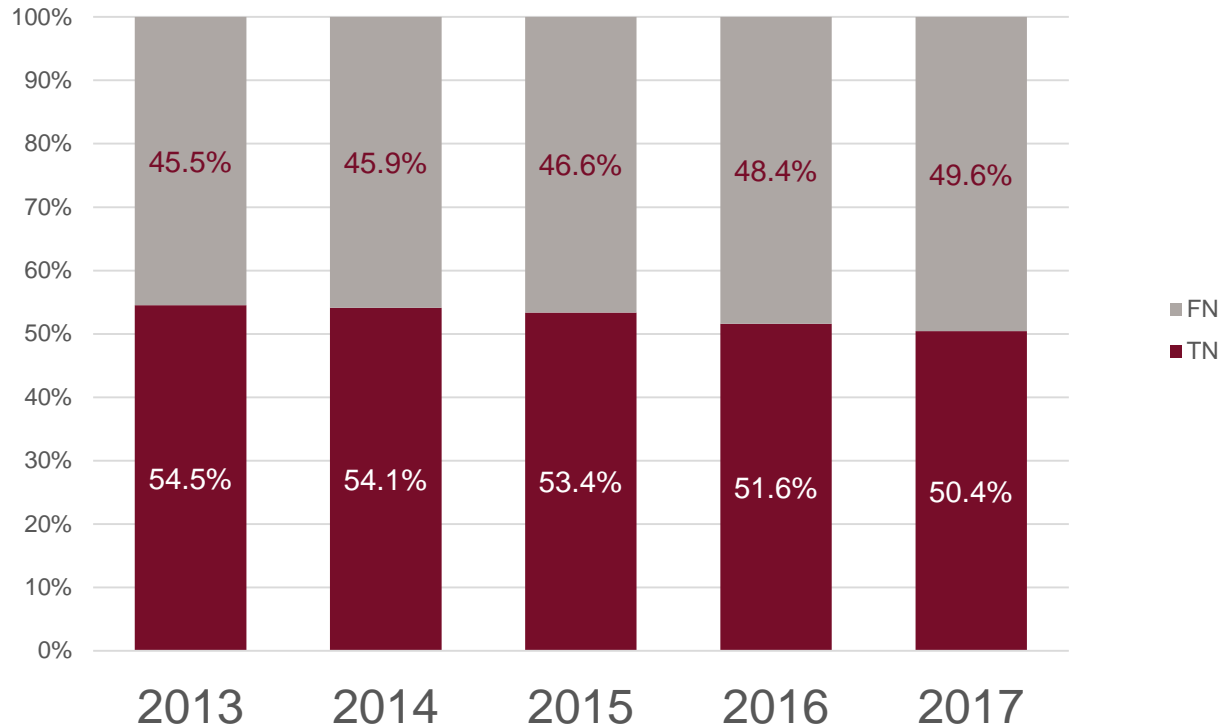
## Academic Titles: 10/1/2017 (SOM Included)



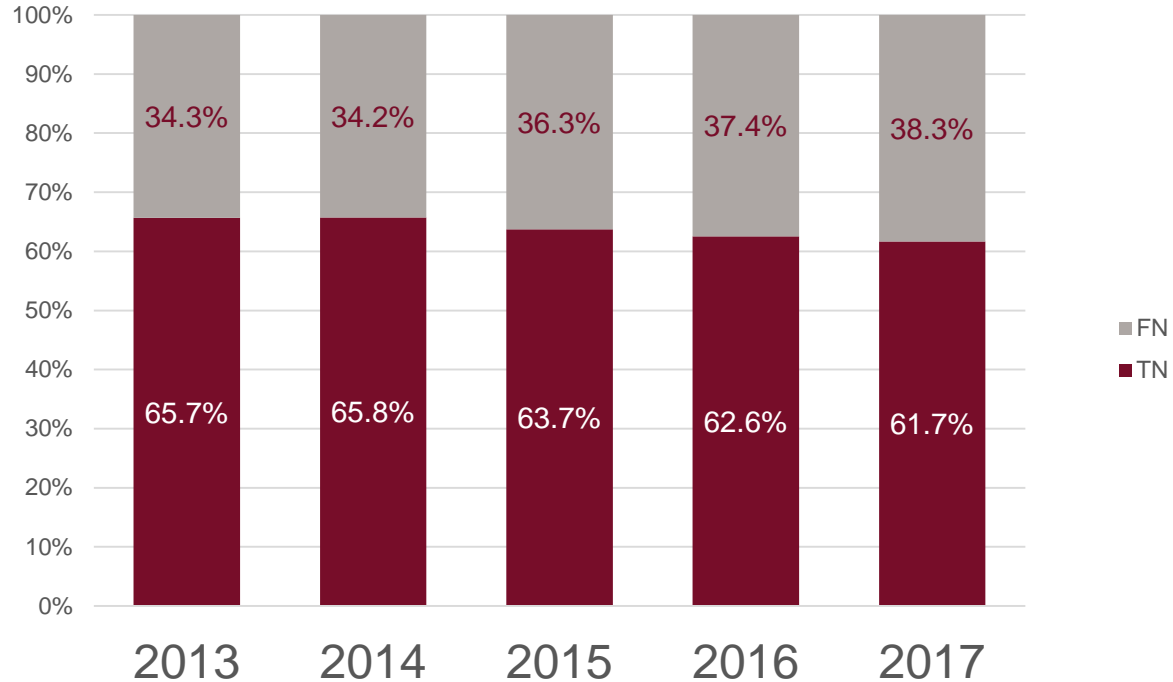
## Academic Titles: 10/1/2017 (SOM Excluded)



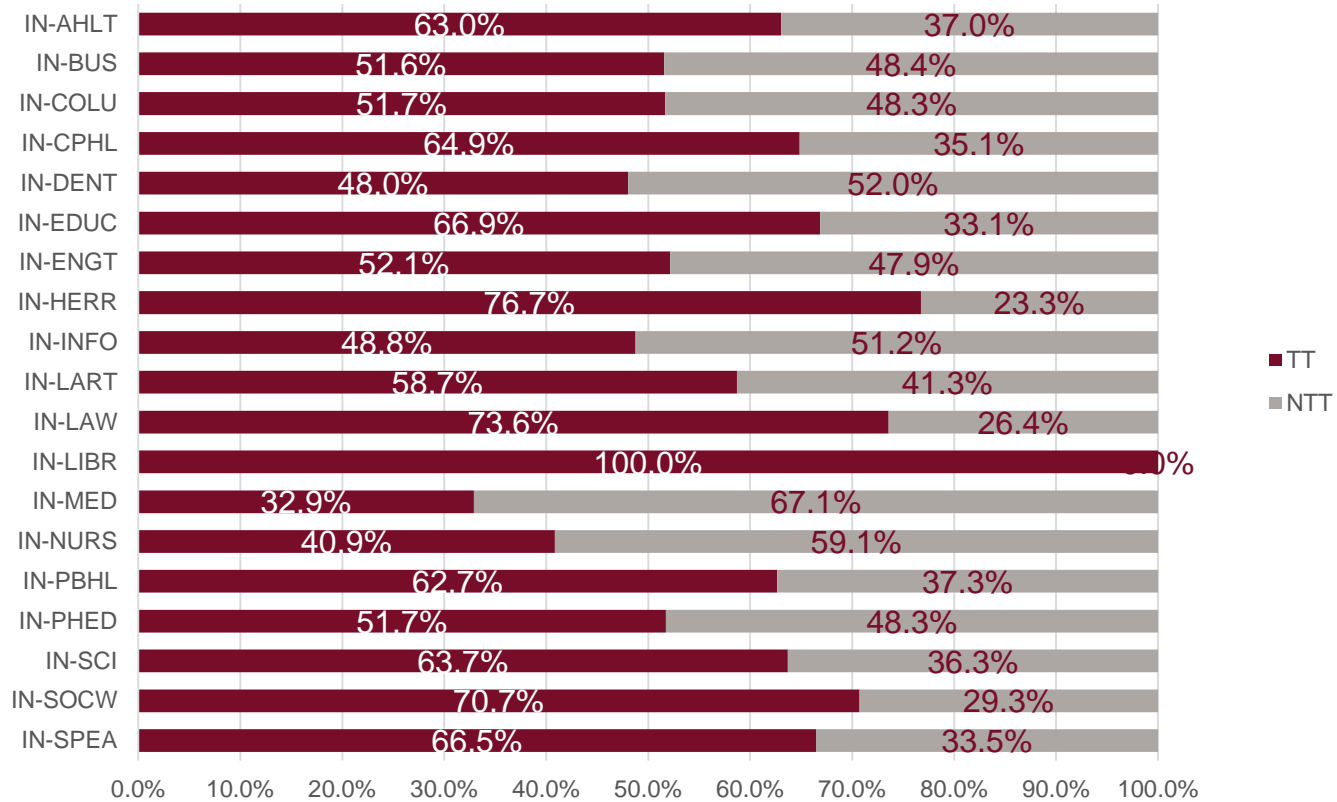
## Tenure Related (TN) v. Non-Tenure Related (FN) FT Faculty (School of Medicine Included)



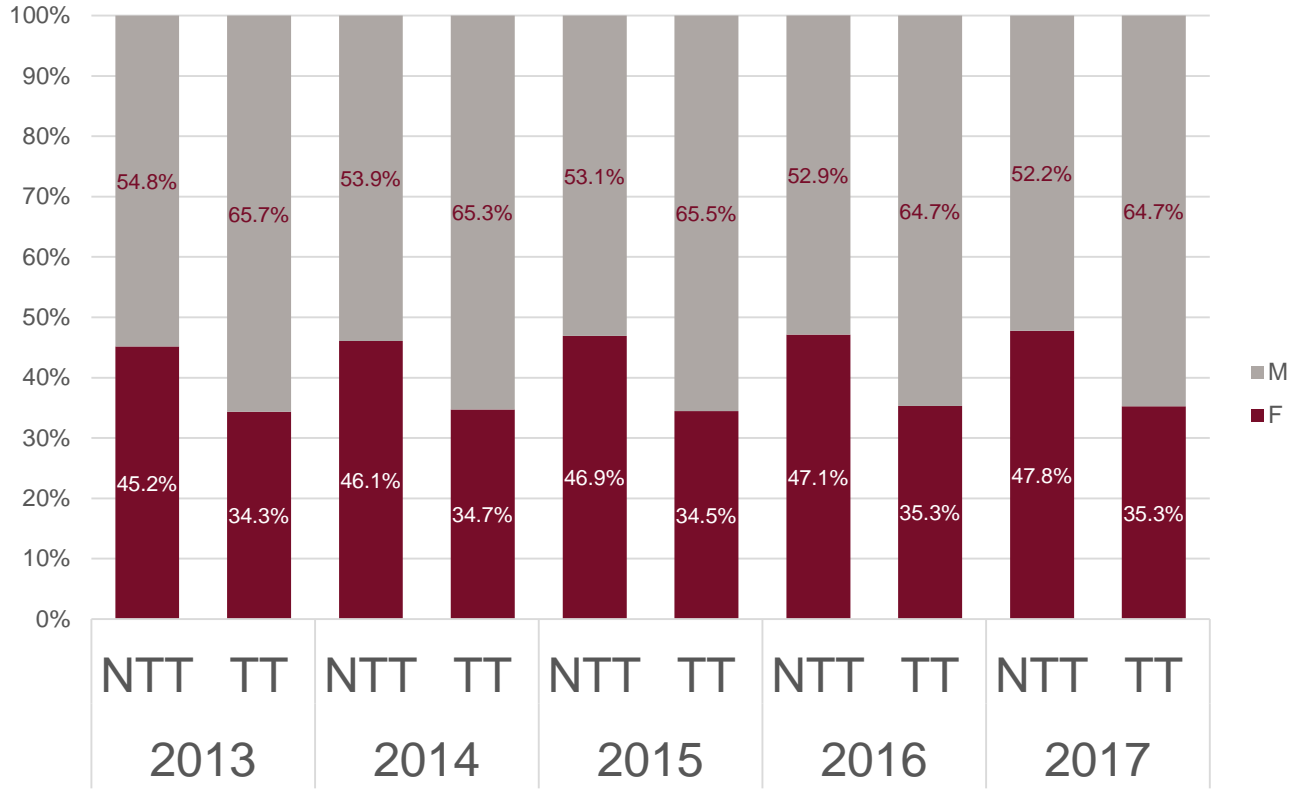
## Tenure Related (TN) v. Non-Tenure Related (FN) FT Faculty (School of Medicine Excluded)



## Tenure Related (TT) v. Non-Tenure Related (NTT) FT Faculty by School All Schools as of 10/1/2017

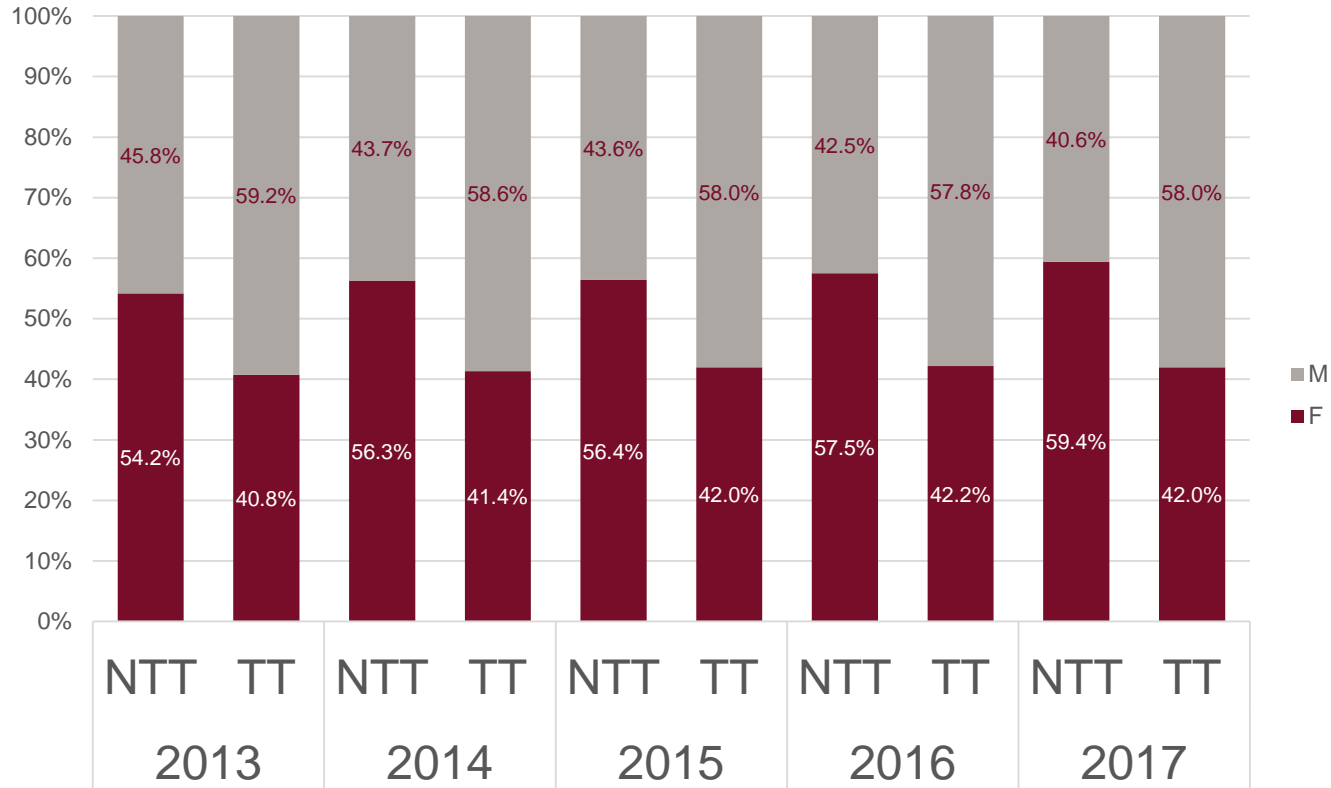


## Gender - FT Faculty: 10/1/2017 (SOM included)

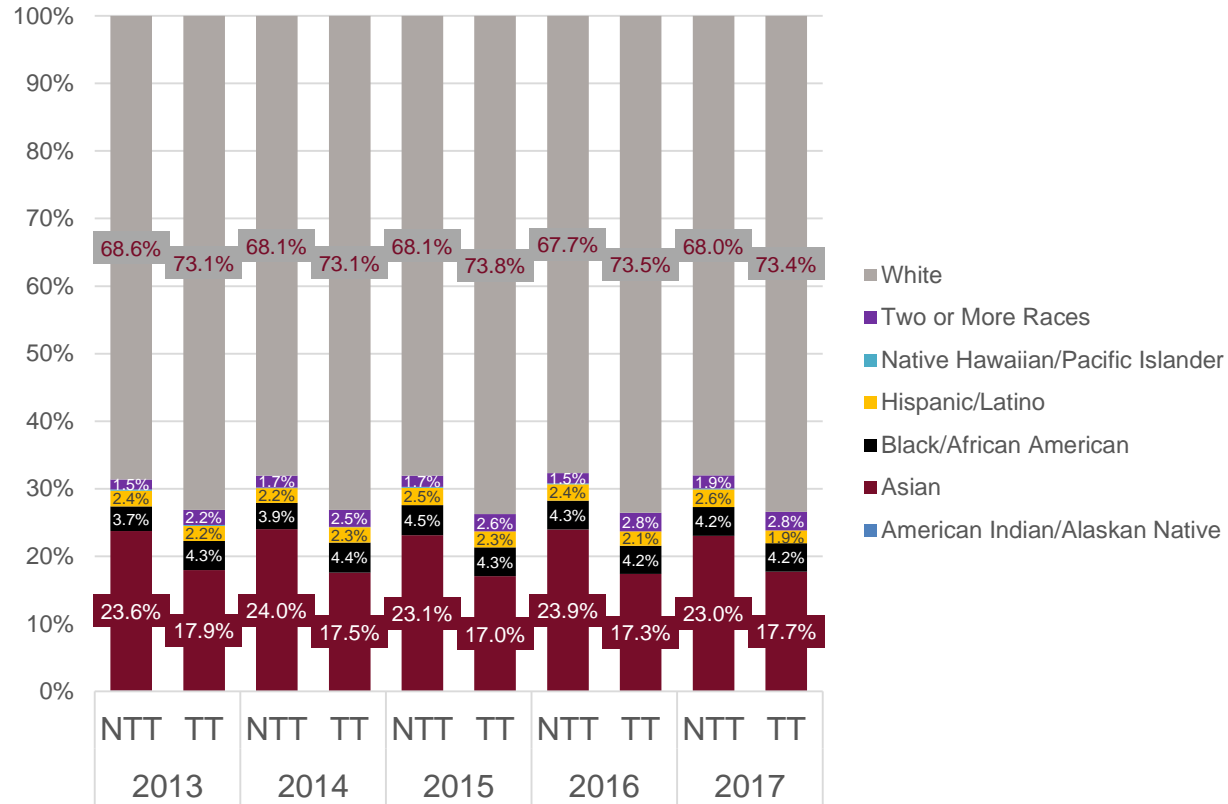




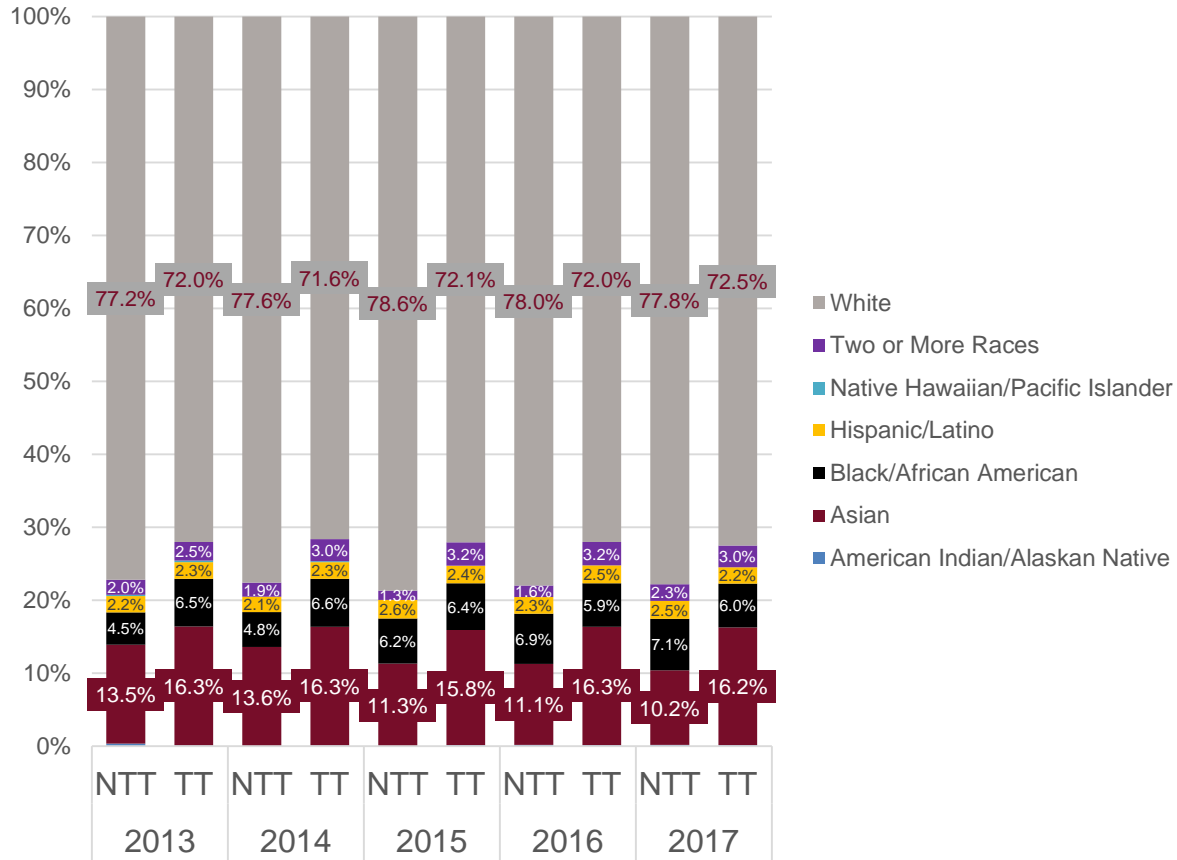
## Gender - FT Faculty: 10/1/2017 (SOM excluded)



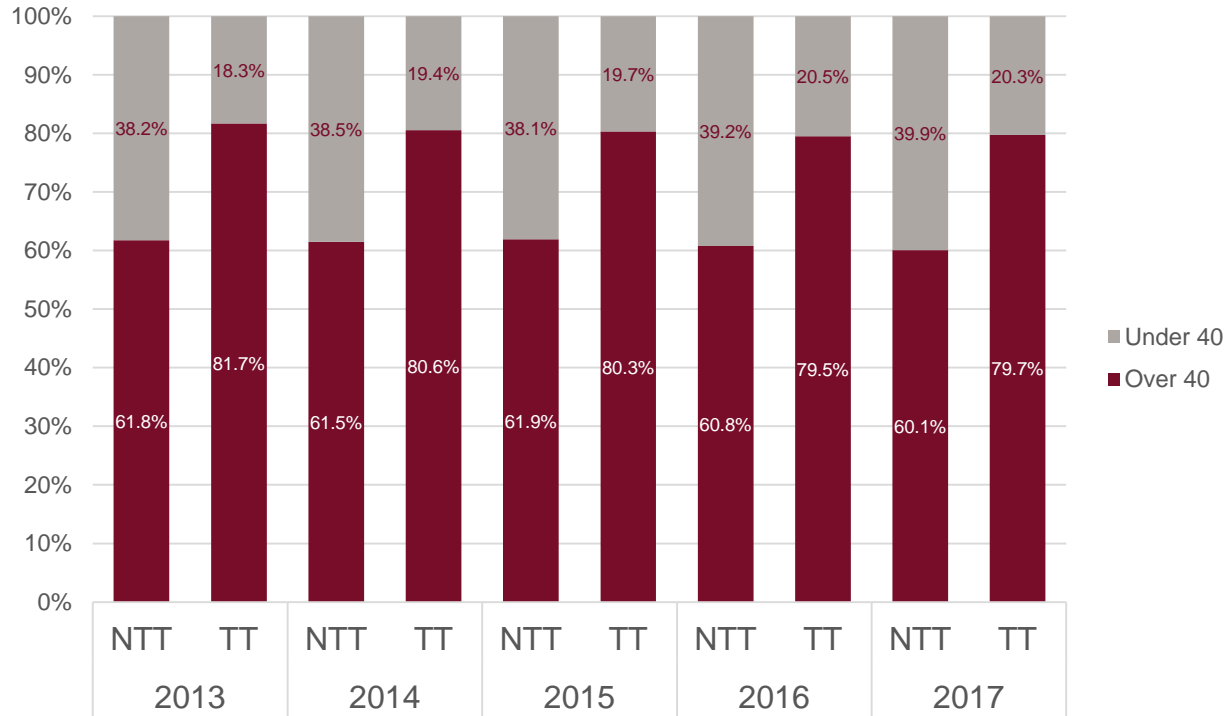
## Race - FT Faculty: 10/1/2017 (SOM included)



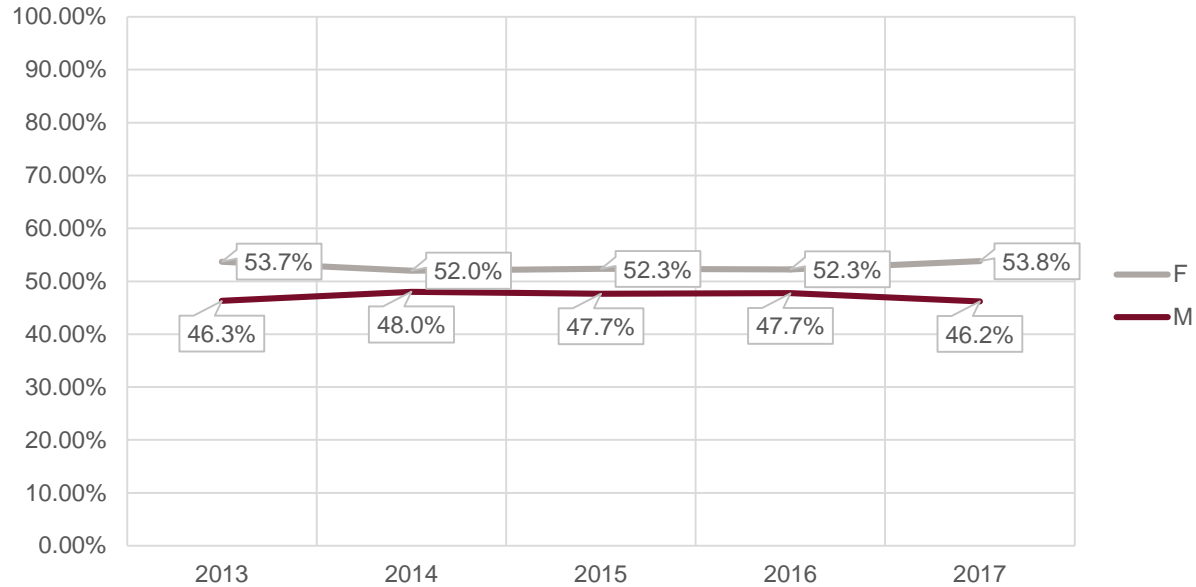
## Race - FT Faculty: 10/1/2017 (SOM excluded)



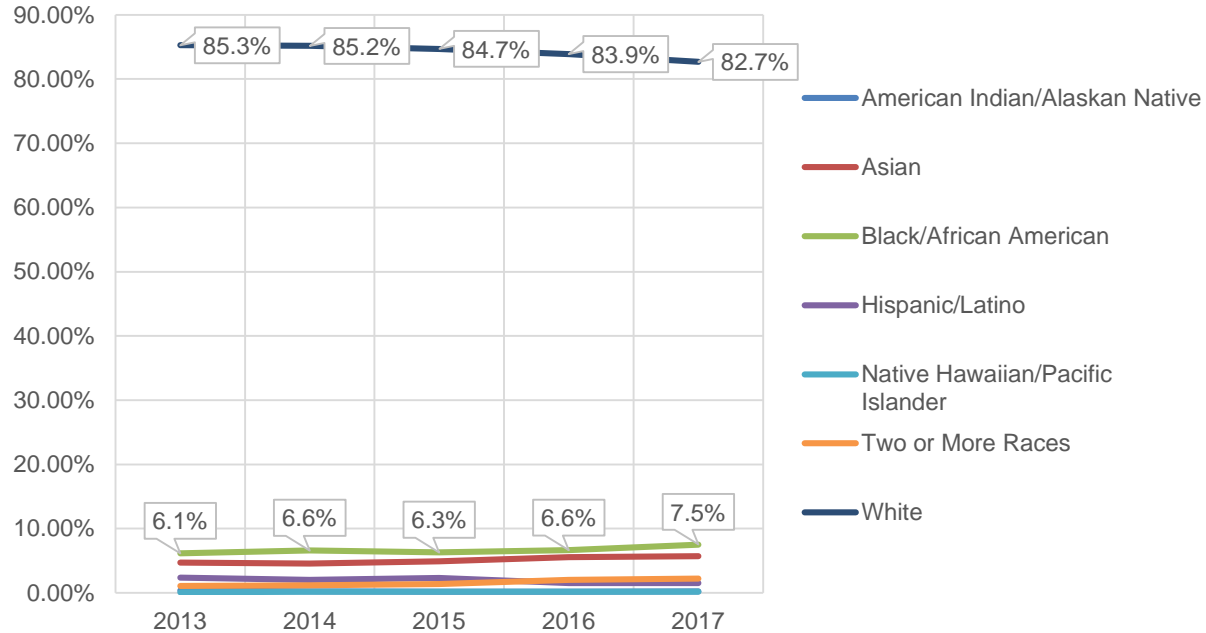
## Age – FT Faculty: 10/1/2017



## PT Faculty – Gender 10/1/2017



# PT Faculty – Race 10/1/2017



# Faculty Retention

## First time Tenure Track Faculty Hires – 4 and 8 year Retention

	MEDICINE	OTHER SCHOOLS	TOTAL
<b>Total Hired</b>	280	361	641
<b>4 year Retained at all</b>	75%	80%	498 (78%)
<b>4 year – Still on Tenure Track</b>	62%	75%	443 (69%)
<b>4 year – Achieved Tenure</b>	2%	3%	18 (3%)
<b>4 year – Switched to NTT</b>	10%	2%	35 (5%)
<b>4 year – No longer faculty at IUPUI</b>	25%	20%	143 (22%)

	MEDICINE	OTHER SCHOOLS	TOTAL
<b>Total Hired</b>	190	208	398
<b>8 year Retained at all</b>	58%	61%	236 (59%)
<b>8 year – Still on Tenure Track</b>	3%	4%	13 (3%)
<b>8 year – Achieved Tenure</b>	38%	54%	185 (46%)
<b>8 year – Switched to NTT</b>	17%	2%	38 (10%)
<b>8 year – No longer faculty at IUPUI</b>	42%	39%	162 (41%)





## RETENTION – 4 YEAR – BY DEMOGRAPHICS

	MEDICINE		OTHER SCHOOLS		TOTAL	
	Retained at all	Retained on Tenure-Track	Retained at all	Retained on Tenure-Track	Retained at all	Retained on Tenure-Track
<b>Female</b>	68/94 (72%)	57/94 (61%)	117/152 (77%)	105/152 (69%)	185/246 (75%)	162/246 (66%)
<b>Male</b>	141/186 (76%)	122/186 (66%)	172/209 (82%)	159/209 (76%)	313/395 (79%)	281/395 (71%)
<b>White</b>	137/174 (78%)	115/176 (65%)	172/217 (79%)	152/217 (70%)	309/393 (79%)	267/393 (68%)
<b>Black</b>	8/12 (67%)	7/12 (58%)	22/27 (81%)	22/27 (81%)	30/39 (77%)	29/39 (74%)
<b>Latina/o</b>	8/11 (73%)	6/11 (55%)	11/13 (85%)	11/13 (85%)	19/24 (79%)	17/24 (71%)
<b>Asian, Pacific Islander, Native Hawaiian</b>	50/75 (67%)	45/75 (60%)	76/95 (80%)	73/95 (77%)	126/170 (74%)	118/170 (69%)
<b>American Indian</b>	1/1 (100%)	1/1 (100%)	1/1 (100%)	1/1 (100%)	2/2 (100%)	2/2 (100%)
<b>Multiracial</b>	4/4 (100%)	4/4 (100%)	7/8 (88%)	7/8 (88%)	11/12 (92%)	11/12 (92%)
<b>International</b>	26/39 (66%)	21/39 (54%)	64/79 (81%)	64/79 (81%)	90/118 (76%)	85/118 (72%)
<b>U.S. Native / Citizen</b>	183/241 (76%)	158/241 (66%)	225/282 (80%)	218/282 (77%)	408/523 (78%)	376/523 (72%)



## RETENTION – 8 YEAR – BY DEMOGRAPHICS

	MEDICINE		OTHER SCHOOLS		TOTAL	
	Retained at all	Retained on Tenure-Track	Retained at all	Retained on Tenure-Track	Retained at all	Retained on Tenure-Track
Female	33/57 (54%)	24/57 (42%)	52/88 (59%)	47/88 (53%)	83/145 (57%)	71/145 (49%)
Male	79/133 (59%)	53/133 (40%)	74/120 (62%)	71/120 (59%)	153/253 (60%)	124/253 (49%)
White	80/122 (66%)	55/122 (45%)	73/125 (58%)	71/125 (57%)	153/247 (62%)	126/247 (51%)
Black	4/9 (44%)	1/9 (11%)	12/16 (75%)	12/16 (75%)	16/25 (64%)	13/25 (52%)
Latina/o	4/6 (67%)	1/6 (17%)	3/9 (33%)	3/9 (33%)	7/15 (47%)	4/15 (27%)
Asian, Pacific Islander, Native Hawaiian	21/51 (41%)	18/51 (35%)	37/57 (65%)	35/57 (61%)	58/108 (54%)	53/108 (49%)
American Indian	1/1 (100%)	1/1 (100%)	0/1 (0%)	0/1 (0%)	1/2 (50%)	1/2 (50%)
Multiracial	NA	NA	NA	NA	NA	NA
International	13/29 (45%)	6/29 (21%)	25/45 (56%)	24/45 (53%)	38/74 (51%)	30/74 (41%)
U.S. Native / Citizen	97/161 (60%)	71/161 (44%)	101/163 (62%)	98/163 (60%)	198/324 (61%)	169/324 (52%)



# Data Link

## 1. Institutional Research and Decision Support (IRDS) Dashboards

- [Headcount Dashboard](#)
- [Cohort Retention Dashboard](#)
- [Other Dashboards:](#)
  - Faculty satisfaction
  - Faculty engagement in high impact practices
  - Faculty perception of development opportunities



# Promotion and Tenure

## PROMOTION & TENURE

<b>2005-2017 (SOM Included)</b>			
	Tenure Track	Non Tenure-Track	Total
<b>Positive</b>	806	390	1,196
<b>Unsuccessful</b>	41	19	60
<b>Yes Tenure; No Promotion</b>	7	--	7
<b>TOTAL</b>	854	409	1,263

<b>2005-2017 (SOM Excluded)</b>			
	Tenure Track	Non Tenure-Track	Total
<b>Positive</b>	438	117	555
<b>Unsuccessful</b>	29	3	32
<b>Yes Tenure; No Promotion</b>	3	--	3
<b>TOTAL</b>	470	120	590



# PROMOTION & TENURE (2005 – 2017)

## Tenure Track Faculty Cases (All Cases)

	Positive	Unsuccessful	Yes Tenure; No Promotion	Total
<b>Gender</b>				
Female	301 (95%)	14 (4%)	2 (1%)	317
Male	505 (94%)	27 (5%)	5 (1%)	537
<b>Race/Ethnicity</b>				
Asian	170 (93%)	9 (5%)	3 (2%)	182
Black	32 (86%)	5 (14%)	0	37
Latino	25 (89%)	3 (11%)	0	28
White	567 (95%)	24 (4%)	4 (1%)	595
Two or more races	12 (100%)	0	0	12
<b>Age</b>				
40 & under	195 (97%)	3 (2%)	2 (1%)	200
Over 40	611 (93%)	38 (6%)	5 (1%)	654



## PROMOTION & TENURE (2005 – 2017)

### Non-Tenure Track Faculty Cases (All Cases)

	Positive	Unsuccessful	Total
<b>Gender</b>			
Female	155 (99%)	2 (1%)	157
Male	235 (93%)	17 (7%)	252
<b>Race/Ethnicity</b>			
Asian	68 (91%)	7 (9%)	75
Black	8 (80%)	2 (20%)	10
Latino	8 (89%)	1 (11%)	9
White	300 (97%)	9 (3%)	309
Two or more races	6 (100%)	0	6
<b>Age</b>			
40 & under	72 (99%)	1 (1%)	73
Over 40	305 (94%)	18 (6%)	323



# Unsuccessful Tenure and/or Promotion Cases

- Though the vast majority of promotion and tenure cases at IUPUI are successful, some common threads can be identified in unsuccessful cases.
- Dean Emerita Sherry Queener performed a qualitative analysis of all unsuccessful cases from the past ten years (including clinical promotion cases)
- 55 cases across all schools





# Common Errors in Promotion and Tenure

- Administrative errors
- Strategic errors
- Candidate errors



# Administrative Errors

- Poor organization of the dossier and/or CV
- Inappropriate external reviewers
- Poor letter of instruction to external reviewers
- Administrative vacuum/errors/split appointment



# Strategic Errors

- Wrong area of excellence chosen
- Poor timing (too early or too late)
- Weak avenues of disseminating scholarship
- Over-emphasizing collaborative research
- Failing to develop a national reputation



# Candidate Errors

- Too few publications in area of excellence
- Ignoring counsel offered by mentors/reviews
- Too little grant support
- Unsatisfactory in secondary area



# Concluding Remarks

- Thanks to Michelle Hansen, Anne Mitchell and Rick Morgan we are building better capacity to follow and understand faculty retention and hopefully avoid faculty loss
- We are making these data to the campus community for your review by school and demographic features etc.
- Working with the Office of Employment Opportunity we are improving data gathered from faculty who leave IUPUI in hopes of improving retention
- Academic Affairs has incorporated lessons learned from failed tenure and promotion cases into our training for faculty, chairs and deans

