

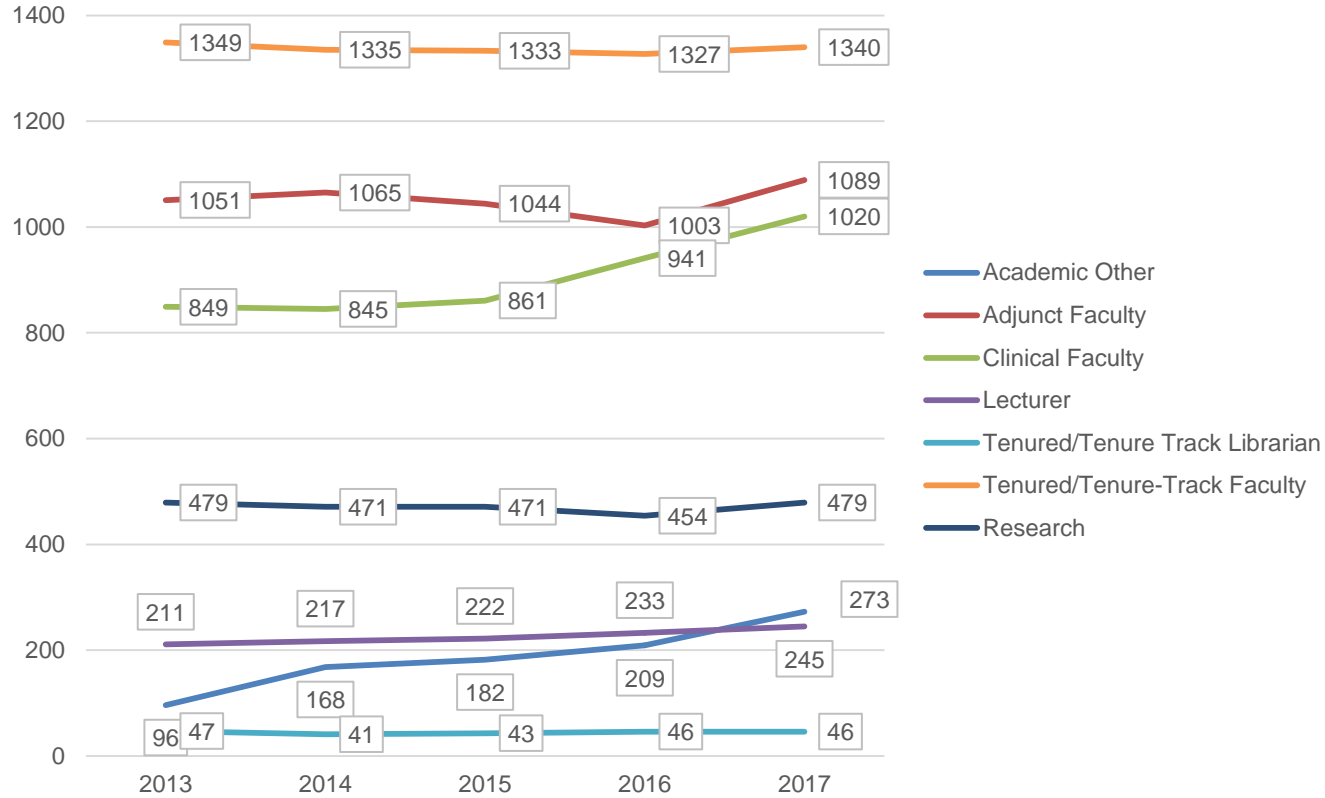


MARGIE FERGUSON, SENIOR ASSOCIATE VICE CHANCELLOR,
ACADEMIC AFFAIRS

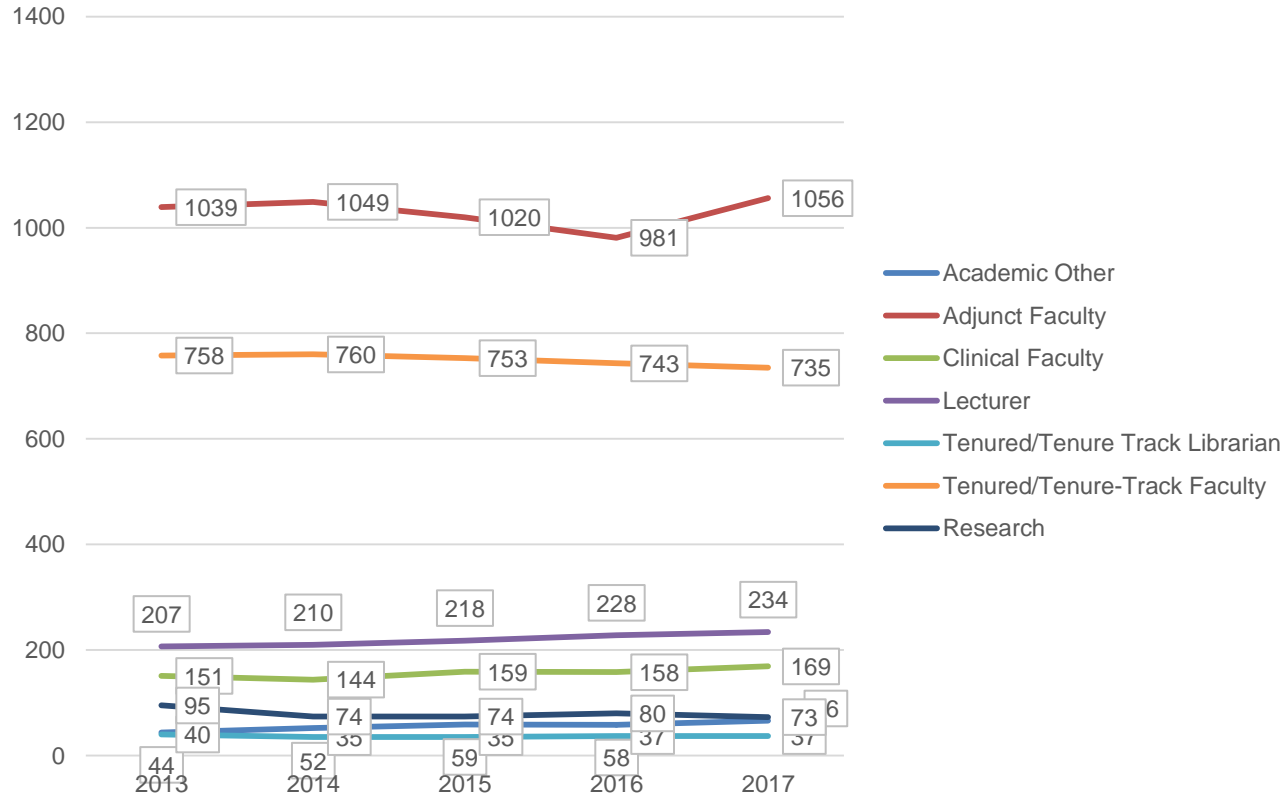
State of IUPUI Faculty 2018

Headcounts and Demographic Characteristics

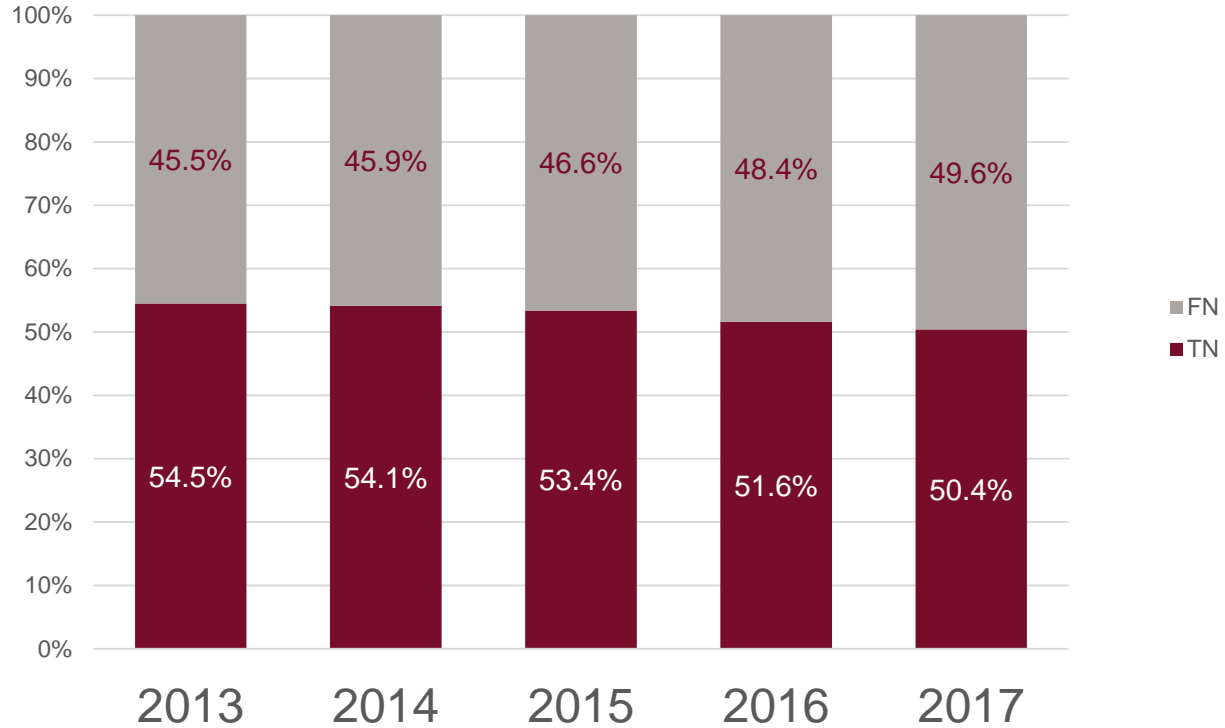
Academic Titles: 10/1/2017 (SOM Included)



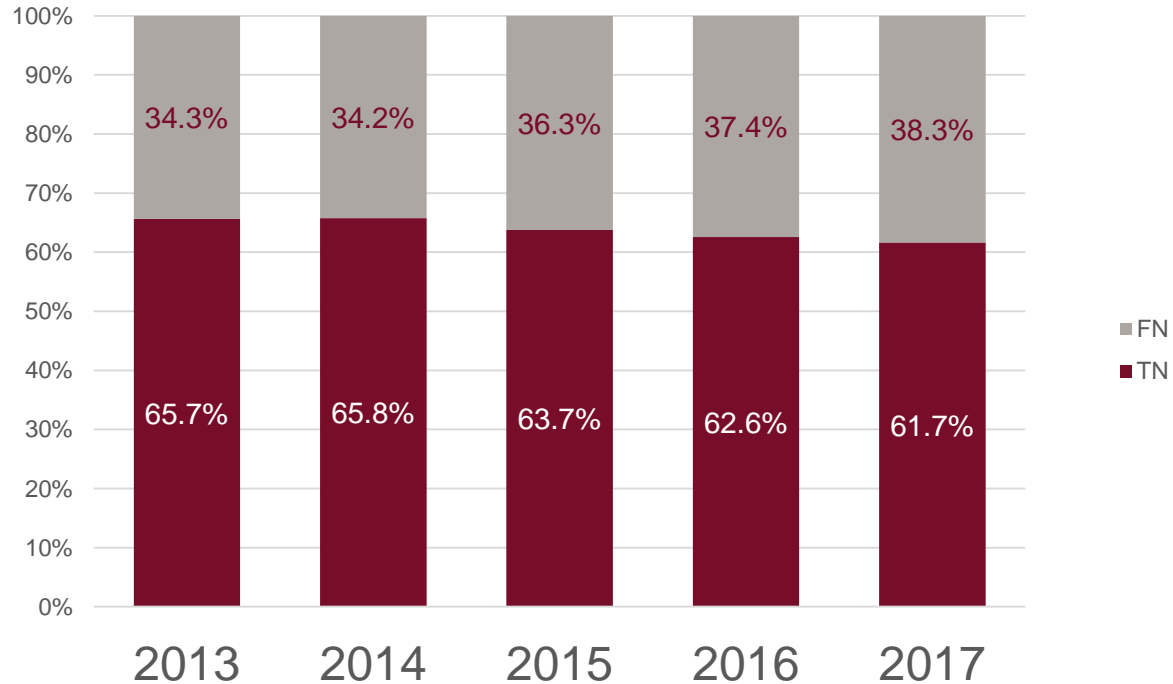
Academic Titles: 10/1/2017 (SOM Excluded)



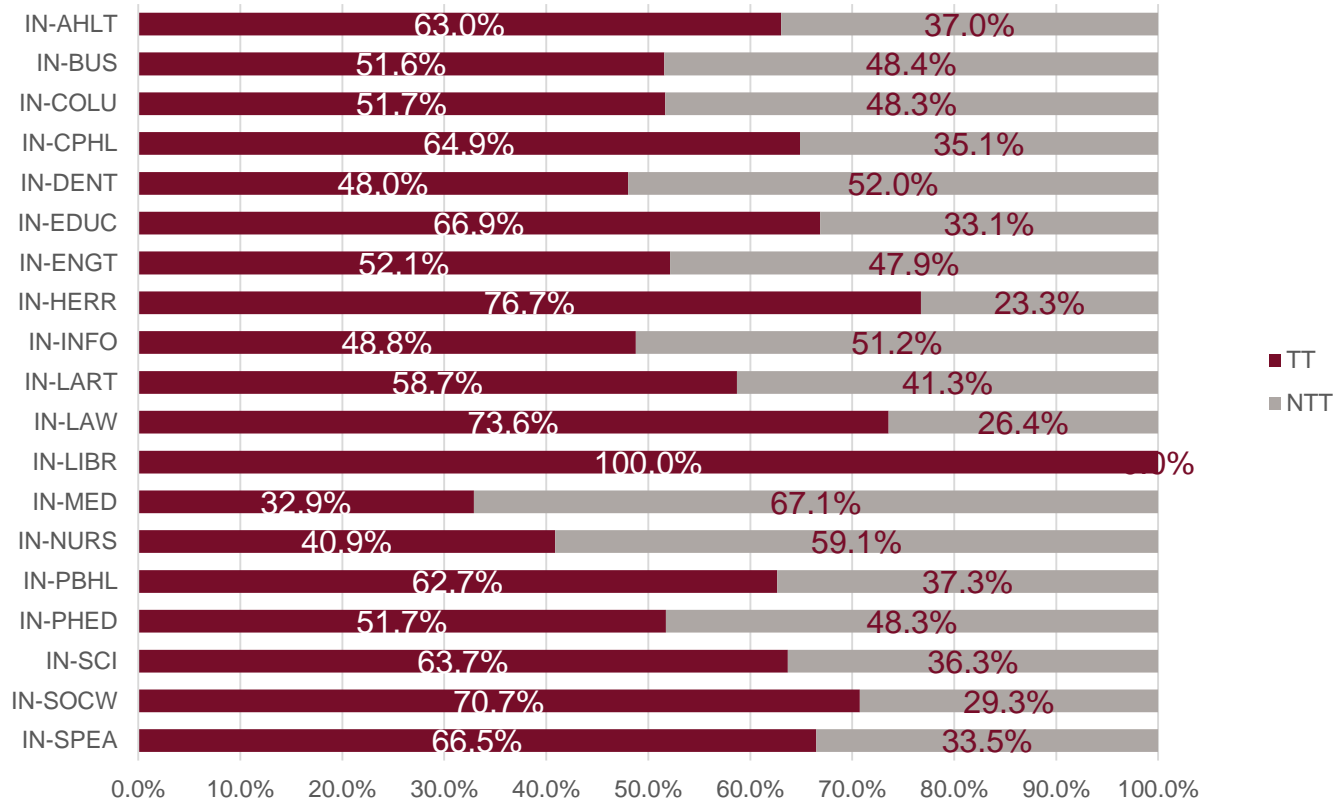
Tenure Related (TN) v. Non-Tenure Related (FN) FT Faculty (School of Medicine Included)



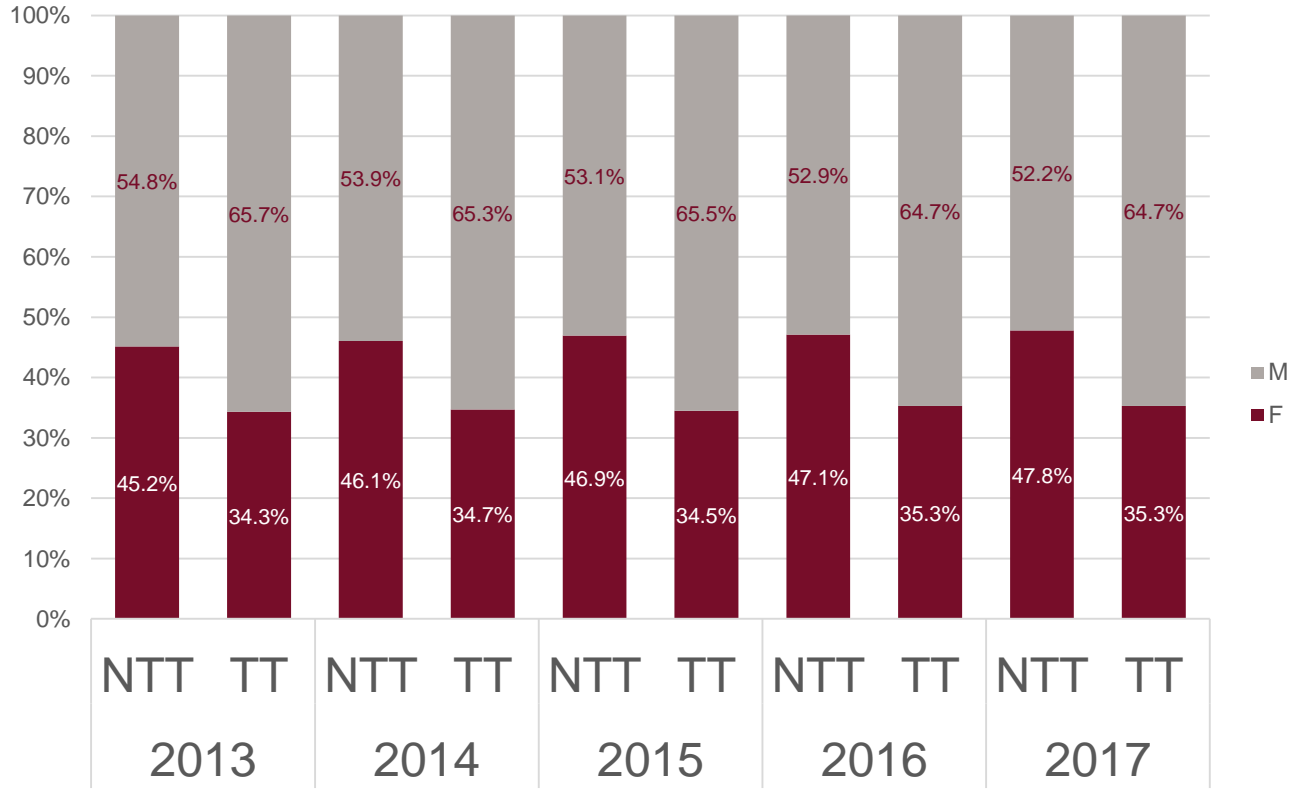
Tenure Related (TN) v. Non-Tenure Related (FN) FT Faculty (School of Medicine Excluded)



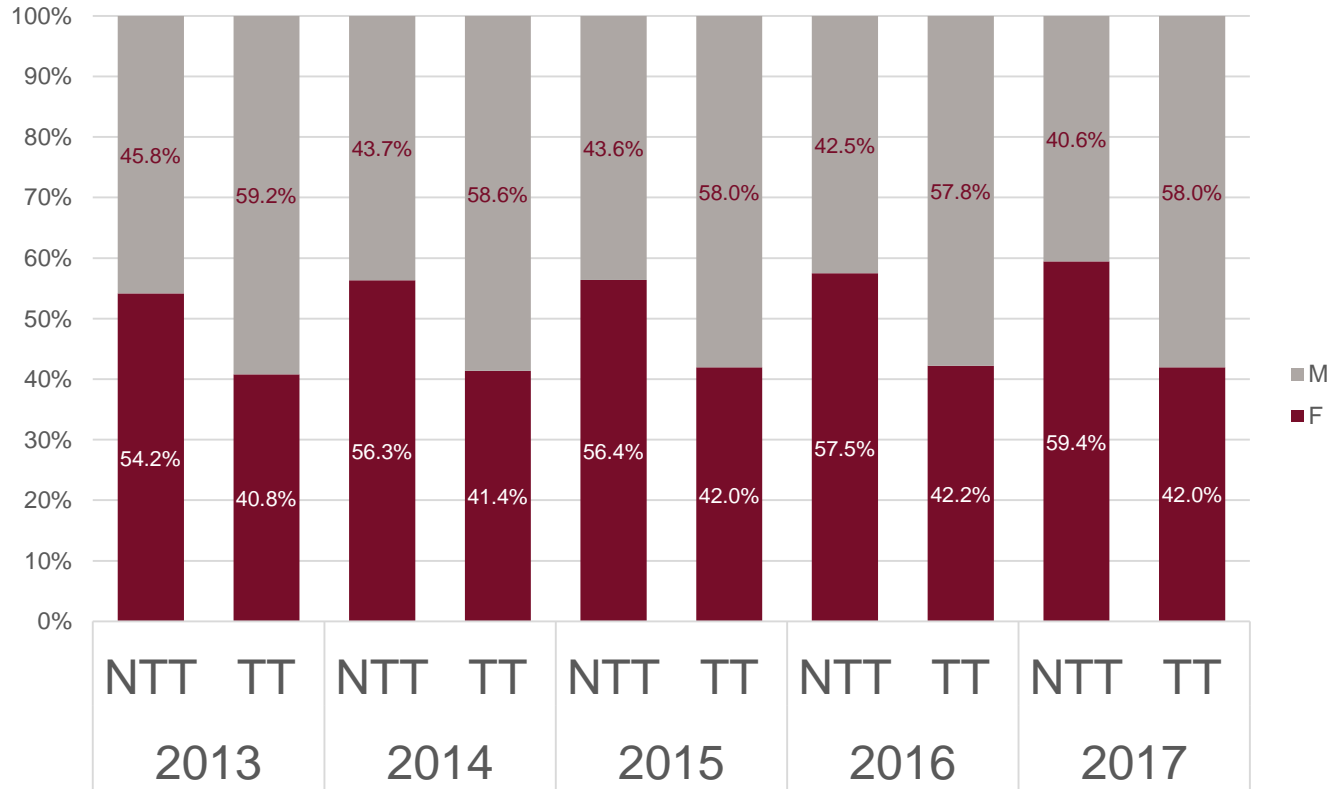
Tenure Related (TT) v. Non-Tenure Related (NTT) FT Faculty by School All Schools as of 10/1/2017



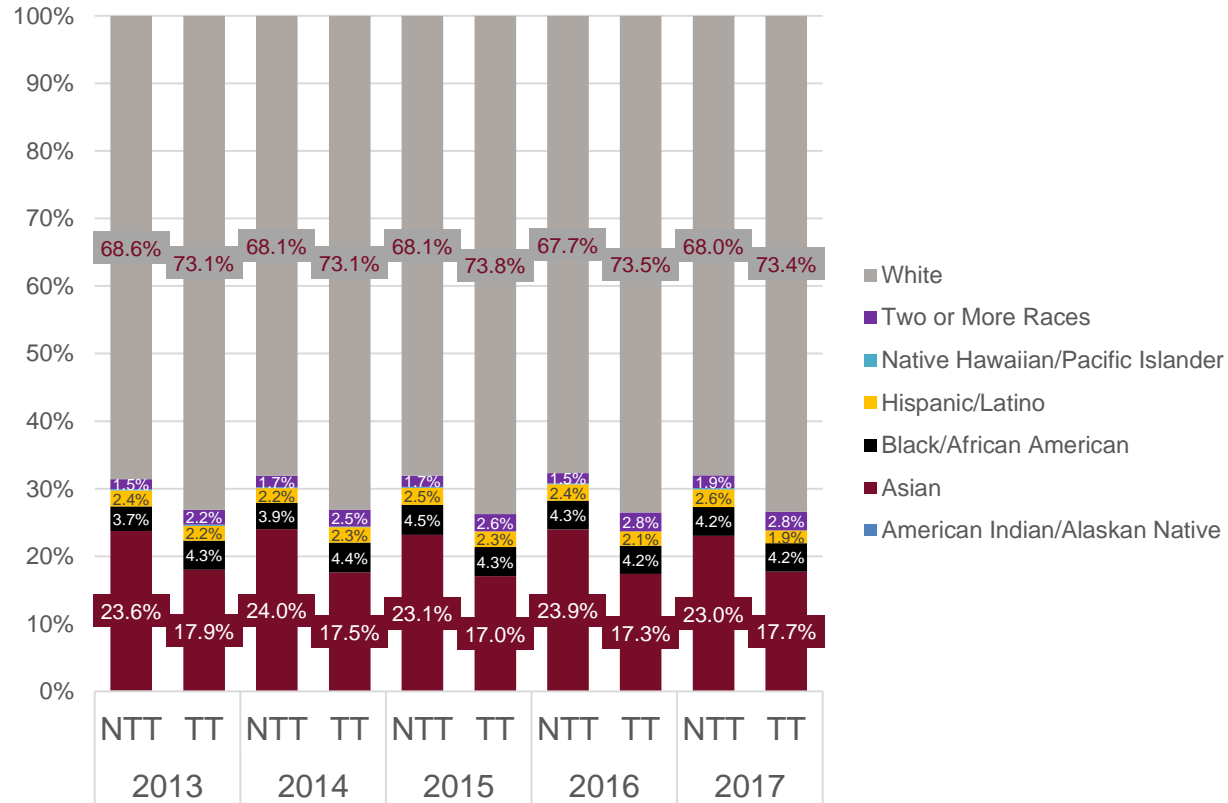
Gender - FT Faculty: 10/1/2017 (SOM included)



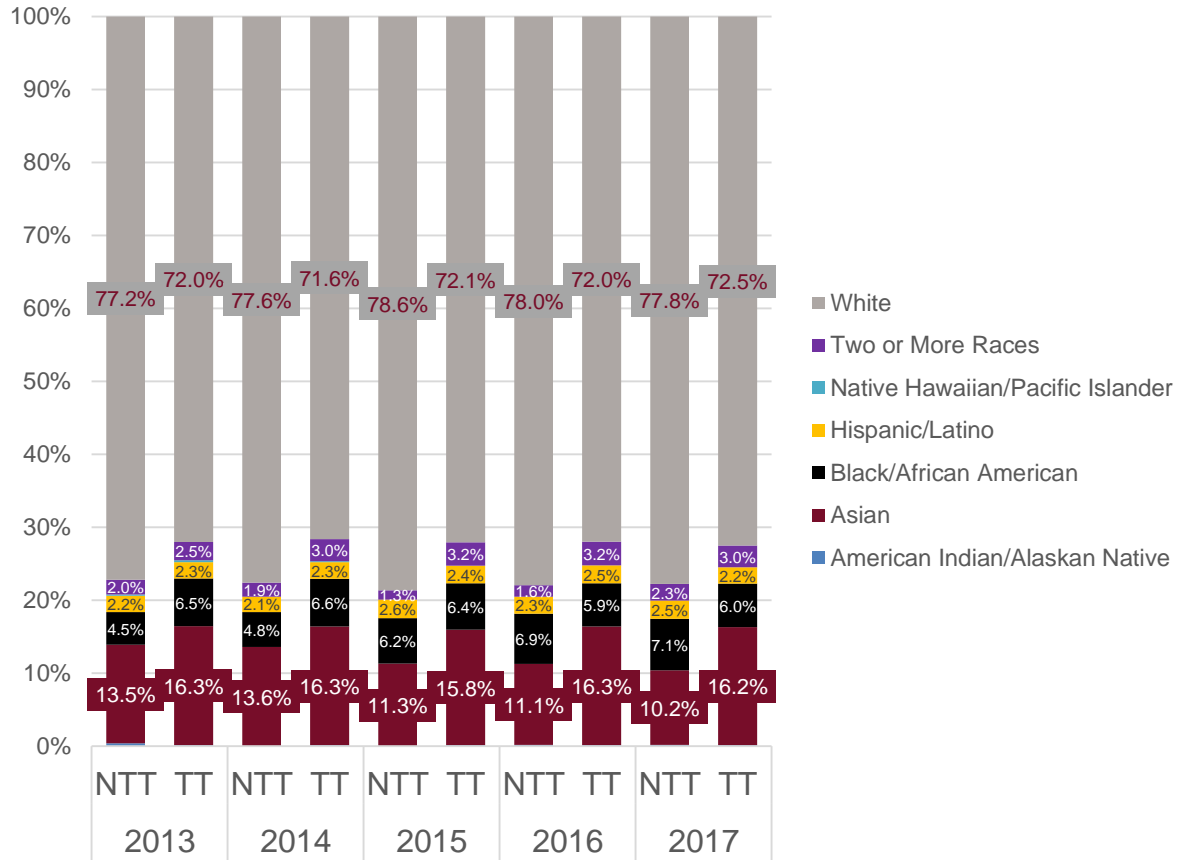
Gender - FT Faculty: 10/1/2017 (SOM excluded)



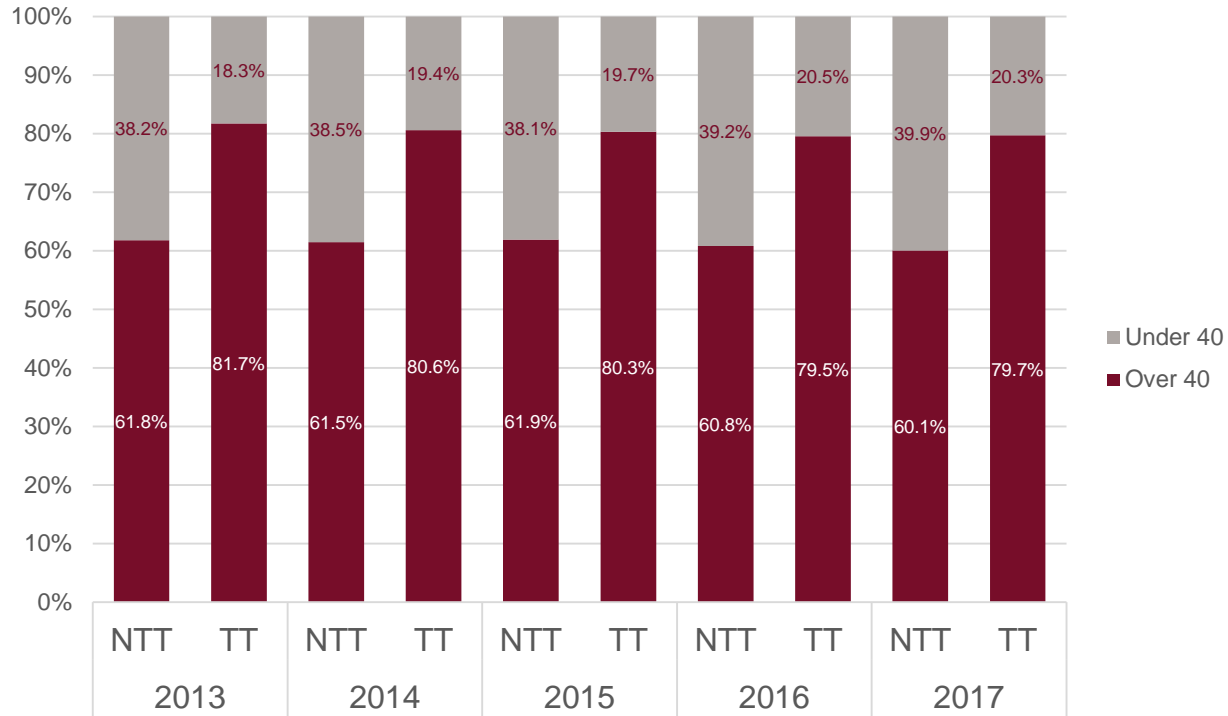
Race - FT Faculty: 10/1/2017 (SOM included)



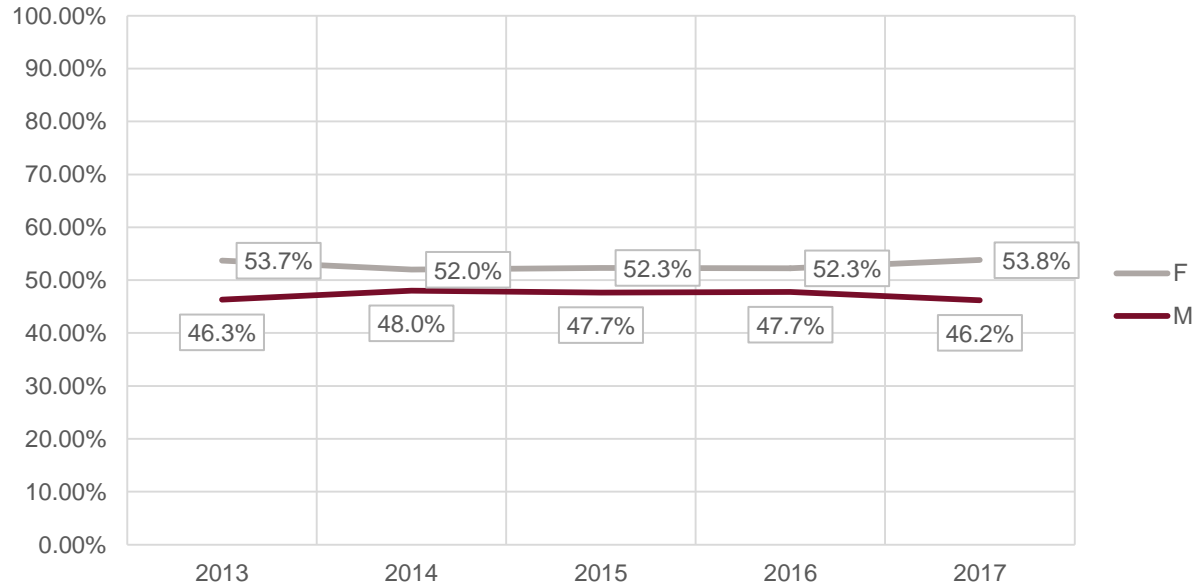
Race - FT Faculty: 10/1/2017 (SOM excluded)



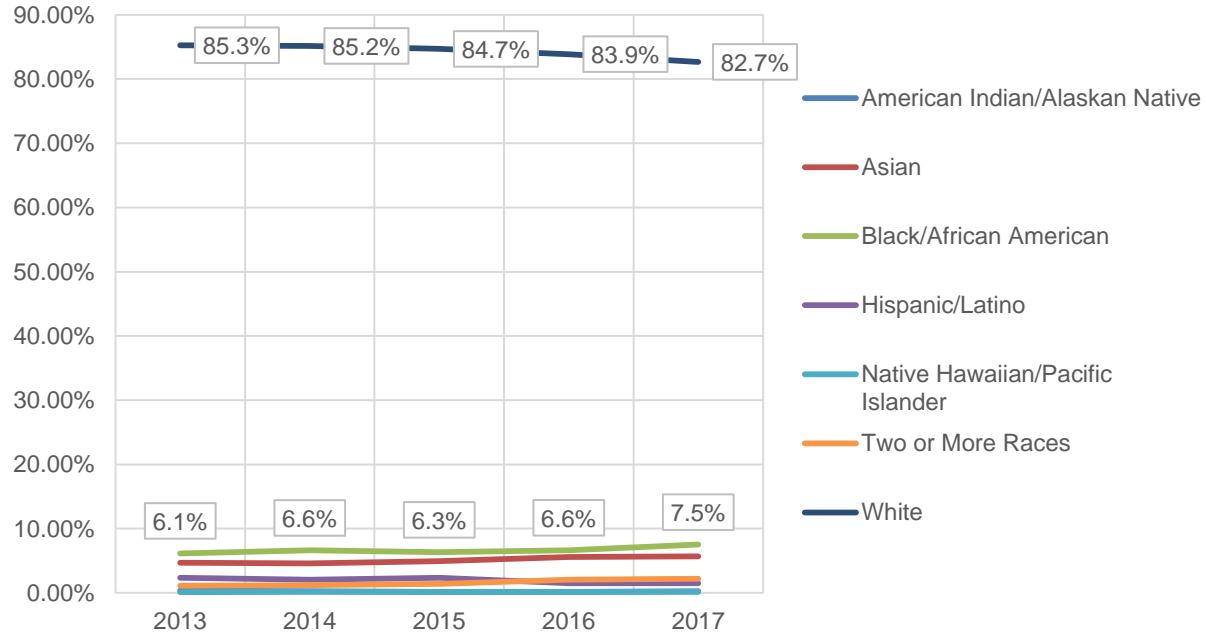
Age – FT Faculty: 10/1/2017



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

	MEDICINE	OTHER SCHOOLS	TOTAL
Total Hired	190	208	398
8 year Retained at all	58%	61%	236 (59%)
8 year – Still on Tenure Track	3%	4%	13 (3%)
8 year – Achieved Tenure	38%	54%	185 (46%)
8 year – Switched to NTT	17%	2%	38 (10%)
8 year – No longer faculty at IUPUI	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
Female	68/94 (72%)	57/94 (61%)	117/152 (77%)	105/152 (69%)	185/246 (75%)	162/246 (66%)
Male	141/186 (76%)	122/186 (66%)	172/209 (82%)	159/209 (76%)	313/395 (79%)	281/395 (71%)
White	137/174 (78%)	115/176 (65%)	172/217 (79%)	152/217 (70%)	309/393 (79%)	267/393 (68%)
Black	8/12 (67%)	7/12 (58%)	22/27 (81%)	22/27 (81%)	30/39 (77%)	29/39 (74%)
Latina/o	8/11 (73%)	6/11 (55%)	11/13 (85%)	11/13 (85%)	19/24 (79%)	17/24 (71%)
Asian, Pacific Islander, Native Hawaiian	50/75 (67%)	45/75 60%	76/95 (80%)	73/95 (77%)	126/170 (74%)	118/170 (69%)
American Indian	1/1 (100%)	1/1 (100%)	1/1 (100%)	1/1 (100%)	2/2 (100%)	2/2 (100%)
Multiracial	4/4 (100%)	4/4 (100%)	7/8 (88%)	7/8 (88%)	11/12 (92%)	11/12 (92%)
International	26/39 (66%)	21/39 (54%)	64/79 (81%)	64/79 (81%)	90/118 (76%)	85/118 (72%)
U.S. Native / Citizen	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

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

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



PROMOTION & TENURE (2005 – 2017)

Tenure Track Faculty Cases (All Cases)

	Positive	Unsuccessful	Yes Tenure; No Promotion	Total
Gender				
Female	301 (95%)	14 (4%)	2 (1%)	317
Male	505 (94%)	27 (5%)	5 (1%)	537
Race/Ethnicity				
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
Age				
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
Gender			
Female	155 (99%)	2 (1%)	157
Male	235 (93%)	17 (7%)	252
Race/Ethnicity			
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
Age			
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

