

Goal 3: Dedicated Faculty and Staff

Recruit, support, and retain a highly committed and diverse faculty and staff who continually strive for excellence by promoting student learning, producing significant scholarship, and serving multiple constituencies.

A. Measures of Faculty and Staff Commitment to Educational Opportunity

1. Freshman Perceptions of Faculty ¹

- Percent saying faculty are available, helpful, sympathetic
- Percent receiving prompt feedback on academic performance often or very often
- Percent working with faculty on activities other than coursework often or very often (committees, orientation, clubs, activities)

2. Senior Perceptions of Faculty ¹

- Percent saying faculty are available, helpful, sympathetic
- Percent receiving prompt feedback on academic performance often or very often
- Percent working with faculty on activities other than coursework often or very often (committees, orientation, clubs, activities)

3. Alumni Perceptions of Faculty (one-year after graduation) ²

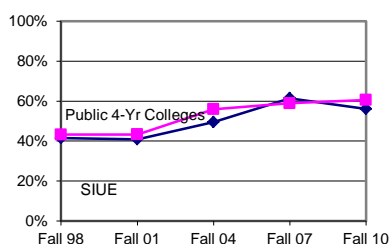
percent agreeing or strgly agreeing that or saying that often or very often:

- Faculty in major were accessible outside class
- Faculty in major provided timely feedback

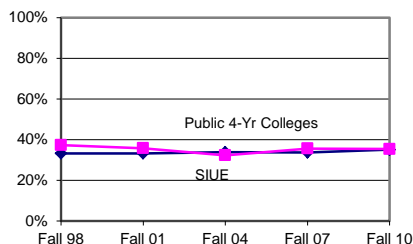
4. Faculty Perceptions on Commitment ³

- Percent saying "It's easy for students to see faculty outside regular office hours" is very descriptive of SIUE.
- Percent considered leaving academe in last 2 years
- Percent agreeing (somewhat or strongly) that faculty are committed to welfare of SIUE
- Percent agreeing (somewhat or strongly) that faculty are committed to Undergrad education as SIUE primary mission
- Percent saying (often or sometimes) that faculty in their dept are accessible for students outside of class
- Percent saying (often or sometimes) that faculty in their dept provide students with timely feedback

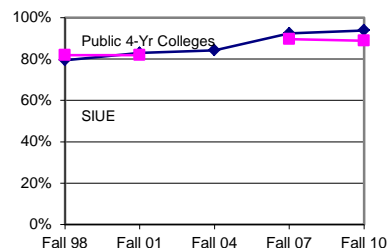
4a) Faculty Saying "It's easy for students to see faculty outside regular office hrs."



4b) Faculty Who Considered Leaving Academe in Last two Years



4c) Faculty agreeing that faculty are committed to the welfare of the university



5. Freshman Perceptions of Staff Commitment ¹

- Percent saying administrative personnel and offices are helpful, considerate, and flexible
- Percent rating academic advisement (during that academic year) as good or excellent

6. Senior Perceptions of Staff Commitment ¹

- Percent saying administrative personnel and offices are helpful, considerate, and flexible
- Percent rating academic advisement (during that academic year) as good or excellent

SIUE Measures

FY08 FY09 FY10 FY11 FY12

69%	66%	70%	68%	73%
53%	56%	53%	55%	57%
13%	15%	11%	16%	13%
75%	78%	77%	79%	79%
73%	69%	66%	66%	64%
19%	20%	20%	19%	21%
Graduated in --, (surveyed __ years out):				
2007 (1)	2008 (1)	2009 (1)	2010 (1)	2011 (1)
85%	85%	86%	86%	86%
78%	77%	79%	79%	74%

Fall 98 Fall 01 Fall 04 Fall 07 Fall 10

42%	41%	50%	61%	56%
33%	33%	34%	34%	35%
79%	83%	84%	92%	94%
78%	77%	86%	87%	94%
90%	89%	91%	96%	95%
84%	81%	83%	92%	89%

Benchmarks / Trends

FY08 FY09 FY10 FY11 FY12

NSSE Urban Consortium

69%	69%	71%	73%	72%
55%	58%	57%	57%	57%
14%	17%	15%	16%	17%
73%	77%	77%	75%	76%
60%	63%	63%	60%	63%
16%	18%	19%	17%	19%

FT Undergrad Faculty at Public 4-Yr Colleges

Fall 98 Fall 01 Fall 04 Fall 07 Fall 10

43%	43%	56%	59%	61%
37%	36%	32%	36%	35%
82%	82%	NA	90%	89%
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA

Goal 3: Dedicated Faculty and Staff

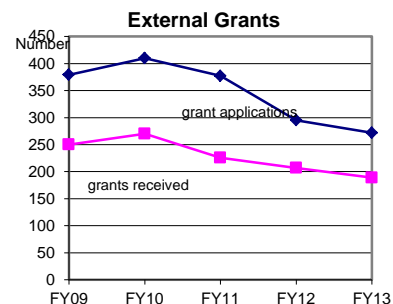
Recruit, support, and retain a highly committed and diverse faculty and staff who continually strive for excellence by promoting student learning, producing significant scholarship, and serving multiple constituencies.

7. Faculty Commitment to Seeking External Funding ⁴

(excluding student support)

- Number of faculty submitting external grants
- Number of grant applications
- Number of faculty receiving external grants
- Number of grants received

FY09	FY10	FY11	FY12	FY13
187	181	178	148	151
379	410	377	295	272
80	84	82	68	59
250	270	226	207	189

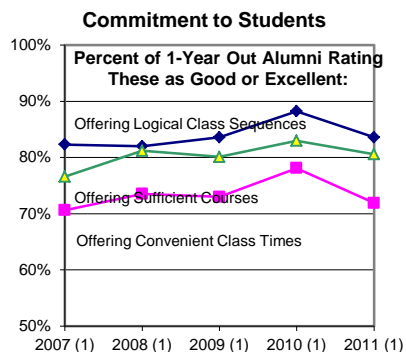


B. Measures of University Commitment to Students ²

percent of 1-year out alumni rating as good or excellent the quality of their major program in:

- Offering sufficient courses
- Offering convenient class times
- Offering logical class sequences

Graduated in --, (surveyed __ years out):				
2007 (1)	2008 (1)	2009 (1)	2010 (1)	2011 (1)
82%	82%	84%	88%	84%
71%	74%	73%	78%	72%
77%	81%	80%	83%	81%



C. Items to Monitor as Input/Process Measures

- Number of sabbaticals granted ^b
- Faculty Perception of Support ³
 - Percent satisfied with salary and fringe benefits
 - Percent satisfied with opportunity for scholarly pursuits
- African-American employees (EEO6 Categories) ^b
 - Executive/Administrative/Managerial
 - Faculty
 - Professional Non-faculty
 - Secretarial/Clerical
 - Technical/Para-professional
 - Skilled Craft
 - Service Maintenance
 - All SIUE Employees

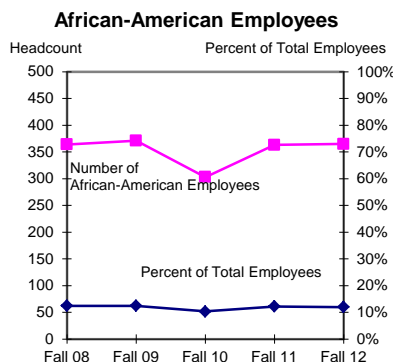
FY09	FY10	FY11	FY12	FY13
26	32	28	28	30
Fall 98	Fall 01	Fall 04	Fall 07	Fall 10
54%	59%	56%	NA	NA
64%	65%	58%	67%	61%

3. African-American employees (EEO6 Categories) ^b			Fall 08	Fall 09	Fall 10	Fall 11	Fall 12
a. Executive/Administrative/Managerial	headcount		14	13	11	9	9
	percent		13%	12%	11%	9%	9%
b. Faculty	headcount		32	34	31	36	36
	percent		5.2%	5.5%	4.9%	5.8%	5.7%
c. Professional Non-faculty	headcount		96	101	89	98	89
	percent		21%	21%	19%	21%	19%
d. Secretarial/Clerical	headcount		37	34	30	31	35
	percent		10.1%	9.0%	8.5%	8.9%	11.0%
e. Technical/Para-professional	headcount		89	86	73	92	89
	percent		38%	41%	31%	39%	36%
f. Skilled Craft	headcount		1	3	1	2	1
	percent		1.7%	4.8%	1.6%	3.2%	1.6%
g. Service Maintenance	headcount		14	16	11	18	23
	percent		6%	7%	5%	8%	10%
h. All SIUE Employees	headcount		364	371	303	363	365
	percent		12%	12%	10%	12%	12%

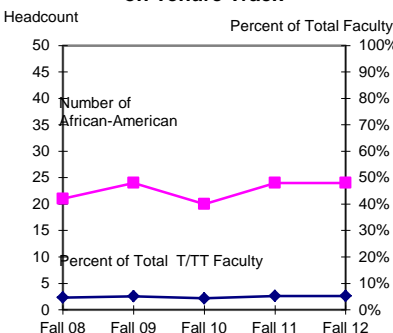
- Tenured/Tenure Track African-American Faculty (EEO Categories) ^b
 - Headcount
 - Percent of Total Tenured/Tenure Track Faculty

Graduated in --, (surveyed __ years out):				
2007 (1)	2008 (1)	2009 (1)	2010 (1)	2011 (1)
88%	88%	89%	90%	87%

Graduated in --, (surveyed __ years out) FT Undergrad Faculty at Public 4-Yr Colleges				
Fall 98	Fall 01	Fall 04	Fall 07	Fall 10
43%	46%	43%	NA	NA
51%	56%	46%	44%	48%



African-American Faculty Tenured or on Tenure Track



Notes:

- Items A.1, A.2, A.5 and A.6 are from NSSE - 2012, 2011, 2010, 2009, 2008.
- Items A.3, B.1, 2, 3, and C.5 are from Baccalaureate Follow-up Studies, 1 Year Out.
- Items in A.4 and C.2 are from UCLA-HERI Faculty Survey: 2010, 2007, 2004, 2001, and 1998: comparative data are for full-time undergraduate faculty at public 4-year colleges.
- Items in A.7 are provided by the Graduate School. For c. number was corrected for FY2008
- Item C.1 is the number of sabbaticals ratified by the SIU Board of Trustees and may differ slightly from the number actually taken.
- Items C.3 and C.4 are from IPEDS Fall Staff Reports. Numbers for Fall 08 for C.3 b, c, d, e were corrected

updated 8/22/2013; 8/6/2012; 9/27/11; 8/17/10; 8/7/09; 8/7/08.