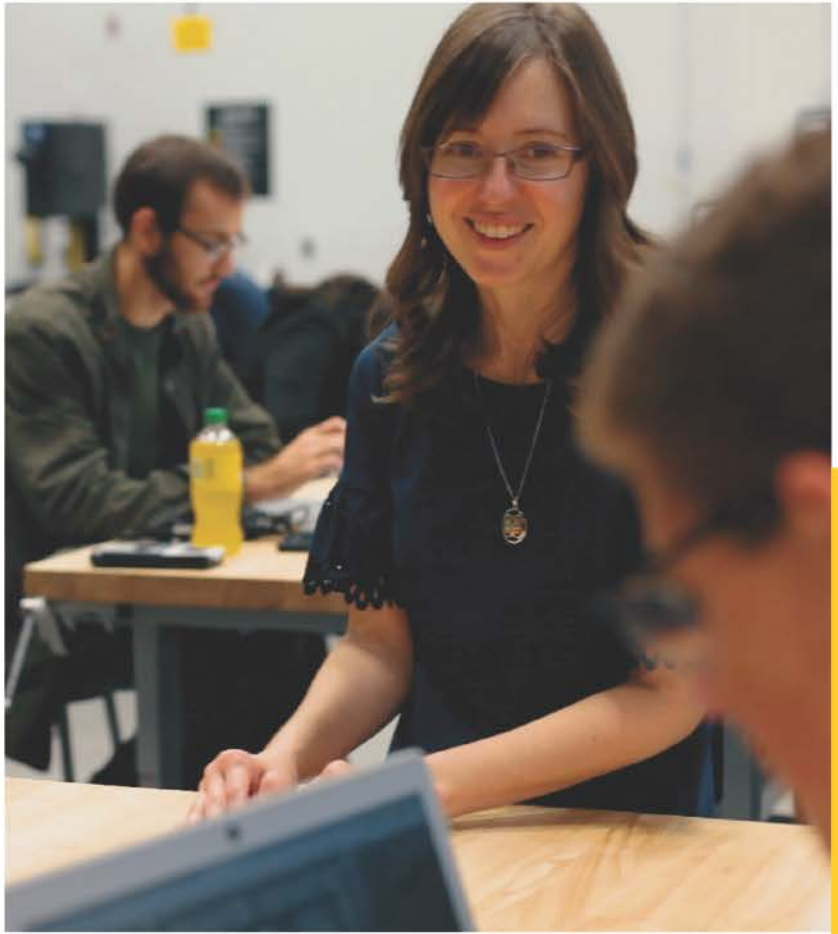
FACULTY CAREER DEVELOPMENT AT WICHITA STATE

WICHITA STATE UNIVERSITY



WSU's approach for presentation was based on:

- Changes in higher education: new ways of delivering educational content; discovery of knowledge; collaboration with industry
- The uniqueness of our mission—and the need to differentiate the type of teaching, research and service we provide
    - ***Mission: To be an essential educational, cultural and economic driver for Kansas and the greater public good (with a focus on applied learning and research)***

WSU FACULTY AT A GLANCE

Tenured
Wichita State: **50.6%**

Non-tenured on tenure track:
Wichita State: **19.1%**

Not on tenure track:
Wichita State: **30.3%**

9-month contract faculty by rank:

Professor
Wichita State: **24.3%**

Associate professor
Wichita State: **24.3%**

Assistant professor
Wichita State: **22.8%**

Instructor, lecturer and academic non-rank
Wichita State: **28.7%**

Full-time female faculty:

FULL-TIME FEMALE FACULTY
WICHITA STATE: 45%

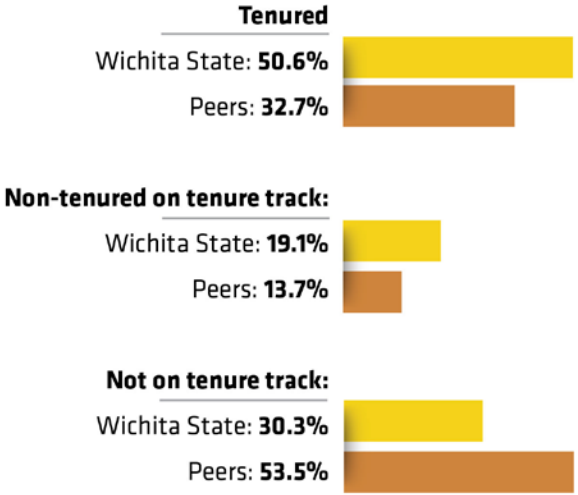
Professor
Wichita State: **21.3%**

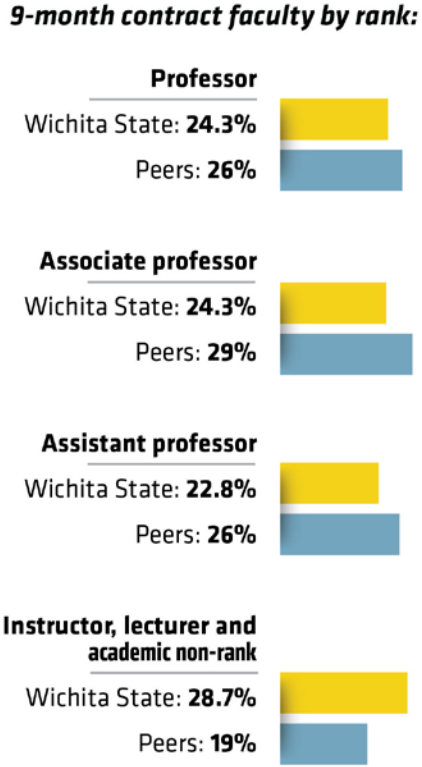
Associate professor
Wichita State: **44.9%**

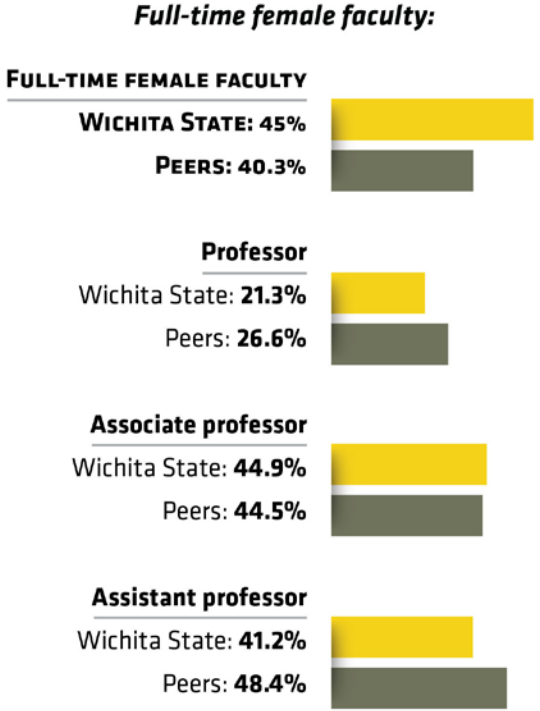
Assistant professor
Wichita State: **41.2%**

Source: IPEDS data for Academic Year 2016-17; Peers include: New Mexico State University; University of Massachusetts Lowell; University of Nevada Reno; University of North Dakota; Wright State University. N for Faculty: WSU=523; Peers=650

WSU FACULTY AT A GLANCE COMPARED TO PEERS







Source: IPEDS data for Academic Year 2016-17; Peers include: New Mexico State University; University of Massachusetts Lowell; University of Nevada Reno; University of North Dakota; Wright State University. N for Faculty: WSU=523; Peers=650

WSU-PEERS COMPARISON
(CONTINUED)

STUDENT CREDIT HOUR PER FACULTY

630	WICHITA STATE
PEERS	644

STUDENT-FACULTY RATIO (FALL 2016):

22	WICHITA STATE
PEERS	22

Source: IPEDS data for Academic Year 2016-17; Peers include: New Mexico State University; University of Massachusetts Lowell; University of Nevada Reno; University of North Dakota; Wright State University

WSU RESEARCH AWARDS

2011 → $ 54,533,305

2012 → $ 56,634,737

2013 → $ 53,805,051

2014 → $ 50,522,775

2015 → $ 53,154,333

2016 → $ 74,280,282

2017 → $ 90,562,806

Source: Fiscal year awards received by Wichita State University Office of Research, FY 2017

WICHITA STATE UNIVERSITY

WSU RESEARCH EXPENSES

	Wichita State	Peers
TOTAL FISCAL YEAR 2016→	$65,930,000	$69,709,000
ENGINEERING→	$50,448,000	$27,525,800
PHYSICAL SCIENCES→	$629,000	$8,271,000
ENVIRONMENTAL SCIENCES→	$49,000	$4,242,600
MATHEMATICAL SCIENCES→	$114,000	$288,200
LIFE SCIENCES→	$884,000	$19,639,800
PSYCHOLOGY→	$949,000	$1,447,600
SOCIAL SCIENCES→	$19,000	$1,353,400
NON-S&E FIELDS→	$12,838,000	$3,539,600

Engineering Expenditure Breakdown

NIAR	Engineering	EEG
$42,868,000	$3,663,000	$3,917,000

*Research dollars provided by Higher Education Research and Development Survey (HERD) NSF

CURRENT FACULTY DEVELOPMENT POLICY/PRACTICES

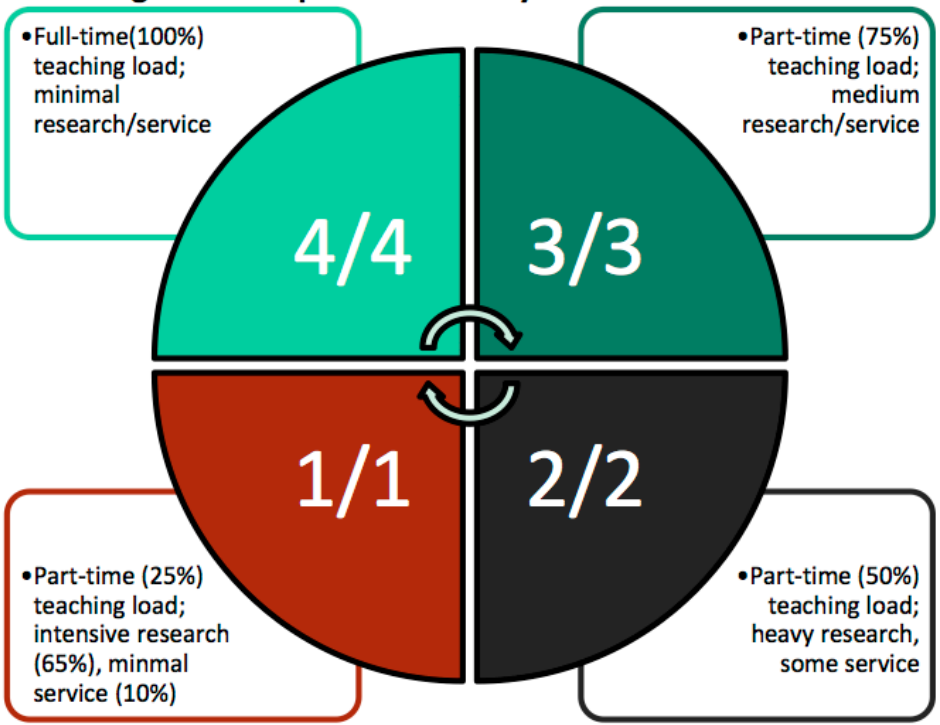
- Tenure and promotion process for tenure-eligible faculty
- New promotion process for teaching faculty, Dec. 2017
- Professor Incentive Review (PIR) available every six years for tenured and teaching faculty
- Unified Faculty Scholarship Model (UniSCOPE) adopted by Faculty Senate in May 2016
- Faculty Development Fellow appointed to coordinate faculty development: Pre-Tenure Club, Orientation, Teaching and Research Workshops, mentoring
- Office of Research grant proposal support and internal grant opportunities

HOW WSU FACULTY ALLOCATE TIME FOR WORK

- By WSU Policy 2.07**:** Standard teaching load 12 hours maximum, with no more than three different preparations, but applied differently depending on discipline
    - Non-tenure eligible: 4 courses/semester
    - Tenured and tenure-eligible: 3 courses/semester + scholarship/research
    - Tenured and tenure-eligible (Ph.D. programs): 2 courses/semester + research
- Some departments define workload as percentage of effort:
  (e.g., 40% Research, 40% Teaching, 20% Service)

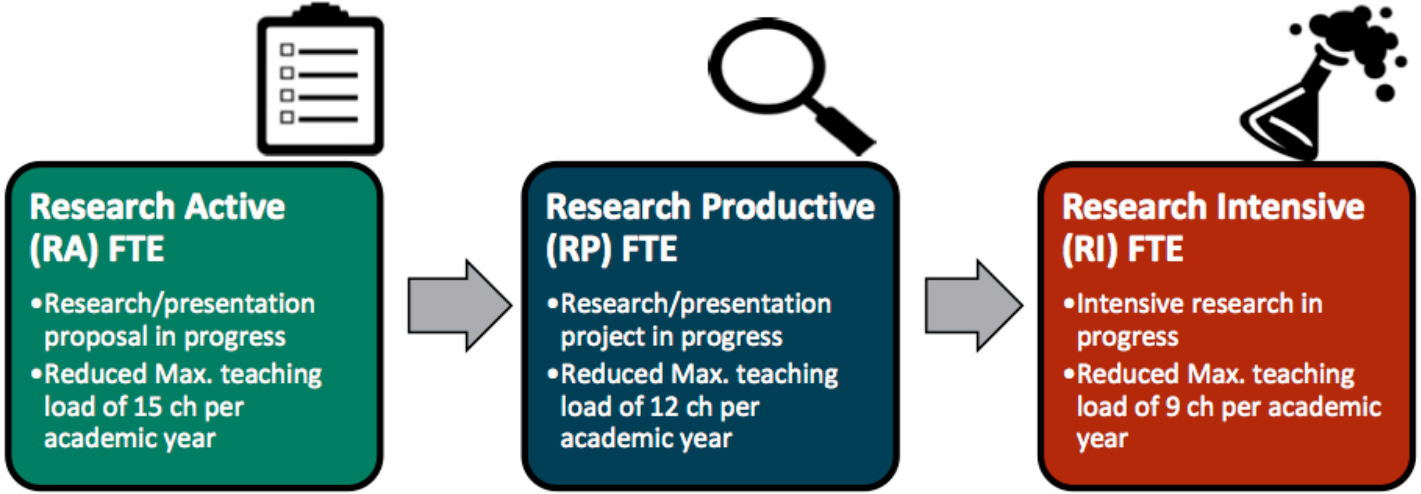
HOW DO WSU PEERS ALLOCATE TIME FOR WORK

Figure 3.1: Aspirant University FTE Workload Levels



Source: Hanover Research report prepared for WSU, 2017

Figure 3.2: University of Massachusetts – Lowell FTE Research and Teaching Loads



Source: Hanover Research report prepared for WSU, 2017
NOTE: U. of Massachusetts-Lowell is a WSU identified peer institution

Wichita State University

OPPORTUNITIES FOR IMPROVEMENT

- Faculty mentoring; grant proposal training; tech transfer; engage industry on WSU's applied research abilities
- Create a culture that embraces differences in workload and orientation
- Apply UniSCOPE model in department promotion and tenure guidelines
- Explore models of workload distribution to clarify teaching and research expectations
- Enhance opportunities for faculty involvement in Innovation Campus partnerships

PROPOSED NEXT STEPS

- Identify reward systems that better accommodate changes in the higher education system
- Start conversations with faculty – spring 2018
- Develop campus plans – spring 2019
- Implement new reward structures – fall 2019