FACULTY CAREER DEVELOPMENT AT WICHITA STATE
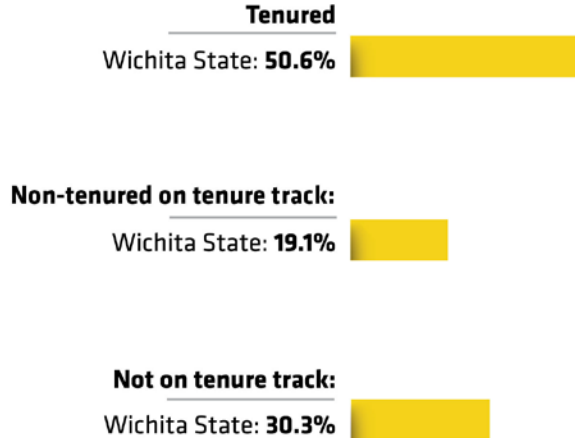
WSU | WICHITA STATE UNIVERSITY

WSU's approach for today's presentation is 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:

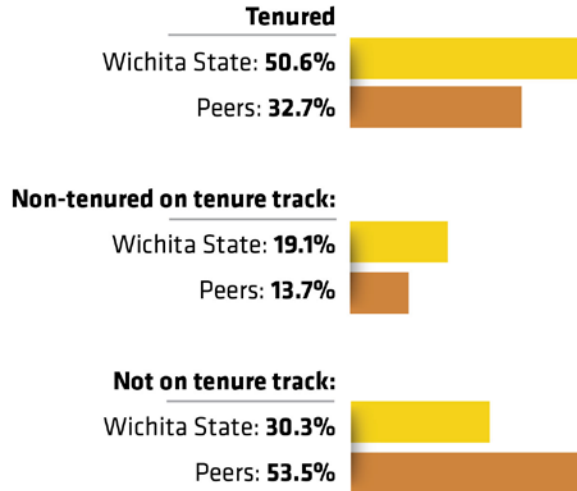**FULL-TIME FEMALE FACULTY**
WICHITA STATE: 45%

Professor
Wichita State: **21.3%**

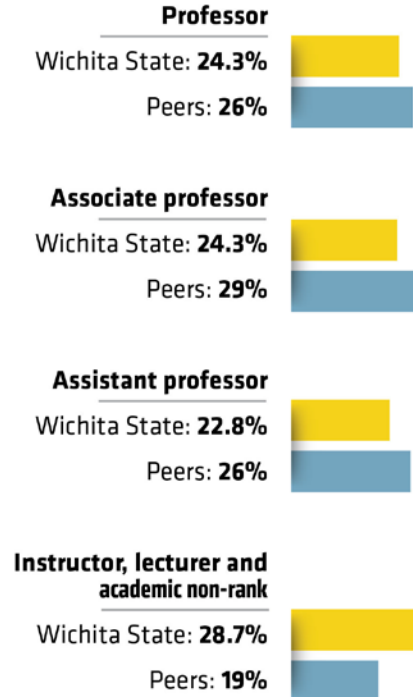**Associate professor**
Wichita State: **44.9%**

Assistant professor
Wichita State: **41.2%**

WSU FACULTY AT A GLANCE COMPARED TO PEERS

Tenured
Wichita State: **50.6%**
Peers: **32.7%**

Non-tenured on tenure track:
Wichita State: **19.1%**
Peers: **13.7%**

Not on tenure track:
Wichita State: **30.3%**
Peers: **53.5%**

9-month contract faculty by rank:

Professor
Wichita State: **24.3%**
Peers: **26%**

Associate professor
Wichita State: **24.3%**
Peers: **29%**

Assistant professor
Wichita State: **22.8%**
Peers: **26%**

Instructor, lecturer and academic non-rank
Wichita State: **28.7%**
Peers: **19%**

Full-time female faculty:

FULL-TIME FEMALE FACULTY
WICHITA STATE: 45%
PEERS: 40.3%

Professor
Wichita State: **21.3%**
Peers: **26.6%**

Associate professor
Wichita State: **44.9%**
Peers: **44.5%**

Assistant professor
Wichita State: **41.2%**
Peers: **48.4%**

WSU-PEERS COMPARISON
(CONTINUED)

STUDENT CREDIT HOUR PER FACULTY

630 WICHITA STATE

PEERS 644

STUDENT-FACULTY RATIO (FALL 2016):

22 WICHITA STATE

PEERS 22

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

5

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

6

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: Standard teaching load normally 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

  - Tenured and tenure-eligible (Ph.D. programs): 2 courses/semester + research

- Some departments define workload as percentage of effort:
  (ex: 40% Research, 40% Teaching, 20% Service)

HOW DO WSU PEERS ALLOCATE TIME FOR WORK
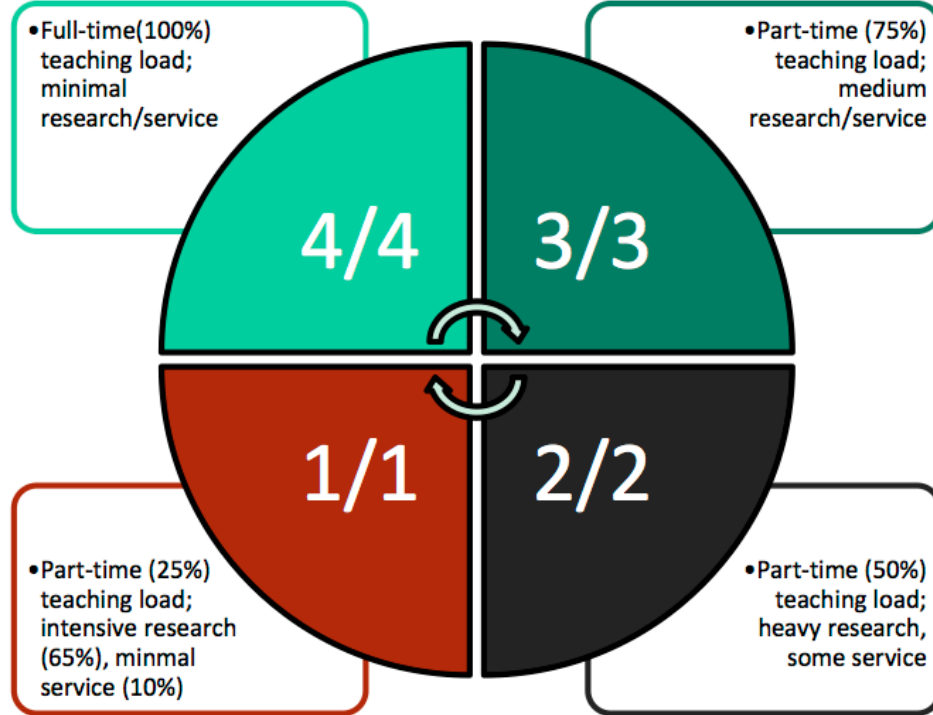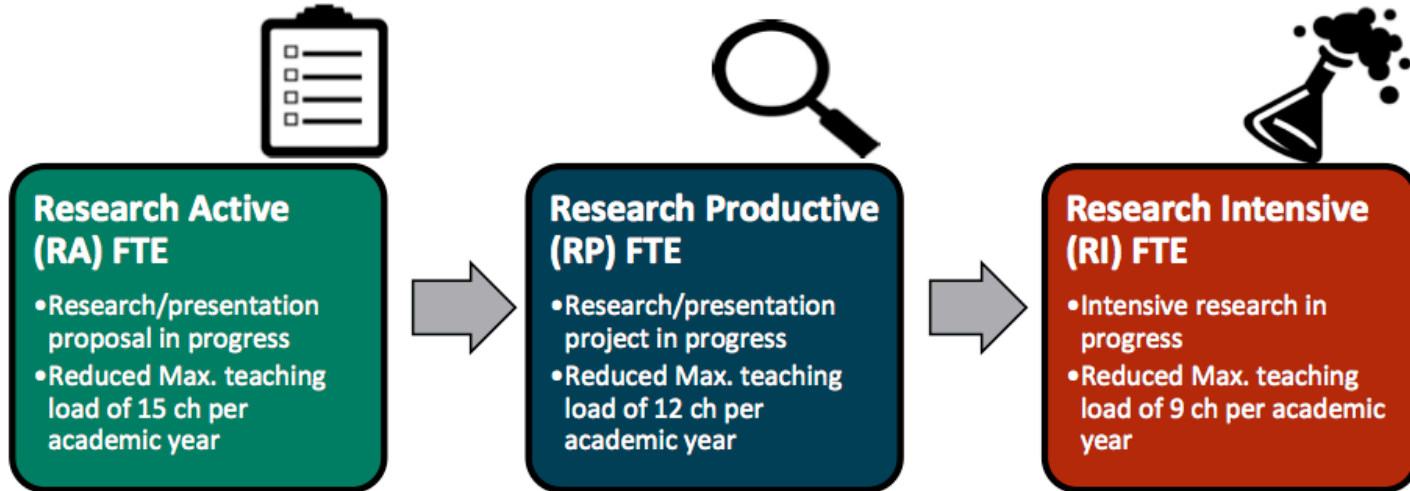
Figure 3.1: Aspirant University FTE Workload Levels

- Full-time(100%) teaching load; minimal research/service

- Part-time (75%) teaching load; medium research/service

4/4

3/3

1/1

2/2

- Part-time (25%) teaching load; intensive research (65%), minmal service (10%)

- Part-time (50%) teaching load; heavy research, some service

Source: Hanover Research report prepared for WSU, 2017

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

Research Active (RA) FTE
- Research/presentation proposal in progress
- Reduced Max. teaching load of 15 ch per academic year

Research Productive (RP) FTE
- Research/presentation project in progress
- Reduced Max. teaching load of 12 ch per academic year

Research Intensive (RI) FTE
- Intensive research in progress
- Reduced Max. teaching load of 9 ch per academic year

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

12
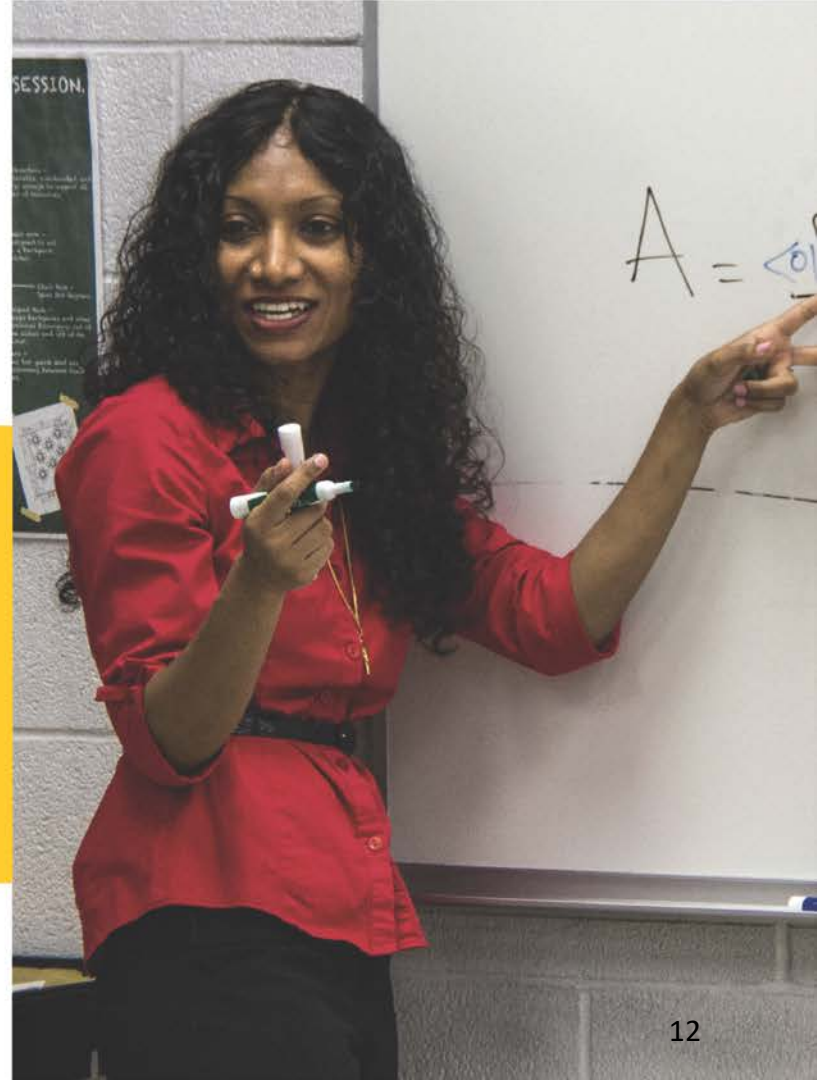
PROPOSED NEXT STEPS

- 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

13