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

9-month contract faculty by rank:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Wichita State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>24.3%</td>
</tr>
<tr>
<td>Associate professor</td>
<td>24.3%</td>
</tr>
<tr>
<td>Assistant professor</td>
<td>22.8%</td>
</tr>
<tr>
<td>Instructor, lecturer and academic non-rank</td>
<td>28.7%</td>
</tr>
</tbody>
</table>

Full-time female faculty:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Wichita State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>21.3%</td>
</tr>
<tr>
<td>Associate professor</td>
<td>44.9%</td>
</tr>
<tr>
<td>Assistant professor</td>
<td>41.2%</td>
</tr>
</tbody>
</table>

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

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%

Non-tenured on tenure track:

Wichita State: 19.1%
Peers: 13.7%

Tenured

Wichita State: 50.6%
Peers: 32.7%

Not on tenure track:

Wichita State: 30.3%
Peers: 53.5%

Full-time female faculty:

Professor
- Wichita State: 45%
- Peers: 40.3%

Associate professor
- Wichita State: 21.3%
- Peers: 26.6%

Assistant professor
- Wichita State: 44.9%
- Peers: 44.5%

Instructor, lecturer and academic non-rank
- Wichita State: 41.2%
- Peers: 48.4%

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)

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
Engineering Expenditure Breakdown

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

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.
• 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

- Full-time (100%) teaching load; minimal research/service
- Part-time (75%) teaching load; medium research/service
- Part-time (25%) teaching load; intensive research (65%), minimal 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

Source: Hanover Research report prepared for WSU, 2017

NOTE: U. of Massachusetts-Lowell is a WSU identified peer institution
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
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