FACULTY CAREER DEVELOPMENT AT WICHITA STATE
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

  - \textit{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:

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:

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

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
### Engineering Expenditure Breakdown

<table>
<thead>
<tr>
<th>Field</th>
<th>Wichita State</th>
<th>Peers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL FISCAL YEAR 2016</strong></td>
<td><strong>$65,930,000</strong></td>
<td><strong>$69,709,000</strong></td>
</tr>
<tr>
<td>Engineering</td>
<td><strong>$50,448,000</strong></td>
<td><strong>$27,525,800</strong></td>
</tr>
<tr>
<td>Physical Sciences</td>
<td><strong>$629,000</strong></td>
<td><strong>$8,271,000</strong></td>
</tr>
<tr>
<td>Environmental Sciences</td>
<td><strong>$49,000</strong></td>
<td><strong>$4,242,600</strong></td>
</tr>
<tr>
<td>Mathematical Sciences</td>
<td><strong>$114,000</strong></td>
<td><strong>$288,200</strong></td>
</tr>
<tr>
<td>Life Sciences</td>
<td><strong>$884,000</strong></td>
<td><strong>$19,639,800</strong></td>
</tr>
<tr>
<td>Psychology</td>
<td><strong>$949,000</strong></td>
<td><strong>$1,447,600</strong></td>
</tr>
<tr>
<td>Social Sciences</td>
<td><strong>$19,000</strong></td>
<td><strong>$1,353,400</strong></td>
</tr>
<tr>
<td>Non-S&amp;E Fields</td>
<td><strong>$12,838,000</strong></td>
<td><strong>$3,539,600</strong></td>
</tr>
</tbody>
</table>

*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
• 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: 4/4
- Part-time (75%) teaching load; medium research/service: 3/3
- Part-time (25%) teaching load; intensive research (65%), minimal service (10%): 1/1
- Part-time (50%) teaching load; heavy research, some service: 2/2

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