



EAB

Academic Performance Solutions

Submitting Faculty Line Requests

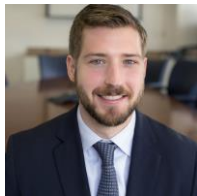
Part IV, Boot Camp for Department Chairs

August 15, 2018

Today's Presentation



Today's Presenter

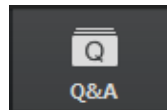


Harrison Greer
Consultant

Navigating Zoom

Ask a Question

To ask the presenter a question, use the Q&A button on the toolbar.



Having trouble with Zoom?

Contact us at APS@eab.com

We would love to hear from you!

Please take a few minutes to fill out the survey that will appear at the end of this webconference. It'll appear as a tab in your browser.

APS Boot Camp for Department Chairs

Foundational Webconference Training Series

Four 45-minute sessions led by APS dedicated consultants to demonstrate how department chairs, as well as new users and users who would like a refresh on platform functionality, can use data to make informed resource allocation decisions

Intro to APS

July 25th



- Gain a brief overview of APS
- Learn key methodology and terms
- How to access and navigate through the platform

Planning Course and Section Offerings

August 1st



- Align course offerings with student demand
- How to reallocate resources to high demand areas, like bottlenecks

Prioritizing Courses to Improve Course Completion Rates

August 8th



- Promote student progress
- How to leverage analyses on the Students tab

Submitting Faculty Line Requests

August 15th



- Locate key metrics to support faculty line requests
- How to apply analyses learned in previous sessions



Embedding APS on Campus as a Department Chair

August 23rd, 3-3:30pm ET

- Conversation with Dr. Matthew Costello, Department Chair at Saint Xavier University
- How he led the initiative to embed APS on campus to make data-informed decisions, such as in their annual review process

Need help registering?

Leave a comment in the survey!

Our Agenda for Today



Introduction

APS Metrics to Support
Faculty Line Requests



Platform Demonstration



Questions

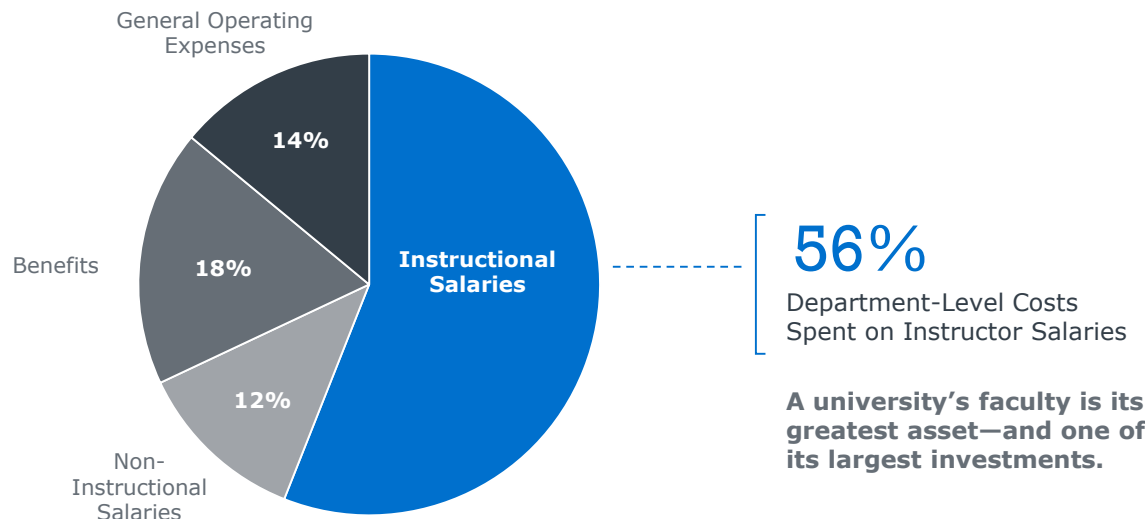


Higher Education's Greatest Investment? Faculty

More than Half of Costs from Instructional Salaries

Distribution of Departmental Direct Costs¹ by Category, Across the APS Collaborative

AY 2017



1) Share of costs calculated on a per-student-credit-hour basis. All student and course types are included.

How Metrics Help Tell a Story



Establish Need

- Demonstrate how demand for student credit hours (SCH) is changing and why an additional faculty line will impact student progress
- Sample metrics: Total attempted SCH, 3 year change in attempted SCH, percent of attempted SCH taught to own majors



Showcase Current Resource Allocation

- Include information on current fill rates and class sizes to indicate that there are few opportunities to reallocate current resources through collapsing sections or increasing class sizes
- Sample metrics: Median section fill rate, percentage of sections with less than 10 students, number of collapsible sections



Highlight Impact

- Illustrate the impact of an additional faculty line on department productivity and student progress by showing a reduction in faculty overload and increased opportunities for students to enroll in bottleneck courses
- Sample metrics: Projected SCH per full time faculty member, number of courses that the new faculty member will teach that are bottlenecks



Live Demonstration

Helpful Analyses for Department Chairs

DEPARTMENT METRICS	INSTRUCTIONAL STAFF METRICS	COURSE METRICS
<p>Pinpoint department size and growth.</p> <ul style="list-style-type: none"> • <i>3 Year Growth in Attempted SCH:</i> Mean annual growth rate of attempted credit hours • <i>Comparison of Demand vs. Capacity:</i> Annual percentage change in attempted SCH compared to median section fill rates • <i>Intercurricular Dependencies:</i> Percent of attempted SCH taught to own and service majors 	<p>Identify instructional staff headcount and productivity.</p> <ul style="list-style-type: none"> • <i>IFTE Staff: Ratio of credit hours taught to full-time instructional workload</i> • <i>Trends in Median Student Credit Hours (SCH) Taught: Median attempted SCH per instructor across all instructional staff</i> 	<p>Analyze class sizes, fill rates, and trends.</p> <ul style="list-style-type: none"> • <i>Impact of Course Bottlenecks on Course Completion:</i> For courses with fill rates 90% or greater - maximum capacity, enrollment, fill rates, and completion rates • <i>Trends in Section Consolidation Opportunity:</i> Number of collapsible and necessary sections over years

Quantify Need and Potential Impact of a New Faculty Line

To support a request, [download](#) and complete the template using metrics from your APS platform.



Integrating Data into Resource Requests

Old Dominion University | Doctoral research university | ~24K students

Improving the Budget Development Process

Challenge

In response to state-wide initiatives and budget cuts, administration needed to improve efficiency and critically evaluate new requests.

Solution

Deans and department chairs participated in APS training prior to budget meetings. Deans worked with chairs to embed more data into requests prior to submitting final budget priorities.

Outcomes from Inclusion of APS Data in Process



Increased Transparency

- More awareness about needs across the college among department chairs, including which programs were understaffed or experiencing fast growth
- Increased communication from administration to deans throughout budgeting process, including which data were used to inform decisions

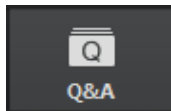


Generated New Insights

- Identified immediate opportunities for changes, such as correlation between high DFW rates and adjunct faculty in one department
- Scheduled follow-up meetings twice a semester to discuss new findings

How to Ask a Question

To ask the presenter a question, use the Q&A button on the toolbar.



Resources

- User Guide: Located in your [APS platform](#) on the Resources and Release Notes tab
- Platform Guides: Also located in your [APS platform](#) on the Resources and Release Notes tab
- [The Instructional Capacity Playbook](#): Best practice strategies for responding to enrollment changes

Additional Questions?

Contact us at APS@eab.com





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